

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 2020			
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	9.97%		
Median hourly rate	4.0%		
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile	56%	44%	100%
Proportion of women and men in the upper middle quartile	65%	35%	100%
Proportion of women and men in the lower middle quartile	67%	33%	100%
Proportion of women and men in the lower quartile	68%	32%	100%
Bonus pay	Bonus Gender Pay Gap – the difference women's bonus and men's bonus as a % of men's bonus		
Mean bonus	-1.62%		
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. Though an improvement on last year's report, our data show a pay gap that continues to be driven by a majority of men among the membership of our Executive Board, chaired by Museum Director, Sharon Ament. This affects the differences in pay rates. Over the last year, we have taken steps to address this through a restructure of our Executive Board, which now has an almost 50/50 split of males and females. 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, which is to increase the representation of female staff at senior management levels.

This data is an accurate picture of the position as at 31 March 2020.

Sharon Ament
Director