

**SCIENCE
MUSEUM
GROUP**

**GENDER PAY GAP
REPORT 2020**

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The Science Museum Group's mission is to inspire futures and being *Open for All* is one of our five core values. We are committed to ensuring that all people, be it our colleagues or the millions of people who visit our sites or engage with us online, see our museums and sites as places for them. We are working to grow a diverse workforce that reflects our communities and to continue to build an inclusive culture.



WHAT IS GENDER PAY GAP REPORTING?

All organisations employing 250 or more employees are required to publicly report on their gender pay gap. The gender pay gap shows the percentage difference between the average hourly rates of pay for men and women taken at a specific date (the 'snapshot date').

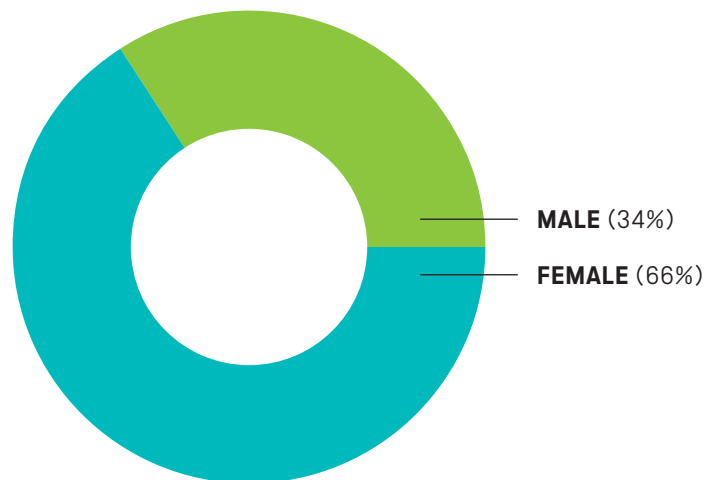
Both the mean and the median pay gaps are shown. Mean refers to the numerical average of a set of numbers. Median refers to the number that is in the middle of an ordered set of numbers. By comparing mean or median rates of pay, it reflects broad trends in employment and earnings.

While SMG operates as one organisation, it employs staff across two companies: Board of Trustees of the Science Museum and SCMG Enterprises. In order to have a true representation of the gender pay gap, the report below shows the total gender pay gap across SMG regardless of entity. The reports for the individual companies can be found in the appendix.

At SMG we see gender pay gap as one important measure of our wider work on diversifying our workforce and building an inclusive culture.

SMG GENDER PAY GAP

The data below is taken at the snapshot date of 5 April 2020 and covers 1,260 employees employed on this date, of which 66% are female and 34% are male.



The data shows that SMG has an **overall mean gender pay gap of 4.5%** and a **median gender pay gap of -5.5%**. SMG's overall pay gap means that, on average, women earn 95p for every £1 that men earn.

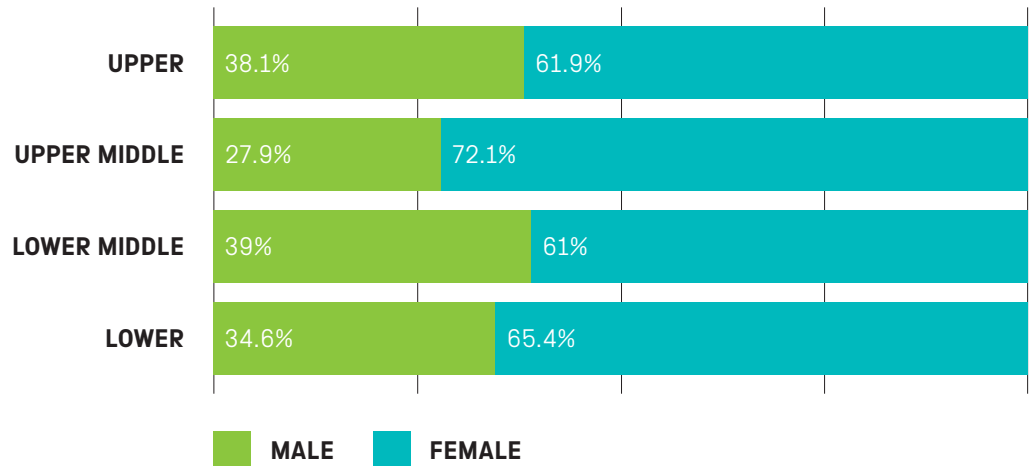
	2020	2019
MEAN PAY GAP (HOURLY RATE)	4.5%	3.9%
MEDIAN PAY GAP (HOURLY RATE)	5.5%	0.2%



