

**SCIENCE  
MUSEUM  
GROUP**

**PAY GAP  
REPORT  
2023**

# PAY GAP REPORT 2023

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 PAY GAP REPORTING?

This report shows the Science Museum Group's 2023 gender pay gap information, as required under the Equality Act 2010. For the first time we are also reporting ethnicity pay gap information on a voluntary basis.

Pay gap information shows the balance of different groups at all levels of the organisation in April each year, and how this affects average hourly rates of pay across the organisation. A pay gap shows the difference between the average pay of two groups of employees in the organisation, irrespective of the role they do. 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.

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## RELEVANT DATA

The data in this report is taken at the snapshot date of 5 April 2023.

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.

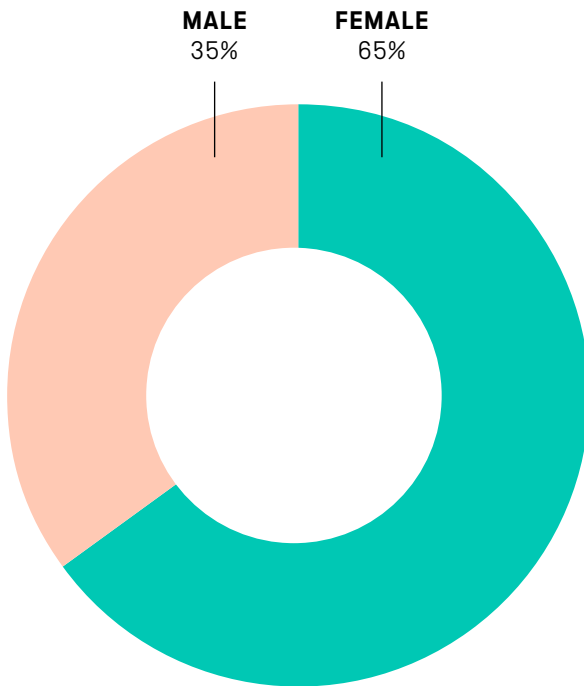
Data is included in the ethnicity pay gap calculations in line with government recommendations\* published in May 2023.

\* [Ethnicity pay reporting: guidance for employers](#)

# GENDER PAY GAP

## SCIENCE MUSEUM GROUP GENDER PAY GAP

A total of 1,295 individuals are included in the gender pay gap calculations, of which 65% were female and 35% were male.



## BONUS GENDER PAY GAP

The Group did not operate a formal bonus scheme in the year 2022/23; however, there were a small number of payments made to employees which met the requirements for bonus reporting. For 2023 this included retention payments for a specific project. Payments were made to only 2% of the full-pay relevant employees; this is a very small sample size, and so small differences create a very large median pay gap. As these payments were not based on performance data we are not taking any specific actions around bonus pay gap.

	2023	2022	2021
<b>MEDIAN PAY GAP (BONUS)</b>	-1,759.7%	100%	0%
<b>MEAN PAY GAP (BONUS)</b>	-24.5%	100%	0%

## HOURLY PAY GENDER PAY GAP

The data below shows that, as of 5 April 2023, the Science Museum Group had an overall median gender pay gap of 1.5% and a mean gender pay gap of 5.7%. The median gender pay gap figure ignores extreme values and is therefore thought to be the most representative measure. However, the 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.

<b>MEDIAN GENDER PAY GAP (HOURLY RATE)</b>	1.5%
<b>MEAN GENDER PAY GAP (HOURLY RATE)</b>	5.7%

# ANALYSIS OF RESULTS

## GENDER PAY GAP BY YEAR

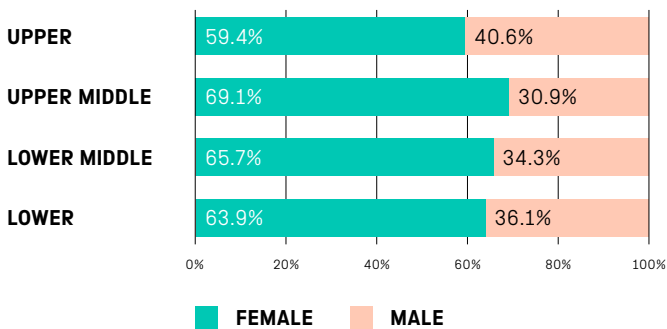
In the last year, the median pay gap has moved from a negative to a positive gap. This means that, on average, women earn less per hour than their male counterparts. The mean pay gap has decreased since last year but is still not as low as in previous years. The mean is larger than the median figure and this is a reflection of the top two highest-paid earners being men.

	2023	2022	2021	2020
<b>MEDIAN PAY GAP (HOURLY RATE)</b>	1.5%	-1.6%	-4.2%	-5.5%
<b>MEAN PAY GAP (HOURLY RATE)</b>	5.7%	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 58.8% female representation among our Executive team. This has slightly decreased since last year (62.5% in 2022).

Percentage of females and males in each quartile:



Since the 2022 snapshot date there has been a decrease in the proportion of female colleagues in the upper quartile and an increase in the proportion of female colleagues in the lower quartile. This has contributed to the move from a negative to a positive pay gap.

