

Natural History Museum 2018 Gender pay gap report

The Museum has published figures on the Government website for its gender pay gap reporting and we wanted to share the data, including outlining the measures the Museum has in place already to address matters arising from the data and those we need to concentrate on in the future.

Background

The gender pay reporting legislation requires employers with 250 or more employees to publish information every year showing how large the pay gap is between their male and female employees, and to establish action plans to reduce any gap. For public sector bodies the first data must be published by 31 March 2018.

The gender pay gap is the percentage difference between average hourly earnings for men and women. The requirement is to provide the following data:

- Our mean gender pay gap
- Our median gender pay gap
- Our mean bonus gender pay gap
- Our median bonus gender pay gap
- Our proportion of males receiving a bonus payment
- Our proportion of females receiving a bonus payment
- Our proportion of males and females in each quartile pay band

Definitions:

The **mean** average involves adding up all the hourly salary rates and dividing the total by the number of employees. For example, our mean female hourly rate is calculated by adding up all our female employees' hourly rates and dividing by the number of female employees.

The **median** average involves sorting all salaries from the smallest to largest, and if there is an odd number in the list the median average will be the middle number and if there is an even number in the list the median average will be the mean of the two central numbers.

The median is a typically a more representative figure as the mean can be skewed by a handful of highly paid employees.

The **quartiles** reporting involves sorting all employees by hourly rate from smallest to largest, then splitting the list into four equal sections with quartile 1 being the lowest hourly rates and quartile 4 being the highest. We then look at how many females and males are in each section.

We are asked to only report on employees who are receiving their usual pay which means that those colleagues who are on reduced pay, e.g. maternity or sick leave, are discounted from the figures.

The reporting is based on a snapshot from 31 March 2017 for the pay data we are required to publish and for July 2016 for the bonus data, this being the relevant data for the period we are required to report on, even though there is also bonus data available for July 2017.

You should note that the gender pay gap is not the same as equal pay. Equal pay deals with differences between men and women who do the same job – and it is illegal to pay people according to gender. What the gender pay gap shows is the difference between *average* pay between men and women.

NHM gender pay gap

The Museum is reporting a median gender pay gap of 7.5% as at 31 March 2017. This is not particularly high compared with the UK average of 18%. For the mean, the gender pay gap figure is 9.8% compared with the UK average of 17%.

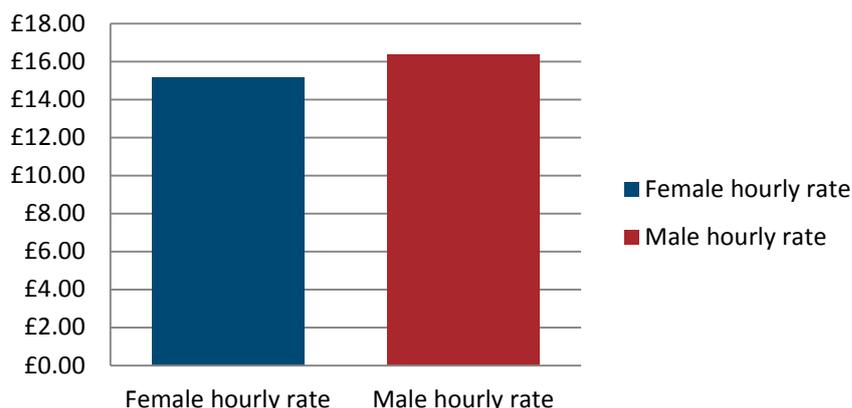
Results

	Median	Mean
Female hourly rate	£15.13	£15.99
Male hourly rate	£16.36	£17.72
Gender pay gap	7.52%	9.76%

The main issue for the Museum is that the gap highlights that we have fewer women in senior and in the more highly-paid roles. Essentially, the challenge for us is to improve the rate of career progression of women into senior jobs.

By way of a comparison, across the UK as a whole, men earn 18% more than women (Office of National Statistics). In the Museum sector the picture is varied. Of those organisations that have registered their gender pay gap information so far, the median hourly rate for female staff is lower than that for men at all but two of the eight museums, galleries and heritage institutions. The National Maritime Museum (-0.5%) has a pay gap in favour of women, while others range from 2.6% (Arts Council England) to 18.6% (National Heritage Memorial Fund) in favour of men.

