



Gender Pay Gap Report 2018

Birmingham Museums Trust is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2017.

- The mean gender pay gap for BMAG is -3.68%.
- The median gender pay gap for BMAG is 3.84%.
- The mean gender bonus gap for BMAG is not reportable (no bonus payments)
- The median gender bonus gap for BMAG is not reportable (no bonus payments)
- The proportion of male employees in BMAG receiving a bonus is Nil and the proportion of female employees receiving a bonus is Nil.

Pay quartiles by gender

Band	Males	Females	Description
A	39.52%	60.48%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	31.25%	68.75%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	38.78%	61.22%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	36.73%	63.27%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Birmingham Museum Trust gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

BMAG is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

BMAG is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in part in the make-up of BMAG's workforce, where -as an example, the majority of front-line Museum Enabler roles within our sites are women, although management roles overall see twice as many women in a management role than men. A wider proportion of posts held by men (who across our Trust are fewer in number than women) receive higher pay than the proportion of females when measured across the organisation as a whole.

Our data when set out as quartiles splits average pay into four bands and sees a fairly even spread that illustrates that we have roughly two thirds of our workforce in all quartiles being female. This can be seen above in the table depicting pay quartiles by gender.

The table shows BMAG's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within BMAG 60% of the employees in Band A are women and 40% men. The percentage of male employees decreases slightly when we look at staff at or below the median (B) quartile. Our gender mix returns to roughly two thirds female one third male, in the upper median quartile and upper quartile which sees a slight increase in representation of females to a two third one third mix.

How does BMAG's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that BMAG's gap compares favourably with that of other organisations, including those within our industry. If we look at our Mean (average) data, we find that Males are 3.68% lower in pay when measured across the whole Trust. However if we measure the data as Median (Middle number) we find Men at 3.84% above Women in pay.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%, while in the retail and wholesale sector it is 18.9%. By comparison the ARTS see a reported gap of around 9.4% across the sector; reported data in 2018 positions the Museums sector at around 4% gender pay gap, however further data sets are needed to identify a broad sector position. Our data measures favourably with our sector peers and is lower than the range average in public sector organisations where a gap of between 9% and 10% is the average. At 3.8%, our median gender pay gap is, therefore, significantly lower than both that for the whole economy and compares favourably for our sector.

Limited National Data sets are available so far from the Museum and Arts sector however reported data will increase as organisations continue to submit information on their particular organisations to meet the April 2018 deadline.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%. At 3.8%, BMAG's median gender pay gap is, therefore, significantly lower than both that for the whole economy and favourably positioned for that within our sector. There has been a lot of analysis on pay and gender undertaken in recent years and a number of reports published on sector pay analysis. For example the Museums Association reported in November 2017 that across our sector pay was 7% below market average.

We have no reportable data on Bonuses as our remuneration policy does not include bonus payment mechanisms therefore we have no reportable data on Mean and Median bonus pay.

What is BMAG doing to address its gender pay gap?

While BMAG's gender pay gap compares favourably with that of organisations across the whole UK economy and competes well within the Museum and Arts sector, this is not a subject about which BMAG is complacent and we are committed to doing everything we can to reduce the gap. However, BMAG also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the levels of funding we can secure each year and our range of financial resources meets challenges each year as do many peer organisations within our sector.

To date, the steps that BMAG has taken to promote gender diversity in all areas of its workforce include the following:

- **Creating an evidence base:** To identify any barriers to gender equality and inform priorities for action, BMAG held regular Diversity & Equality Forum meetings which creates a positive platform to help review our organisational diversity and which will shape and inform future work on gender monitoring- to understand:
 - the proportions of men and women applying for jobs and being recruited;
 - the proportions of men and women applying for and obtaining promotions;
 - the proportions of men and women leaving the organisation and their reasons for leaving;
 - the numbers of men and women in each role and pay band;
 - take-up of flexible working arrangements by gender and level within the organisation;
 - the proportion of men and women who return to their original job after a period of maternity or other parental leave; and
 - the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.

- **Developing Positive Action initiatives:** Our recruitment strategy includes actions that sign post and promote opportunities to work at BMAG using “positive action” initiatives to help ensure our careers are promoted to a wide, diverse and inclusive audience.
- None of these sorts of initiatives will, of itself, remove the gender pay gap - and it may be several years before we see a real impact on our workforce in terms how pay and career progression develops. Our age profile for example does indicate that we can expect to see

natural movement within our workforce, however those profiles also advise us that within the size of our organisation turnover is limited within certain pay ranges. We will continue to progress initiatives that look at our succession planning, learning and development offer, and how we can grow and develop opportunities for all.

- **Leadership Development:** Our exciting leadership Development initiative will reach an assessment milestone this year, however it is important to recognise that this is the inaugural year that reporting on gender pay gaps becomes mandatory, in that regard we anticipate that current development activities and career options will continue to grow and develop in the years ahead.
- Gender Pay Gap reporting will take place each year and will allow the Government, UK Industry and our organisation to examine and reflect upon future progress; right now, BMAG has plans to extend its evidence-gathering to include qualitative data. We will do this through initiatives supported by our HR / Learning & Development function working closely with our staff consultative forum, across all areas and levels of the organisation to identify the barriers (and the drivers) for women employees.

In the coming year BMAG is also committed to:

- reviewing its policy on pay and reward;
- continuing to be being proud members of the Living Wage Foundation - seeing our living wage rates increase in April 2018
- Continuing to develop our business strategy to secure best possible outcomes when working with our partners, sponsors and financial contributors.
- Continue to embrace the wide reaching Socio Economic opportunities that Birmingham and the Black Country are growing and developing.
- Developing new initiatives that will grow the stature of our workforce, our volunteers and our temporary workforce. Whilst the Gender Pay Reporting requirements do not currently report on unpaid or casual workforce, we recognise the vital part that all our workforce play in helping deliver our strategic goals.
- To raise young people's awareness of the different career opportunities available within the Museum and Arts sector, and to help dispel any misperceptions or stereotypes.

Any further initiatives launched throughout the year will be reported on our intranet.

Robert Phillips. HR Manager- March 2018