

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

This year's report is the second annual report since Gender Pay Gap reporting commenced in 2018.

This report is for the snapshot date of 5 April 2018.

- **The mean gender pay gap for BMT is -1 %.**
- **The median gender pay gap for BMT is 6%**

Pay quartiles by gender

Band	Males	Females	Description
A	26%	74%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	47%	53%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	45%	55%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	39%	61%	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 Museums 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.

BMT 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.

BMT 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 the make-up of BMT's workforce, where the majority of front of house roles within its sites are women, while a lesser number of line manager roles are held by women.

This can be seen the table on the Gender Pay Gap reporting portal depicting pay quartiles by gender. This shows BMT'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 BMT 74% of the employees in Band A are women and 26% men. The percentage of male employees increases since last year throughout the remaining Bands, from 47% in Band B to 45% in Band C and 39% in Band D.

How does BMT'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 our gap compares very favourably with that of other organisations, and favourably including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2018 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 8.90%, BMT'S mean gender pay gap is, minus 1% therefore, significantly lower than both that for the whole economy and that for our sector.

The median gender pay gap for the whole economy (according to the October 2018 ONS ASHE figures) is 17.9%, at BMT it is 6% therefore, significantly lower than both that for the whole economy and that for our sector.

What is Birmingham Museums Trust doing to address its gender pay gap?

Whilst BMT's gender pay gap compares favourably with that of organisations both across the whole UK economy and within the Museums Arts and Heritage sector, we are committed to doing everything that we can to reduce the gap. However, BMT also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

To date, the steps that BMAG has taken to promote gender diversity in all areas of its workforce include the following: We set out a plan of action following the inaugural gender pay gap report and have been successful in a number of areas which have seen gender pay inequality reduce. Our overall "mean" improvement is 75% in this first year of reporting.

We hold the following targets which we will continue to work on and that remain consistent in how we will tackle the differences in gender pay. We know from work we have undertaken that our data will evidence improvements in the 2020 reporting cycle, which will show and even more improved position, to that end it is our intention once the April 2019 data sets are all published, to upload our 2020 data sets (that uses 2019 data) very early on in the next cycle of reporting.

- **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- these help 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 where appropriate, to help ensure our careers are promoted to a wide, diverse and inclusive audience. As a result of last year’s action plan, we invested in a new recruitment platform; the technology this uses allows a real time analysis of all applicants by their equality data and provides a new technical platform that gives immediate data analysis at the push of a button. Quantifiable and high quality data helps drive how we can seek to improve our workforce through how and where we attract, develop and retain our workforce.

- None of these sorts of initiatives will, by itself, remove the gender pay gap – but our excellent results in year one, demonstrate that our goals are achievable in short succession. Our approach to the voluntary living wage we anticipate will improve the median position of our gender pay gap in the years ahead. Our age profile does indicate that we can expect to see continued natural movement within our workforce, however those profiles also advise us that within the size of our organisation turnover continues to be limited within certain pay ranges. We will continue to progress initiatives that look at our succession planning, how we develop and train staff and how we can grow and develop opportunities for all.

- **Leadership Development:** Our exciting leadership Development initiative reached an assessment milestone this year, with final results due this summer, we have also designed a range of leadership development learning events being rolled out across the organisation, providing a mix of mandatory and developmental learning.
- We have also introduced changes and improvements in our Safeguarding training, mental health well-being, and the opportunities we create through investment to support apprenticeships for the local community
- Gender Pay Gap reporting will now take place each year and will allow the Government, UK Industry and our organisation to examine and reflect upon future progress; right now, BMT will be extending its evidence-gathering through these new investments, both our new recruitment systems and learning and development offer- to include qualitative data. We will continue to do this across all areas and levels of the organisation to identify the barriers (and the drivers) for women employees.

In the coming year BMT is also committed to:

- Continually review its policy on pay, workforce structure and reward mechanisms.
- We continue to be being proud members of the Living Wage Foundation - seeing our living wage rates increase in May 2019 to a minimum FTE salary of £17,400 per annum.
- 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.
- We have committed to Equality and Diversity Initiatives developed and supported through the West Midlands Combined Authority.
- We are committing to the Bronze award of the Armed Forces Covenant, with an aspiration to move quickly to a commitment at Silver award level.
- We will be continuing to develop new initiatives that will grow the stature of our workforce, our volunteers and to continue to convert our temporary workforce to substantive employment contracts whenever possible.

- We converted 12 contracts in 2018/19 which represents 6.5% of our substantive 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.
- We will continue 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 implemented throughout the year will be reported on our intranet and Internet pages.

Robert Phillips

HR Manager- March 2019