

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 2019			
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	12.0%		
Median hourly rate	4.4%		
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile	55%	45%	100%
Proportion of women and men in the upper middle quartile	64%	36%	100%
Proportion of women and men in the lower middle quartile	74%	26%	100%
Proportion of women and men in the lower quartile	59%	41%	100%
Bonus pay	Bonus Gender Pay Gap – the difference women's bonus and men's bonus as a % of men's bonus		
Mean bonus	57.5%		
Median bonus	0.0%		
Bonuses paid	Women	Men	Total
Who received bonus pay	11%	7%	18%

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 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 both pay rates and bonus pay. 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 have made it a strategic priority to increase the representation of female staff at senior management levels.

This data is an accurate picture of the position as at 31 March 2019.

Sharon Ament
Director