

SCIENCE MUSEUM GROUP

Board of Trustees of the Science Museum

GENDER PAY GAP REPORT

Report for 31 March 2018

What is Gender Pay Reporting?

The Board of Trustees of the Science Museum, part of the Science Museum Group, is committed to minimising the gender pay gap and our approach to pay rewards all employees fairly, regardless of gender.

Under legislation which came into force on 31 March 2017, all employers with 250 or more employees are required to report annually on their gender pay gap. The gender pay gap uses the hourly rates of men and women taken at a specific 'snapshot date' of 31 March 2018 and shows the percentage difference in earnings across the organisation between men and women.

Gender pay gap reporting requires the following to be reported:

- Mean and median gender pay gaps
- Mean and mean gender bonus gaps
- Proportion of men and women receiving bonuses
- Distribution of men and women across each quartile pay band

The Science Museum Group (which is a trading name) is formed of two legal entities:

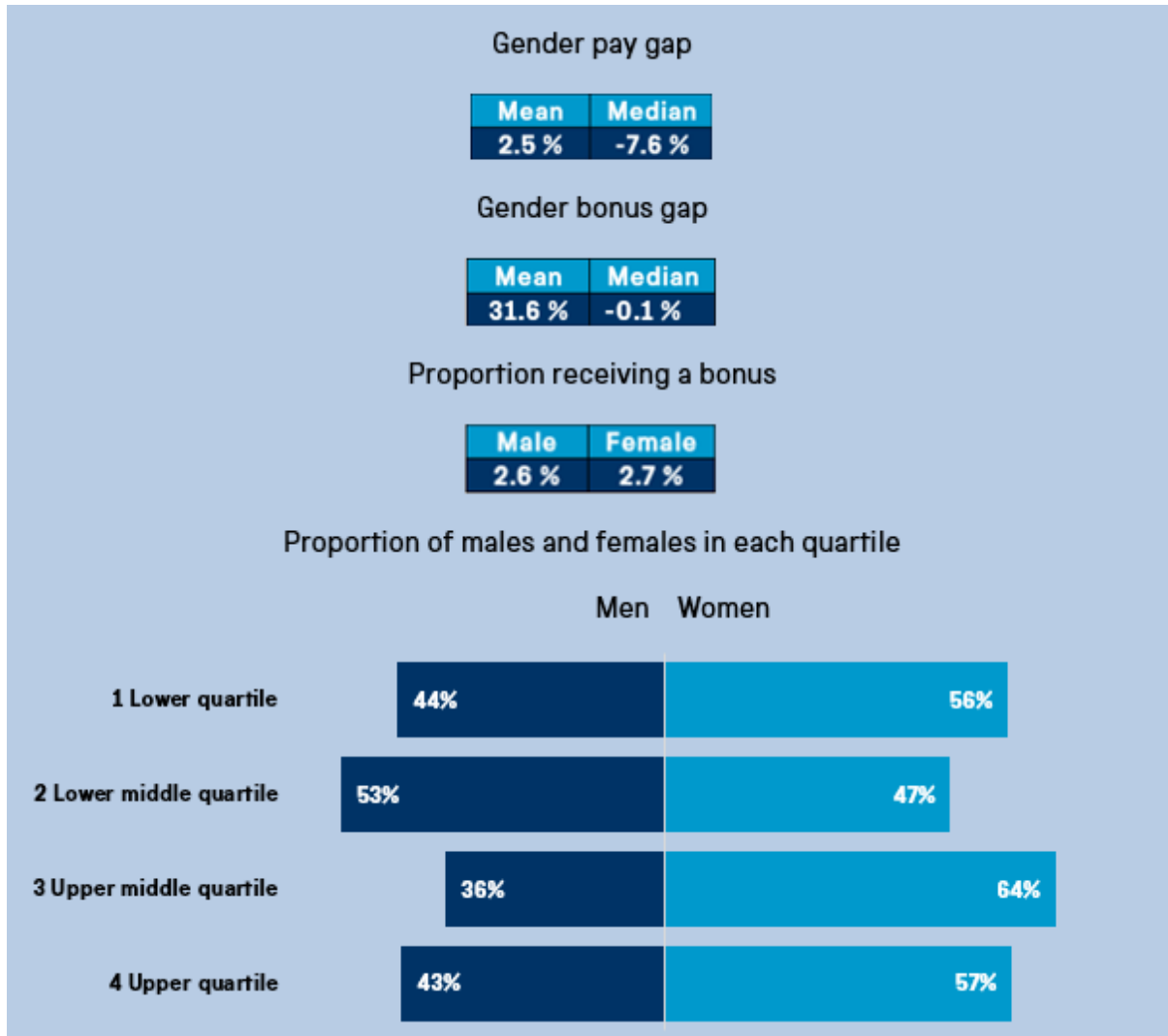
- SCMG Enterprises Limited; and
- The Board of Trustees of the Science Museum

The Science Museum Group is required to report on the gender pay gap for both SCMG Enterprises Limited and The Board of Trustees of the Science Museum since both entities employ more than 250 people.

This report is for The Board of Trustees of the Science Museum.

Gender Pay Gap Outcomes

The Board of Trustees of the Science Museum employed 257 people as at 31 March 2018. Of those 56% were women and 44% were men.



Understanding our gender pay gap

Women are well represented across all quartiles and most strongly represented in senior leadership roles within both upper middle and upper pay quartiles. This is also reflected across the wider Science Museum Group, with the Group Executive team comprising 73% female employees.

The mean gender pay gap (the difference between men's and women's average hourly pay) is 2.5% and the median gender pay gap is -7.6%. The mean hourly rate for men is increased by the inclusion of the SMG Director and Chief Executive's pay (the most senior position in the organisation) who is a male employee. If the SMG Director and Chief Executive's pay was to be excluded from the data, this would bring the mean gender pay gap to -1.7%.

The Board of Trustees of the Science Museum offers bonuses to its Executive Directors aligned to performance ratings. Of those employed at the snapshot date, 7 were awarded bonuses.

The mean bonus pay gap can be explained by the higher value bonus for the SMG Director and Chief Executive. Removing this bonus from the data brings the mean bonus pay gap to -4.0% and the median bonus pay gap to -20.2%.

Action we are taking to close the gap

Being *Open for All*, one of our five core values, is at the heart of our ambitions at the Science Museum Group and closing the gender pay gap is a priority for us. We recognise that this data represents a snap shot in time and we will continue to work to understand the causes of the pay gap and address disparities.

Our priorities for diversity and inclusion over the next two years include:

- reviewing our recruitment and selection practices to ensure they are free of bias
- introducing unconscious bias training for recruiting managers
- fostering a culture that values and promotes diversity in all areas of our work
- developing an inclusive leadership approach
- undertaking greater analysis on our workforce data to better inform our people strategy in relation to diversity and inclusion