Pay gap in each quartile:

	MEAN	MEDIAN
<b>UPPER</b>	5.1%	3.4%
<b>UPPER MIDDLE</b>	1.1%	2.9%
<b>LOWER MIDDLE</b>	-0.7%	0.1%
<b>LOWER</b>	-0.3%	0.0%

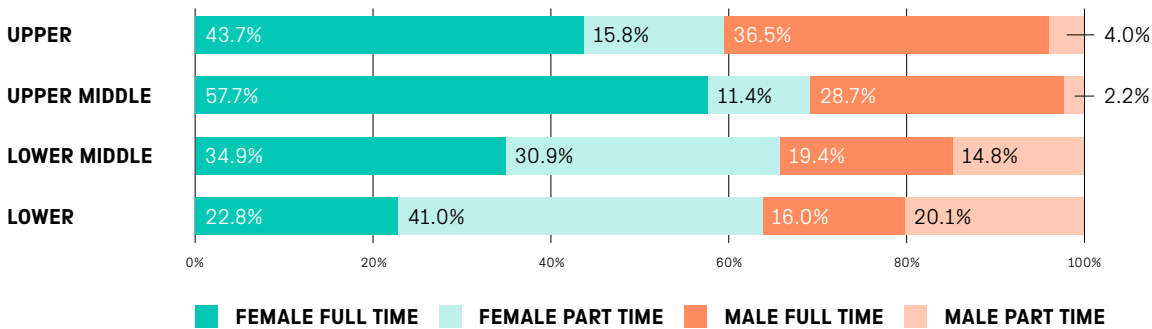
The pay gap is highest in the upper quartile. This has contributed to the move from a negative to a positive median gender pay gap.

# ANALYSIS OF RESULTS

## PART-TIME WORKING

Overall, 29.0% of males work part time and 38.4% of females work part time. This is a decrease for both males and females compared with last year.

Proportion of part-time workers in each quartile:



Proportions of part-time working for both males and females are higher in the lower quartiles than the upper quartiles; however, they are significantly higher proportions for females.

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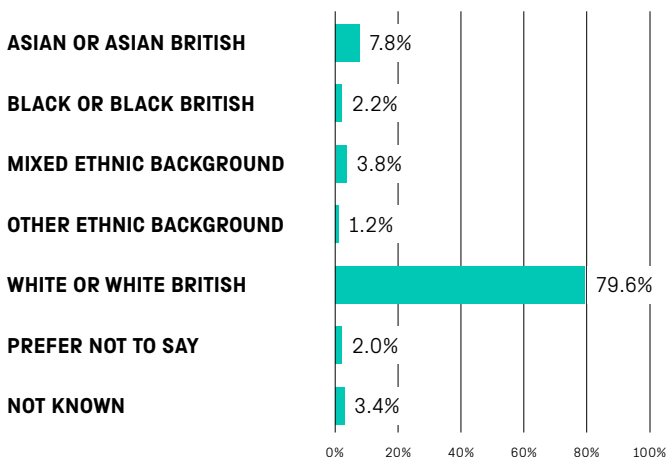
## RECRUITMENT AND PROMOTION

In the previous 12 months we recruited 511 new starters. Of this total, 67.9% were female and 32.1% were male. The mean starting salary for females was £26,223 and for males was £27,670. We recruited more females into lower-paid roles. Examining recruitment pipeline data does not suggest any gender bias in the recruitment process. Rather these figures represent the distribution of roles that both males and females have applied for and been successful in gaining.

# ETHNICITY PAY GAP

## SCIENCE MUSEUM GROUP ETHNICITY PAY GAP

A total of 1,295 individuals are included in the ethnicity pay gap calculations, for which the following proportions apply:



Our ethnicity pay gap is the difference in average hourly rate paid to white employees and the average hourly rate paid to employees from an ethnic minority background (excluding white minorities).

<b>MEDIAN ETHNICITY PAY GAP (HOURLY RATE)</b>	13.4%
<b>MEAN ETHNICITY PAY GAP (HOURLY RATE)</b>	10.0%

The data above shows that, as of 5 April 2023, the Science Museum Group had an overall median ethnicity pay gap of 13.4%. This means that the median average hourly rate paid to white employees was 13.4% higher than that paid to employees from an ethnic minority background.

The mean ethnicity pay gap was 10%. This means that the mean average hourly rate paid to white employees was 10% higher than that paid to employees from an ethnic minority background.

The mean and median pay gaps were also calculated for different ethnic groups.

	<b>MEDIAN ETHNICITY PAY GAP</b>	<b>MEAN ETHNICITY PAY GAP</b>
<b>ASIAN OR ASIAN BRITISH</b>	16.1%	10.2%
<b>BLACK OR BLACK BRITISH</b>	16.6%	15.9%
<b>MIXED</b>	5.7%	5.5%
<b>OTHER</b>	11.6%	12.4%

The table above shows that the largest pay gaps exist for our Black or Black British colleagues.

