

**SCIENCE
MUSEUM
GROUP**

**GENDER PAY GAP
REPORT 2022**

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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 they 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 with 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').

The gender pay gap measures the difference between men and women's average pay. Equal pay, on the other hand, is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal pay if they are employed to do like-for-like work. Failing to pay a woman the same pay as a man for doing the same job is likely to be unlawful, unless it can be justified, whereas having a gender pay gap is not.

In this report, both the median and mean pay gaps are shown. Median refers to the number that is in the middle of an ordered set of numbers. Mean refers to the numerical average of a set of numbers. By comparing both median and mean rates of pay, these statistics reflect broad trends in employment and earnings.

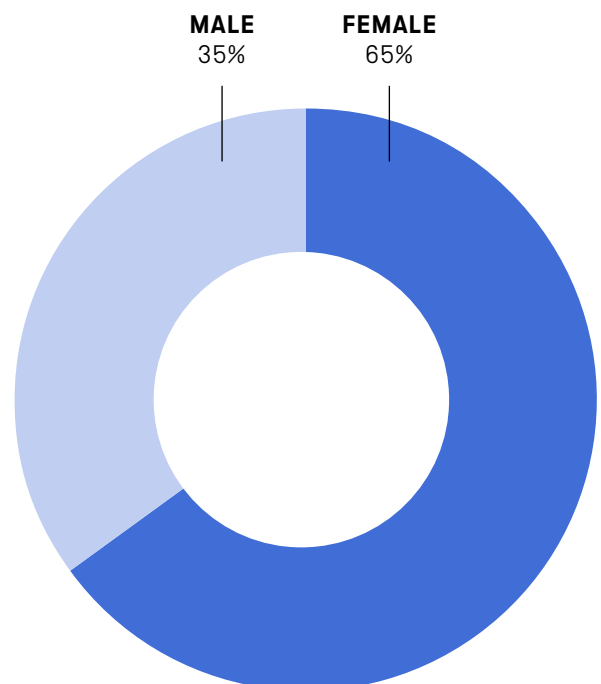
While the Science Museum Group operates as one organisation, it employs staff across two companies: the Board of Trustees of the Science Museum and SCMG Enterprises. To provide a true representation of the gender pay gap, the report details the total gender pay gap across the Group regardless of entity. The gender pay gap report by the legal entity, in line with statutory requirements, is set out in Appendix 1.

RELEVANT DATA

The data in this report is taken at the snapshot date of 5 April 2022.

Data is included in the gender pay gap calculations in accordance with the government guidelines on 'full-pay relevant employees'. See Appendix 2 for further detail.

A total of 1,168 individuals are included in the gender pay gap calculations, of which 65% were female and 35% were male.



GENDER PAY GAP

SCIENCE MUSEUM GROUP GENDER PAY GAP

The data below shows that, as of 5 April 2022, the Science Museum Group had an overall median gender pay gap of -1.6% and a mean gender pay gap of 6.3%.

The median gender pay gap figure ignores extreme values and is therefore thought to be the most representative measure. However, the big difference between the median and the mean pay gaps indicates that the data set is skewed by the presence of a group of high earners.

MEDIAN PAY GAP (HOURLY RATE)	-1.6%
MEAN PAY GAP (HOURLY RATE)	6.3%

BONUS GENDER PAY GAP

As a result of the COVID-19 pandemic and the associated financial challenges, performance-related bonuses were not paid in the previous 12-month period. Only one recognition payment was made in this period, which has resulted in the extreme mean and median bonus gap.

	2022	2021	2020
MEDIAN PAY GAP (BONUS)	100%	0%	-15.6%
MEAN PAY GAP (BONUS)	100%	0%	13.2%

ANALYSIS OF RESULTS

TREND DATA

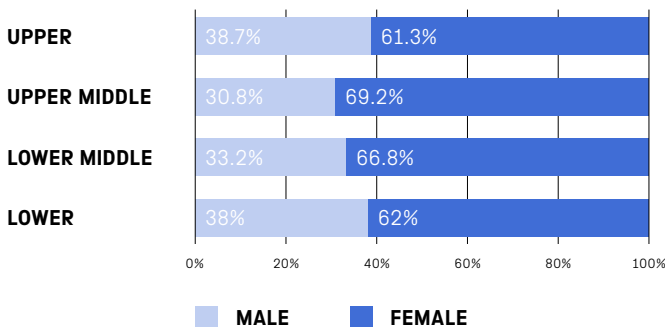
The negative median pay gap over the past couple of years has started to even out and is moving towards reaching parity between female and male colleagues. The mean pay gap, however, has increased in the last 12 months.

	2022	2021	2020
MEDIAN PAY GAP (HOURLY RATE)	-1.6%	-4.2%	-5.5%
MEAN PAY GAP (HOURLY RATE)	6.3%	2.8%	4.5%

DISTRIBUTION

The Group's workforce is predominantly female, which is reflected at all levels in the organisation, including a 62.5% female representation among our Executive team.

