

LONDON MUSEUM GENDER PAY GAP REPORT 2024

Human Resources, June 2024

Introduction

As an employer with over 250 staff, the London Museum is required by law to carry out Gender Pay Gap reporting. This is in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We can confirm that the data included in this report is an accurate picture of the position as at the snapshot date of 31 March 2024.

For questions related to the contents of this report, please contact edi@londonmuseum.org.uk.

Gender Pay Gap Data at 31 March 2024

On the snapshot date, our headcount was at 307 employees. This was made up of 211 females (68.7% of employees) and 96 males (31.3% of employees).

HOURLY RATE OF PAY

Headcount by quartile

Quartile	Headcount - Pay	Males		Females	
		No.	%	No.	%
Upper	77	28	36.4%	49	63.6%
Upper Middle	77	20	26.0%	57	74.0%
Lower Middle	76	24	31.6%	52	68.4%
Lower	77	24	31.2%	53	68.8%
Total	307	96	31.3%	211	68.7%

Females were overrepresented compared to males in all quartiles, but this was at its most significant in the upper middle quartile, where females accounted for 74.0% of employees in that quartile. Males were most highly represented in the upper quartile, where they accounted for 36.4% of employees and females accounted for 63.6%.

The proportions of females and males in the upper quartile have remained unchanged from 2023. The proportion of females in the upper middle quartile has continued to increase each year, rising from 57.0% in 2022 to 68.0% in 2023 and now to 74.0% in 2024. The proportion of females in the lower middle quartile has reduced, falling from 73.0% to 68.4% which could account for some of the increased proportion of females in the upper middle quartile. Between March 2023 and March 2024, the proportion of females in the lower quartile has risen from 61.3% to 68.8%.

Mean and Median Gender Pay Gaps

Quartile	Headcount	Hourly rate	
		Mean Gender Pay Gap	Median Gender Pay Gap
Upper	77	17.4%	15.0%
Upper Middle	77	-3.1%	0.0%
Lower Middle	76	-1.2%	-4.4%
Lower	77	-1.5%	0.9%
Total	307	9.9%	0.0%

Our mean Gender Pay Gap has increased slightly between 2023 and 2024 and is now 9.9% (a 0.4% increase). Between March 2023 and 2024 there has been some fluctuation experienced in each quartile, though the gap at the upper quartile has reduced by 2.4% from the previous year, and all three other quartiles now have a negative gap (meaning the gap is in favour of female employees) – though the gaps in these quartiles are considerably smaller than the gap in the upper quartile.

Our median Gender Pay Gap is now 0.0%, down from 1.6% in the previous year. The median gap in the upper quartile remains considerable at 15.0%, however, this has reduced by 2.3% from last year. There has now been a 0.0% gap in the upper middle quartile for the last two years.

BONUSES

Headcount receiving a bonus by quartile

Quartile	Headcount - Bonus	Males		Females	
		No.	%	No.	%
Upper	11	<5	10.7%	8	16.3%
Upper Middle	10	<5	5.0%	9	15.8%
Lower Middle	7	<5	4.2%	6	11.5%
Lower	<5	0	0.0%	<5	1.9%
Total	29	5	5.2%	24	11.4%

9.4% of our workforce received a bonus in the reporting period, a slight increase on the 8.7% of our workforce who received a bonus in the previous period. Females were more than twice as likely as males to receive a bonus during this period.

A higher proportion of females than males received a bonus in every quartile, and no males received a bonus in the lower quartile. For males and females, those in the upper quartile were most likely to receive a bonus, with the likelihood decreasing with each quartile.

Mean and Median Gender Bonus Gaps

Where the museum pays bonuses to staff, these are either:

- Performance-related bonus payments which are assessed through our performance management processes relevant to each level of role; OR
- Commission payments made to staff working in commercial roles.

Quartile	Headcount - Bonus	Bonus	
		Mean Gender Bonus Gap	Median Gender Bonus Gap
Upper	11	-55.9%	0.0%
Upper Middle	10	-68.4%	0.0%
Lower Middle	7	-108.9%	-9.5%
Lower	1	N/A	N/A
Total	29	-9.0%	0.0%

Females received a higher mean bonus than males in all quartiles (with the exception of the lower quartile where no males received a bonus). The most significant gap was in the lower middle quartile, where there was a gap of -108.9% between the mean bonus of females and males. The overall mean bonus gap -9.0% which was a considerable reduction from -219.3% in March 2023.

The median bonuses received by males and females were equal in all quartiles except the lower middle quartile, where there was a small gap in favour of females (-9.5%) and the lower quartile where no males received a bonus. The overall median bonus gap was 0.0%, the same as in March 2023.

