

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

Museum of London Gender Pay Gap Data at 31 March 2022			
Hourly pay rates	Gender Pay Gap – the difference between women's pay and men's pay as a percentage of men's pay		
Mean hourly rate	2.71%		
Median hourly rate	0.92%		
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile	64%	36%	100%
Proportion of women and men in the upper middle quartile	57%	43%	100%
Proportion of women and men in the lower middle quartile	75%	25%	100%
Proportion of women and men in the lower quartile	53%	47%	100%
Bonus pay	Bonus Gender Pay Gap – the difference women's bonus and men's bonus as a % of men's bonus		
Mean bonus	0.05%		
Median bonus	0.0%		

At the Museum of London, we are committed to ensuring that all our people feel valued and able to be themselves in the workplace; that workforce diversity is achieved at all levels and within all departments; and that opportunities to work at and develop a career here are open to all. This includes ensuring that our people are paid equally for carrying out the same or equivalent duties.

This year shows a significant improvement in both our mean and median data values. Over this last year we have further increased the percentage of women in the upper quartile and decreased the percentage of women in the lower quartile, with the lower quartile moving closer to a 50/50 split between men and women. Some of the decrease in women in the lower quartile has been offset by an increase in the lower middle quartile. This shift has been achieved through new appointments as well as internal promotions. This affects the differences in pay rates. Over the last year, we have continued restructuring the museum at all levels and have maintained a 50/50 males/female split at Executive Board level.

We continue to implement our Staff Diversity Strategy – setting out the ways in which we aim to achieve workforce diversity and inclusion at all levels – and will continue focusing on one of our strategic priorities in this area, to achieve a workforce which is representative of London by 2026.

This data is an accurate picture of the position as at 31 March 2022.

Sharon Ament
Director