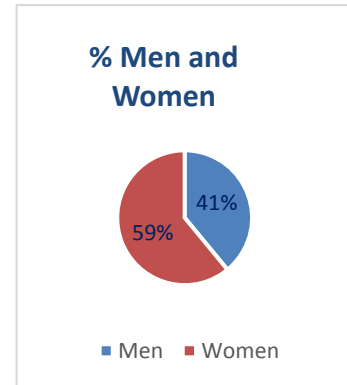


Our Gender Pay Gap 2022

Gender pay gap reporting

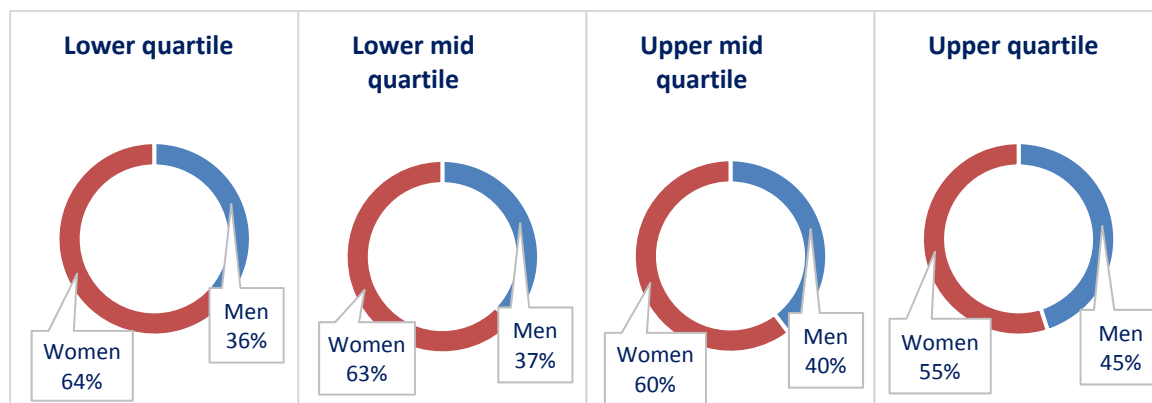
Gender pay reporting is a legal requirement for large organisations. It requires employers with 250 or more employees to publish statutory calculations each year showing the pay gap between their male and female employees, expressing this as a percentage. Gender pay reporting shows the balance of men and women at all levels of the organisation and the average hourly rates of pay across the organisation as a whole.



Our data is collected on the snapshot date of 5 April 2022, when our workforce consisted of 115 men and 165 women.

Proportion of men and women by pay quartile

Gender pay gap reporting requires us to divide our workforce into four equal parts (quartiles) by hourly rate and show the percentage of men and women within each of the quartiles:



Mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that men and women receive. This provides an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of men and women in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle values.

Gender pay gap	2022	2021	2020	2019	2018	2017
Mean gender pay gap in hourly pay	5.7%	3.2%	-1.5%	10.3%	9.3%	16.2%
Median gender pay gap in hourly pay	4.5%	3.4%	-3.2%	1.0%	2.7%	9.1%

The mean (average) hourly rate paid to men in our workforce was 5.7% higher than the mean (average) hourly rate paid to women in April 2022. The difference in hourly rates of pay, as a median average, was 4.5% lower for women. This represents an increase in our mean gender pay gap of 2.5% and a 1.1% increase as a median average based on our gender pay gap in 2021. However, the table above excludes those staff who were on furlough (reduced pay) in April 2021 and April 2020. The furlough scheme ended 30 September 2021 and therefore no staff were on furlough in April 2022.