Percentage of females and males in each quartile:



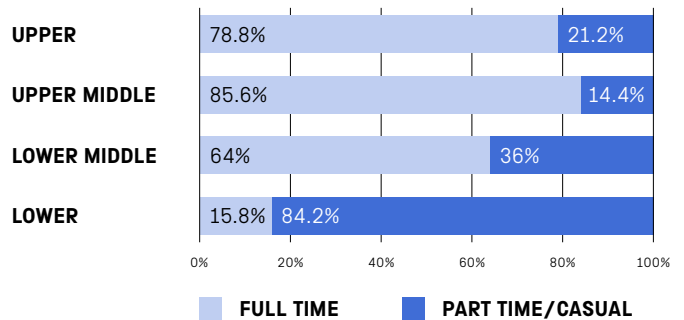
In the last 12 months, we have seen an increase in the proportion of female colleagues in the lower-middle and lower quartiles, which has contributed to the increase in mean pay gap compared with 2021. Our highest female representation remains in the upper-middle quartile (69.2%).

Examining the mean pay gap at each quartile shows there is a much bigger gap in the upper quartile than other quartiles. Factors contributing to this gap include the presence of highly paid male contractors in the upper quartile. In addition, the two highest-paid roles in the organisation are occupied by male employees, which contributes to the mean pay gap.

PART-TIME WORKING

Overall, 34.5% of males work part time and 41.3% of females work part time.

Proportion of part-time workers in each quartile:



The proportion of part-time employees is significantly lower in the upper quartiles than the lower quartiles. More female employees work part time in the lowest-paid roles, which contributes to the pay gap.

RECRUITMENT AND PROMOTION

Examining promotion and recruitment pipeline data over the last 12 months suggests that there is no evidence of bias against females, with 66% of promotions being for female colleagues.

In the previous 12 months we have recruited 374 new starters. Of this total, 70.6% were female and 29.4% male. Most (66.6%) of the female new starters were recruited into roles which fall in the lower and lower-middle quartiles. This is expected to have contributed to the gender pay gap.

The mean starting salary for female employees was £25,460 and for males was £26,152, as more males were recruited into higher-earning roles. The gap in starting salary needs investigating further.

OUR ACTION PLAN

Over the last 12 months the overall median pay gap has reduced from -4.2% to -1.6% , while the overall mean gender pay gap has increased from 2.8% to 6.3% . Although the median pay gap shows a positive move towards parity, the mean pay gap has worsened.

We believe the main causes of this shift are:

- A high mean pay gap in the upper quartile (particularly due to male contractors engaged during this period).
- An increase in the proportion of females in the lower quartiles.

Targeted action to address the gender pay gap therefore includes:

- Ensuring contractor engagement follows the same inclusive principles as the employee recruitment process and introducing additional governance in the offer management process.
- Introducing measures to promote part-time, flexible working and job share opportunities, particularly in more senior roles.
- Reviewing and promoting parental policies more proactively to both colleagues and managers, and showcasing case studies of success.
- Reviewing available career development support for aspiring female leaders.

APPENDICES

APPENDIX 1: GENDER PAY GAP

The Science Museum Group employs people through two legal entities. Under the Equality Act 2010, 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 fewer than 250 people, and therefore in the table below 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.

	SCMG ENTERPRISES LTD	
RELEVANT EMPLOYEES	1,173	
GENDER MIX (M/F)	34%	66%
FULL-PAY RELEVANT EMPLOYEES	1,004	
GENDER MIX (M/F)	35%	65%
MEAN HOURLY PAY GAP	4.8%	
MEDIAN HOURLY PAY GAP	-4.3%	
UPPER QUARTILE (M/F)	37.5%	62.5%
UPPER-MIDDLE QUARTILE (M/F)	29.9%	70.1%
LOWER-MIDDLE QUARTILE (M/F)	33.5%	66.5%
LOWER QUARTILE (M/F)	39%	61%
% IN RECEIPT OF BONUS (M/F)	0.3%	0.0%
MEAN BONUS PAY GAP	100%	
MEDIAN BONUS PAY GAP	100%	

APPENDIX 2: RELEVANT DATA

Data is included in the gender pay gap calculations in accordance with the government guidelines on 'relevant employees' and 'full-pay relevant employees'.

Relevant employees are all individuals engaged by the Science Museum Group, on the snapshot date, who have a contract of employment or are self-employed (where they personally perform the work).

Full-pay relevant employees are all individuals engaged by the Group on the snapshot date who are paid their usual full basic pay during the pay period in which the snapshot date falls or are paid less than their usual basic pay during the pay period if it is for reasons other than leave (for example because of irregular working hours).