

GENDER PAY GAP REPORT 2020

Since publishing our gender pay gap last year, we have seen a significant decrease in our median gender pay gap from 13.1% to 6%. 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 pay gap shows a considerable reduction again.

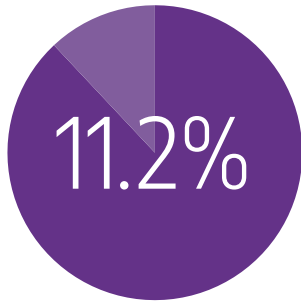
GENDER PAY GAP EXPLAINED

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

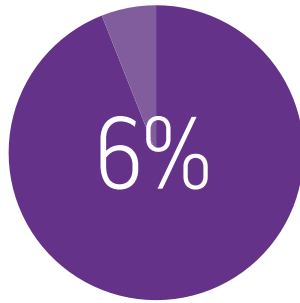
in hourly pay between male and female employees



11.2%

MEAN

At 2019 this was 11.9%.



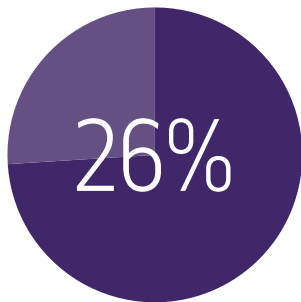
6%

MEDIAN

At 2019 this was 13.1%.

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



26%

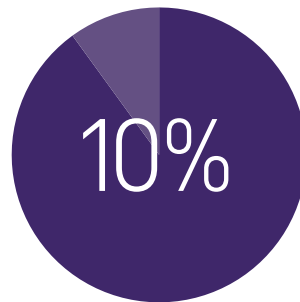
MEAN



0%

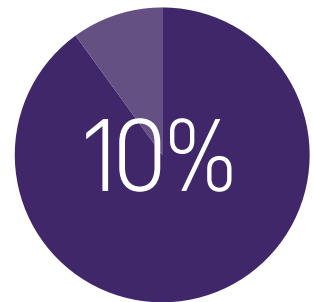
MEDIAN

PROPORTION OF MALES AND FEMALES RECEIVING A BONUS



10%

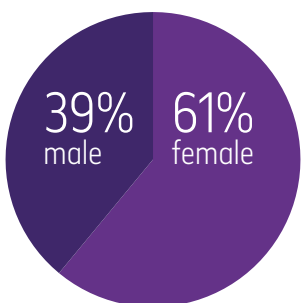
MALE



10%

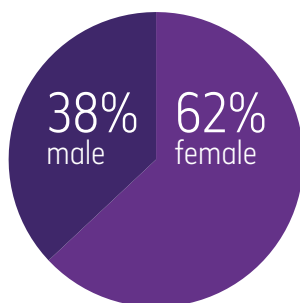
FEMALE

PERCENTAGE OF MALES AND FEMALES IN EACH QUARTILE



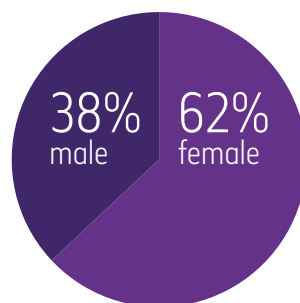
39% male
61% female

Q1



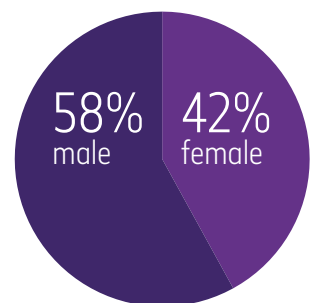
38% male
62% female

Q2



38% male
62% female

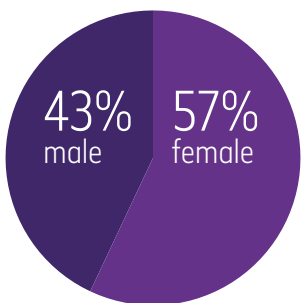
Q3



58% male
42% female

Q4

GENDER SPLIT ACROSS THE WHOLE MUSEUM



43% male
57% 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.

UNDERSTANDING OUR GENDER PAY GAP

We are very pleased to be able to report such a considerable reduction in the median gender pay gap in 2020. We have recently appointed women into a number of senior roles, and this has shifted the balance in the upper quartiles, significantly impacting on 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 Management Board, a group of senior leaders across the organisation, has an equal gender split.

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 next year, we will be focusing on our attraction and selection in our recruitment strategy, aiming to reach as wide an audience as possible. We are also continuing to think about how we provide development opportunities and career progression within the Museum. Our diversity action plan will also focus on continuing to provide unconscious bias training for all our managers.