Since publishing our gender pay gap last year, we are pleased to see another decrease in our median gender pay gap from 6% to 5.1%. As explained in the previous report, we have been working to address the gender balance in the Museum, particularly at the leadership level, and in 2019 and 2020 made some senior female appointments which has helped to reduce the gap.

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

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>9.4%</td>
<td>6%</td>
</tr>
<tr>
<td>Female</td>
<td>5.1%</td>
<td>3%</td>
</tr>
</tbody>
</table>

**Note:** no bonuses were paid in 2020

**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.

**Bonus Gender Pay Gap**

- **Mean**
  - In 2020 this was 11.2%
- **Median**
  - In 2020 this was 6%

**Proportion of Males and Females Receiving a Bonus: No Bonuses Paid in 2020**

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Median</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Percentage of Males and Females in Each Quartile**

- **Q1**
  - 40% male
  - 60% female
- **Q2**
  - 38% male
  - 62% female
- **Q3**
  - 40% male
  - 60% female
- **Q4**
  - 55% male
  - 45% female

**Gender Split Across the Whole Museum**

- 43% male
- 56% female
- 1% non-binary

**PERCENTAGE OF MALES AND FEMALES IN EACH QUARTILE**

- **Q1**
  - 40% male
  - 60% female
- **Q2**
  - 38% male
  - 62% female
- **Q3**
  - 40% male
  - 60% female
- **Q4**
  - 55% male
  - 45% female

**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.

**Note:** no bonuses were paid in 2020
UNDERSTANDING OUR GENDER PAY GAP

We are pleased our median gender pay gap has reduced again in 2021. This has been due to efforts to address the gender imbalance in the more senior positions in the Museum. We have seen a shift again this year in the balance in the upper quartiles, which has impacted our gender pay gap. We have been working hard to encourage flexible working in our more senior roles wherever possible.

We are also proud that our recently created Senior Leadership team, a large group of senior managers across the organisation, has a gender split which is reflective of the Museum average i.e. 58% female, 42% male.

TAKING ACTION TO REDUCE OUR GENDER PAY GAP

We are continuing to work on our diversity strategy and action plan to ensure we create a workplace in which all people feel included and valued. The strategy focuses on all aspects of diversity including gender.

One of values as part of our new strategy 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.”

Over the last year we focused on providing diversity and inclusion training for all staff across the Museum. In addition, specialised Inclusive Leadership, Anti Racism, Trans Awareness and Mental Health awareness training has been undertaken by our senior leaders. All managers (c.200 people) will also attend a six module management development programme. We were proud to be part of the Kickstart scheme, employing 20 young people on Universal Credit on a 6 month work placement. Next year we will be looking at how we can offer apprenticeship opportunities across the Museum.