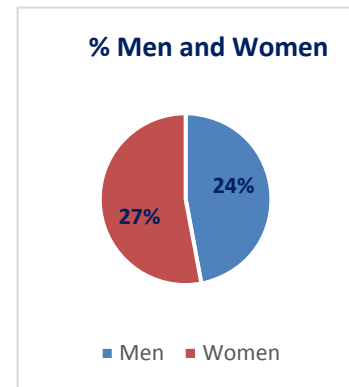
This is not a fair reflection of the gender pay gap that still exists within the museum and it would be misleading if we did not compare the April 2022 calculation with the 2021 and 2020 calculations had those staff on furlough been receiving their normal pay. The gender pay gap if we had included all staff on their normal rates of pay for the past 3 years would be:

Gender pay gap	2022	2021	2020
Mean gender pay gap in hourly pay	5.7%	5.4%	8.2%
Median gender pay gap in hourly pay	4.5%	-11.0%	0%

This represents an overall increase in our mean gender pay gap of 0.3% and an increase of 15.5% in our median average based on our gender pay gap in 2021. The increase in the mean gender pay gap is a result of three non-consolidated bonuses being paid to the Executive for exceptional performance. Our median gender pay gap has increased due to staff having the ability to earn commission for souvenir guidebook sales and receive honorarium payments for undertaking additional responsibilities due to the Museum being open in April 2022, compared to April 2021 when the Museum was closed due to the impact of the Coronavirus pandemic. There has also been a 12% decrease of women in the upper-mid pay quartile and a 22% increase of women in the lower-mid pay quartile, compared to April 2021 (including staff who were on furlough).

Proportion of men and women receiving a bonus payment

24% of men and 27% of women were awarded and paid a bonus or commission payment in the 12 months leading up to the snapshot date of 5 April 2022. This is a decrease of 18% of men and a decrease of 20% for women receiving a bonus or commission payment in this period compared to the 2021 period.



Commission payments are classified as bonus payments under the gender pay gap reporting requirements. Commission payments, awarded for the sale of souvenir guidebooks, have been included within the gender bonus pay in the 12 months leading up to the snapshot date. Two women and two men received honorarium payments for undertaking additional responsibilities. During the 12-month bonus period, the Museum remained closed for 6-weeks as a result of the pandemic, resulting in staff not having the full year to sell souvenir guidebooks and receive commission payments.

Bonuses were paid to three members of the Executive in the form of non-consolidated performance related payments, based on successful delivery of objectives and key priorities. The bonuses included in the snapshot date of 5 April 2022 relate to payments made in the financial year 2022-23 in respect of performance in 2020-21. The Executive staffing group who received bonuses consists of two men and one woman.

Mean and median gender bonus gap

The mean gender bonus gap is the difference in average bonus pay that men and women receive. There has been an decrease of 25% in the mean gender bonus pay gap from the last reporting period (2021: 83.5%).

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women. There has been a 37.4% increase in the median gender bonus gap, which continues to be more favourable towards women and this is due to women overall selling more souvenir guidebooks than men.

Gender bonus gap	2022	2021	2020	2019	2018	2017
Mean gender bonus gap	58.5%	83.5%	-98.9%	76.3%	76.1%	46.3%
Median gender bonus gap	-92.4%	-55.0%	-34.0%	-140%	11.1%	78.7%

Addressing the gender pay gap

We have seen a 0.3% increase in our mean gender pay gap and a 15.5% increase in our median gender pay gap (based on the calculations that assume staff on furlough were working on the snapshot date) and we are committed to reducing our gender pay gap where we can.

We continue to be committed to reducing our gender pay gap where we can. In October 2022, we implemented a new Career and Professional Development workstream that aims to identify ways in which the National Museum can improve learning, development and progression opportunities for all staff. We accommodate flexible and hybrid working arrangements wherever possible, supporting staff if they need to care for others or those who are returning to work after having a child or those who benefit from more flexible patterns of working. In 2022, the number of flexible working requests increased by 75% and all flexible working requests were approved. We have also continued to support hybrid working arrangements, where appropriate. We are committed to offering these opportunities to all staff, regardless of gender.

Declaration

I confirm the gender pay gap data contained in this report is accurate.



Sarah Dennis
Executive Director of Resources