Understanding our Gender Pay Gap data

We are disappointed that our mean Gender Pay Gap has increased again ahead of 31 March 2024, although we are heartened that our median Gender Pay Gap has reduced to 0.0%. We are also pleased to see that our mean and median bonus gaps have both reduced considerably since the previous year – our mean gap now at -9.0% and our median at 0.0%.

We are in the midst of a significant transformation programme being delivered in support of the development of our new museum. The salaries for specific roles as part of this programme have been benchmarked against other sectors outside of the cultural and heritage sectors. This means that they may be out of step with our usual salary structure, and so will have had an impact on our Gender Pay Gap.

Actions being taken to address the Gender Pay Gap

In December 2023, the museum's Board of Governors approved our [Equity, Diversity and Inclusion \(EDI\) Strategy 2023 – 2026](#), which replaces our previous Diversity Strategy 2018 – 2021.

Our Diversity Strategy set out our strategic aims on EDI, which have been carried over into our EDI Strategy for the coming years. Our aims are that:

- All people feel valued and able to be themselves in the workplace.
- Our workforce is increasingly representative of London.
- Workforce diversity is achieved at all levels and departments.
- Opportunities to work at and develop a career here are open to all.
- We advance equality and diversity in the sector and wider society.

In our Diversity Strategy, one of the priorities we set for ourselves was to 'Increase the representation of female staff at senior management levels'. We have been successful in achieving this priority, as females account for 63.6% of the upper quartile and 74.0% of the upper middle quartile of our workforce.

Our EDI Strategy 2023 – 26 spans the breadth of our activity as a museum and an employer, with a focus on eight key strategic areas of museum activity. We have set out a number of high-level commitments under each area of focus that we will take forward throughout the lifespan of the strategy. The following commitments are those that we believe will support us to address and reduce our Gender Pay Gap:

- Explore and deliver actions which support the retention and progression of our staff.
- Widen our current approach to pay gap reporting to include reports on our ethnicity and disability pay gaps.
- Continue to provide training interventions to support our staff to become more knowledgeable and understanding around EDI.
- Successfully embed the use of our Tool for Culture Change at all levels across the Museum.
- Embed our behaviours more fully in our performance review process as well as our day-to-day interactions.
- Continually evaluate the accessibility of our approach to hybrid working.
- Review and maintain relevant policies on EDI to ensure we have the right policy framework in place to address discrimination.

We are also pleased that our internal Women for Leadership Staff Network, which had been dormant for a number of years, is relaunching in 2024 – 25. Going forwards, this network will be a key stakeholder in helping the museum to identify actions and initiatives we can introduce in order to tackle and reduce our Gender Pay Gaps.

Appendix: Change over time

The following tables provide an overview of how our mean and median Gender Pay Gaps have changed over time, spanning 31 March 2021 through to 31 March 2023.

Mean Gender Pay Gap

Quartile	Mean Gender Pay Gap			
	31 March 2022	31 March 2023	31 March 2024	Change between 2023 and 2024
Upper	13.7%	19.8%	17.4%	-2.4%
Upper Middle	-1.7%	-0.6%	-3.1%	-2.9%
Lower Middle	-0.1%	0.3%	-1.2%	-1.5%
Lower	-1.7%	-2.7%	-1.5%	1.2%
Total	2.7%	9.5%	9.9%	0.4%

Median Gender Pay Gap

Quartile	Median Gender Pay Gap			
	31 March 2022	31 March 2023	31 March 2024	Change between 2023 and 2024
Upper	15.9%	17.3%	15.0%	-2.3%
Upper Middle	-0.7%	0.0%	0.0%	0.0%
Lower Middle	-0.4%	1.5%	-4.4%	-5.9%
Lower	-7.4%	-1.8%	0.9%	2.7%
Total	0.9%	1.6%	0.0%	-1.6%

Mean Gender Bonus Gap

Quartile	Mean Gender Bonus Gap		
	31 March 2023	31 March 2024	Change between 2023 and 2024
Upper	-1590.1%	-55.9%	1534.2%
Upper Middle	-90.5%	-68.4%	22.1%
Lower Middle	4480.0%	-108.9%	-4588.9%
Lower	-33.7%	N/A	N/A
Total	-219.3%	-9.0%	-210.3%

Median Gender Bonus Gap

Quartile	Median Gender Bonus Gap		
	31 March 2023	31 March 2024	Change between 2023 and 2024
Upper	0.0%	0.0%	0.0%
Upper Middle	0.0%	0.0%	0.0%
Lower Middle	67.8%	-9.5%	-77.3%
Lower	0.0%	N/A	N/A
Total	0.0%	0.0%	0.0%