REVIEW OF RESULTS

SMG's workforce is predominantly female which is reflected at all levels in the organisation, including at Executive level which is 60% female. A smaller number of men means even small fluctuations in the workforce has a significant impact on the gender pay gap. The proportion of women across the quartiles is relatively consistent. The high proportion of women in the lowest quartile, and highest volume of roles at this level, contributes to the mean gender pay gap.

Percentage of females and males in each quartile:



The overall mean gender pay gap was inflated by the most senior role in the organisation which is a male employee. Exclusion of this role reduces the mean gap to 3.5%.



BONUS PAY GAP

Only a small proportion of our workforce were eligible for performance-related bonuses: 7.5% in total, 7.3% of men and 7.7% of women. This included an Executive bonus scheme aligned to team performance and a Commercial bonus scheme that rewards performance against financial targets.

	2020	2019
MEAN PAY GAP (BONUS PAYMENT)	43.1%	44.8%
MEDIAN PAY GAP (BONUS PAYMENT)	1.5%	49%

The mean bonus gap is 43.1% and the median is -1.5%. Again, the highest bonus paid is to the most senior role in the organisation which is a male employee, therefore contributing to the high mean bonus gap.



OUR ACTION PLAN

The overall mean gender pay gap has increased slightly from last year from 3.9% to 4.5%, while the median has decreased from 0.2% to -5.5%. SMG therefore needs to continue to examine the distribution of pay across all levels to better understand any pay gaps that exist and to ensure that our pay systems are fair and minimise any risk of inequality. As part of our overall Open for All plan, we will be undertaking a number of steps to achieving a more equitable and inclusive workplace:

- **Promoting hybrid working** as an option for a large proportion of our colleagues to support those with caring responsibilities
- **Auditing our recruitment and selection practices** to ensure that they are free of bias and barriers – both through sourcing channels to from groups which are currently under-represented in our workforce
- **Updating our diversity monitoring of employees and volunteers** to improve data quality, and to include socio-economic background (both to improve representation across socio-economic groups, and recognising its role in intersectionality)
- **Introduce policies that support gender equality** in the workplace, for example on menopause
- **Promote inclusive leadership**, and seeking to increase the gender balance where appropriate (e.g. advisory boards)

APPENDIX

SMG employs people through two legal entities. We are required to report our gender pay gap data to HM Government and via our website for each legal entity which employs more than 250 people. The Board of Trustees of the Science Museum Group now employs significantly below this level, and therefore we are only reporting individual legal entity data for SCMG Enterprises Ltd.

Employment by the Board of Trustees of the Science Museum Group results from a variety of circumstances, and therefore neither legal entity is a representative subset of the whole group.

FULL-PAY RELEVANT EMPLOYEES	1043	
GENDER MIX (M/F)	33.8%	66.1%
MEAN HOURLY PAY GAP	13.2%	
MEDIAN HOURLY PAY GAP	-15.6%	
UPPER QUARTILE (M/F)	37.3%	62.7%
UPPER MIDDLE QUARTILE (M/F)	26.1%	73.9%
LOWER MIDDLE QUARTILE (M/F)	36.4%	63.6%
LOWER QUARTILE (M/F)	35.6%	64.4%
%AGE IN RECEIPT OF BONUS (M/F)	8.5%	8.0%
MEAN BONUS PAY GAP	13.2%	
MEDIAN BONUS PAY GAP	-15.6%	