

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.

<b>Museum of London Gender Pay Gap Data at 31 March 2021</b>			
<b>Hourly pay rates</b>	<b>Gender Pay Gap – the difference between women's pay and men's pay as a percentage of men's pay</b>		
Mean hourly rate	8.84%		
Median hourly rate	5.63%		
<b>Pay quartiles</b>	<b>Women</b>	<b>Men</b>	<b>Total</b>
Proportion of women and men in the <b>upper quartile</b>	59%	41%	100%
Proportion of women and men in the <b>upper middle quartile</b>	62%	38%	100%
Proportion of women and men in the <b>lower middle quartile</b>	68%	32%	100%
Proportion of women and men in the <b>lower quartile</b>	66%	34%	100%
<b>Bonus pay</b>	<b>Bonus Gender Pay Gap – the difference women's bonus and men's bonus as a % of men's bonus</b>		
Mean bonus	-0.20%		
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.

We have continued to improve our mean data value, although there has been an increase of the median value. Over the year we have increased the percentage of women in the upper quartile and decreased the percentage of women in the lower quartile, although the latter is still skewed towards women. This affects the differences in pay rates. Over the last year, we have continued restructuring the museum at all levels, with the Executive Board now being a 50/50 split of males and females, with this chaired by the Museum Director, Sharon Ament. 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 2021.

Sharon Ament  
Director