Since publishing our gender pay gap last year, we have seen an increase in our median gender pay gap from 10.8% to 13.1%. Our mean has also reduced.

We have been working to address the gender balance in the Museum, particularly at the leadership level, and throughout 2019 made some senior female appointments which means our 2020 gap shows a reduction.

GENDER PAY GAP EXPLAINED
The gender pay gap shows the differences between average pay between men and women. It is not the same as equal pay. At the Natural History Museum, we pay men and women the same rate for doing the same job. We have a clear job evaluation process and grading system which allows for roles to be paid equally.
REPORTING OUR GENDER PAY GAP

PAY DIFFERENCE
in hourly pay between male and female employees

11.9% 13.1%
MEAN MEDIAN
At 2018 this was 13.4% At 2018 this was 10.8%

BONUS GENDER PAY GAP
PROPORTION OF MALES AND FEMALES RECEIVING A BONUS

37% 0% 12% 10%
MEAN MEDIAN MALE FEMALE

PERCENTAGE OF MALES AND FEMALES IN EACH QUARTILE

38% 62%
37% 63%
40% 60%
61% 39%
Q1 male female Q2 male female Q3 male female Q4 male female

GENDER SPLIT ACROSS THE WHOLE MUSEUM

43% 57%
male female

Mean obtained by adding several quantities together and dividing the sum by the number of quantities. MEDIAN the middle number in a set of data when it is in ascending order.

THE QUARTILES hourly rates from smallest to largest, split into equal sections. Quartile 1 being the lowest hourly rates and quartile 4 being the highest.
UNDERSTANDING OUR GENDER PAY GAP
Changes to headcount over the last year have impacted on our gender pay gap and account for the small increase seen this last year. The Museum took the decision to employ directly, many front of house roles, rather than using an agency. This gave those members of staff increased job security as well as access to the Museum’s generous benefits package. It did, however, impact on the gender pay gap as the majority of those who transferred from this agency status, to employed members of Museum staff, were female. These roles are also in the lowest quartile for pay.

TAKING ACTION TO REDUCE OUR GENDER PAY GAP
A key part of our new Museum strategy – launched in January 2020 – is diversity. One of our four values is: ‘We champion diversity. We embrace the challenge of creating a diverse and inclusive organisation and recognise the benefits it brings. We are approachable and welcoming, engaging with different needs and perspectives. We seek out information and share ideas widely and in a variety of ways.’ We are working to create a workplace in which all people feel included and valued.

In order to achieve this, the Museum has set up a Diversity Working Group which champions equality, diversity and inclusion in all areas of our work and will focus on all aspects of diversity, including gender. The group have undertaken a survey to explore our people’s experiences of diversity and inclusion at the museum and will develop a diversity action plan to deliver alongside the strategy. The action plan will focus on all aspects of employment including training, decision making around promotions, career progression and pay.

In terms of tackling our gender pay gap we will be focusing on developing and improving our recruitment process to ensure the process of attraction and selection is as conducive to supporting diversity and inclusion as possible. Over the next year we expect to have greater scope of attraction, new methods of application and more support to managers on making good hiring decisions.

We are also looking at support from external partners such as Working Families to ensure our policies and procedures are as supportive as possible around maternity and working parents. We are also working towards securing an Athena Swan accreditation, which is a charter to encourage and recognise commitment to advancing the careers of women in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.