# ETHNICITY PAY GAP

## BONUS ETHNICITY PAY GAP DATA

As previously stated, the Group did not operate a formal bonus scheme in the year 2022/23; however, there were a small number of payments made to employees which met the requirements for bonus reporting. For 2023 this included retention payments for a specific project. As this is a very small number of payments, and therefore sample size, the differences create a very large median pay gap. As these payments were not based on performance data, we are not taking any specific actions around bonus pay gap.

<b>MEDIAN ETHNICITY PAY GAP (BONUS)</b>	-1,361.4%
<b>MEAN ETHNICITY PAY GAP (BONUS)</b>	-17.0%

## DISTRIBUTION

Proportion of different ethnicities in each pay quartile:

	<b>UPPER</b>	<b>UPPER MIDDLE</b>	<b>LOWER MIDDLE</b>	<b>LOWER</b>
<b>ASIAN</b>	4.0%	18.0%	12.0%	9.6%
<b>BLACK</b>	1.2%	2.2%	1.9%	3.4%
<b>MIXED</b>	3.7%	3.1%	5.2%	3.1%
<b>OTHER</b>	0.3%	1.2%	1.2%	1.9%
<b>WHITE</b>	82.4%	84.3%	74.1%	77.8%
<b>PREFER NOT TO SAY</b>	1.9%	2.2%	1.2%	2.8%
<b>UNKNOWN</b>	6.5%	1.5%	4.3%	1.5%

The proportion of white colleagues is greater in the upper pay quartiles than the lower pay quartiles. Black and Other ethnic backgrounds have the lowest proportions in each quartile. The proportion of Black colleagues is greater in the lower pay quartiles. This distribution contributes towards the ethnicity pay gaps.

# ACTION TO CLOSE PAY GAPS

Our Open for All Strategy 2022–25 continues to guide our overall work to grow a diverse workforce and build an inclusive culture:

1. Ensure accountability and transparency throughout our work by adopting a data-informed approach, measuring progress against our baseline, setting targets and reporting on our performance.
2. Use our profile as a national museum group to showcase the sector as a place for everyone through careers education and awareness, developing our employer brand to make our roles attractive to people who have not previously considered working in the culture sector.
3. Develop a programme of work-based opportunities to enable a diverse range of people at all levels to gain exposure to working in the sector.
4. Seek to re-scope a range of existing resourcing opportunities to create more entry routes into the Group as well as progression routes to grow internal talent, for example using apprenticeship, graduate and career changer programmes.
5. Change our recruitment and selection practices to be more inclusive, and trial different approaches to recruitment and selection to draw in new audiences and encourage transferable skills.

Specific actions relating to pay gap findings:

- Continue to promote part-time, flexible working and job share opportunities, particularly in more senior roles.
- Continue to promote parental policies more proactively, both to colleagues and managers, and showcase case studies of success.
- Introduce an aspiring manager development programme which will be relevant to people in lower pay quartiles and will aim to promote career development at these levels.
- Continue to develop our inclusive recruitment practices to draw in wider talent pools from outside the sector and encourage transferable skills. This includes introducing ways of hiring for potential and not purely based on experience.
- To further build our inclusive culture we have introduced an inclusive management workshop to help improve the skills and confidence of our managers. We will continue to promote this workshop to all line managers.
- We have begun to deliver a programme of work-based opportunities to enable a diverse range of people to gain experience of working in the sector – and ultimately build a talent pipeline. This includes a positive action internship programme for 20 interns, working alongside the 10,000 Interns Foundation on its 10,000 Black Interns programme. We have also introduced a small number of early career opportunities which aim to create sustainable employment outcomes for our most diverse talent.
- Future action includes strengthening ways of developing the diverse talent that we already have through internal development programmes.



# APPENDICES

## APPENDIX 1: GENDER PAY GAP BY ENTITY

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 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 results from a variety of circumstances, and therefore neither legal entity is a representative subset of the whole Group.

	SCMG ENTERPRISES LTD	
<b>RELEVANT EMPLOYEES</b>	1,270	
<b>GENDER MIX (M/F)</b>	423	847
<b>FULL-PAY RELEVANT EMPLOYEES</b>	1,136	
<b>GENDER MIX (M/F)</b>	394	742
<b>MEAN HOURLY PAY GAP</b>	4.1%	
<b>MEDIAN HOURLY PAY GAP</b>	-1.6%	
<b>UPPER QUARTILE (M/F)</b>	39.1%	60.9%
<b>UPPER-MIDDLE QUARTILE (M/F)</b>	29.2%	70.8%
<b>LOWER-MIDDLE QUARTILE (M/F)</b>	33.5%	66.5%
<b>LOWER QUARTILE (M/F)</b>	37.0%	63.0%
<b>% IN RECEIPT OF BONUS (M/F)</b>	2.4%	2.1%
<b>MEAN BONUS PAY GAP</b>	-24.5%	
<b>MEDIAN BONUS PAY GAP</b>	-1,759.7%	

## 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).