Median hourly rates



The data also show that they are proportionally more males on the higher grades. Hence our hourly salary rate quartile split is as follows:

Quartile splits	Percentage of females	Percentage of males
Quartile 1	57	43

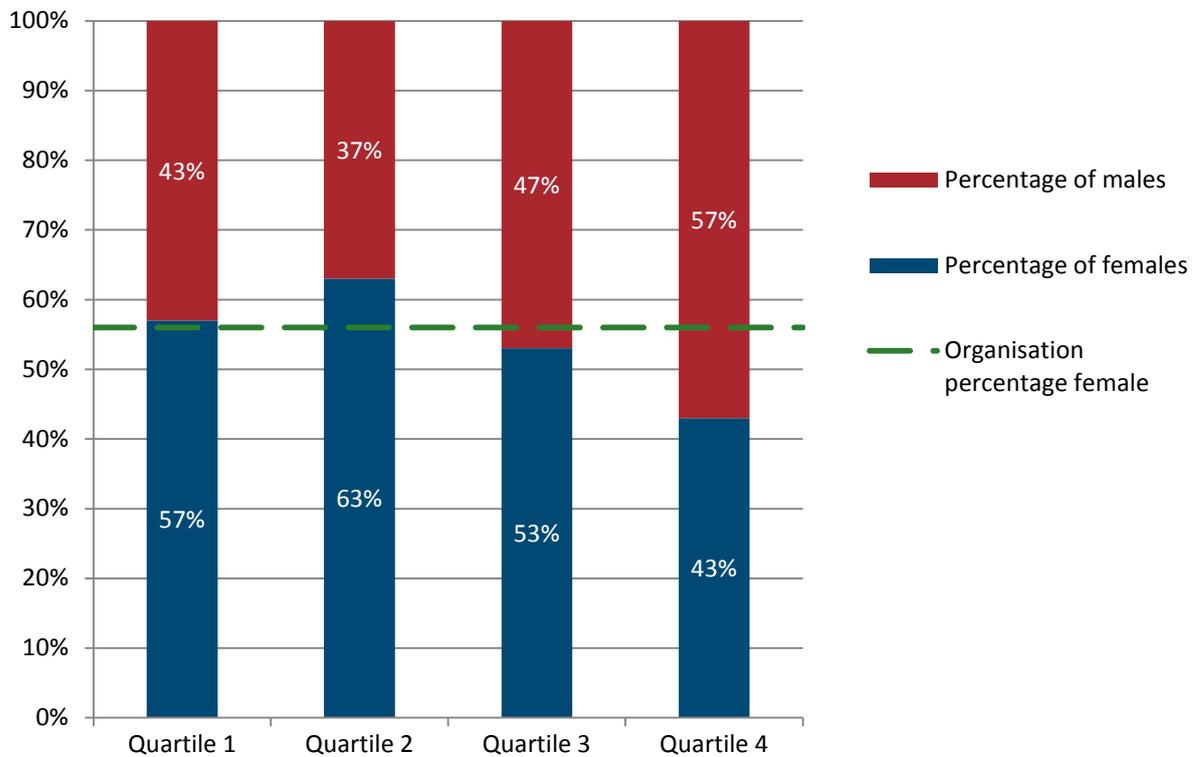
Quartile 2	63	37
Quartile 3	53	47
Quartile 4	43	57

If there were no gender pay gap you would expect to see the same proportion across all quartiles.

	Percentage of workforce
Female	54%
Male	46%

As an organisation our workforce is split 54% female and 46% male.

Gender split of staff by hourly rate quartiles



Bonus payment results:

	Median	Mean
Female bonus payment	£500	£1,052
Male bonus payment	£1,000	£2,505
Bonus pay gap	50%	58%

The bonus data shows that male employees' bonus median was 50% higher than females, and the mean was 58% higher. This is skewed because there are a higher proportion of males in the upper quartiles (i.e. in senior roles), and of those, fewer women are in posts eligible for bonus payment. Although we are not required to

publish the 2017 data at this time, it shows that the median bonus pay gap reduced to 0%. This was due to more women being awarded bonuses in the all staff scheme.

The data shows that the difference in the percentage of men and women receiving bonuses in July 2016 was negligible.

Proportion of male eligible employees receiving bonus	10.2%
Proportion of female eligible employees receiving bonus	9.6%

NHM moving forward

The causes of the gender pay gap are complex, but the most significant reason is that fewer women hold the most senior jobs here. The Museum already has a range of family friendly and flexible working policies which are designed to support the balance between work and parenting. We have also adopted other initiatives such as unconscious bias training and equality training for recruiters. And most recently, our apprenticeship initiative (Inspiring Leadership) supports the development of women into leadership roles generally across the Museum. All these measures will continue but we acknowledge that we need to accelerate the reduction of the gender pay gap.

Moving forward, we have a new museum-wide Workforce Diversity Action Plan and working group looking at ways in which we can achieve a positive working culture of equality. Other particular areas for attention include reviewing our promotion procedure and recruitment process to reduce the potential for bias and to develop a sustainable plan for equality in the Museum.

In addition to those actions we have specific objectives in response to the November 2017 NHM Science Review in relation to the progression of women in science covering the recruitment, development and promotion of women into leadership positions. We will be applying for Athena SWAN (Scientific Women's Academic Network) accreditation which recognises an employers' commitment to enhancing the careers of women in science.