



Science Museum Group Enterprises Limited

Gender Pay Gap Report

Report for the year 2016-2017

Background

Science Museum Group (SCMG) Enterprises Limited has prepared this report as part of the new legal requirement for public bodies to publish their gender pay gap every year.

Science Museum Group Enterprises Limited is a part of the Science Museum Group.

The new legislation, which came into force on 31 March 2017, makes it statutory for organisations with 250 or more employees to report annually on their gender pay gap. The Science Museum Group is required to report on the gender pay gap for **Science Museum Group Enterprises Limited**, since it is the only employer within the Group that employs more than 250 people.

Science Museum Group Enterprises Limited, as part of the Science Museum Group, is committed to minimising the gender pay gap and our approach to pay rewards all employees fairly, regardless of gender.

Analysis

The Government has introduced world leading legislation that makes it statutory for organisations with 250 or more employees to report on, and publish, their gender pay gap by 30 March 2018 (and then annually). This includes the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The **gender pay gap** shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. **Equal pay** deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

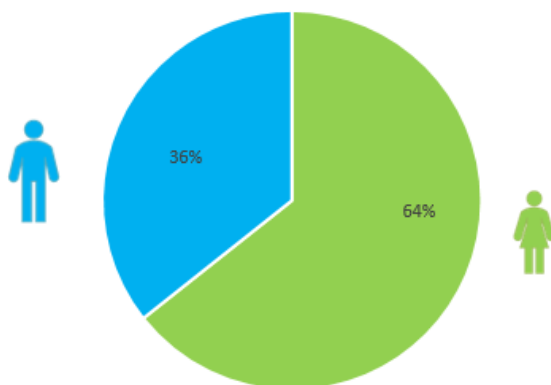
Science Museum Group Enterprises Limited's pay approach supports the fair treatment and reward of all employees irrespective of gender.

This report fulfils the organisation's reporting requirements and analyses the figures in more detail.

This information is produced in line with the standard methodologies used in the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2017.

Gender make up of Science Museum Group Enterprises Limited

Science Museum Group Enterprises Limited employed 788 people as at 31 March 2017. Of those 64% were women.



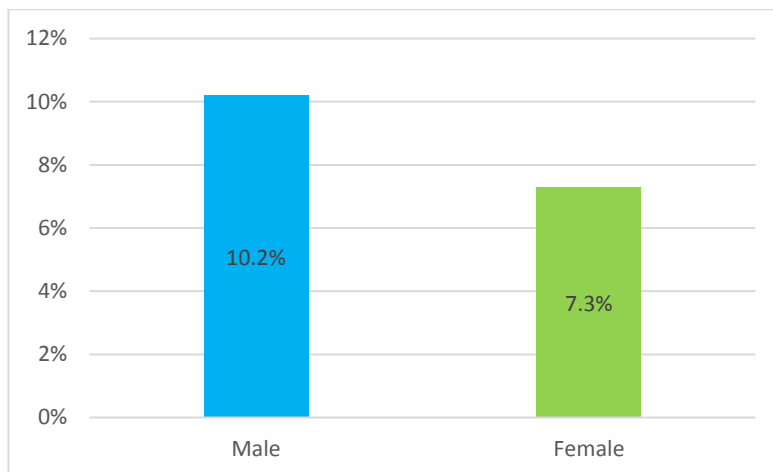
Ordinary Pay

The mean gender pay gap (the difference between men's and women's hourly pay) is 1.9% and the median gender pay gap is -6.2%.

Mean gender pay gap
1.9%
Median gender pay gap
-6.2%

Bonus Pay

The percentage of female and male staff who received a bonus:

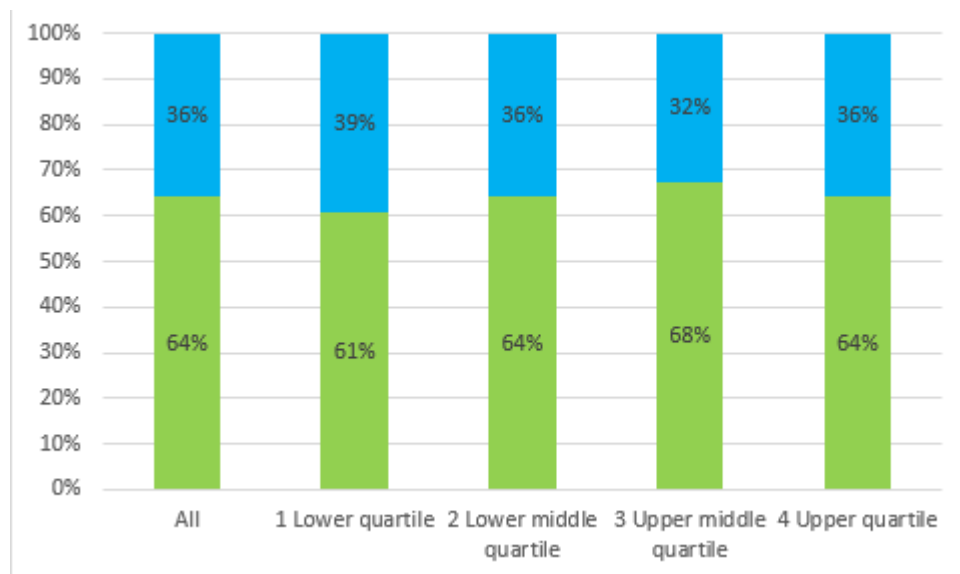


Mean bonus pay gap
-6.8%
Median bonus pay gap
-51.9%

Science Museum Group Enterprises Limited does not offer bonuses to all roles. End of year performance awards are made to its Executive Directors based on appraisal ratings. The organisation also offers incentives and bonuses for sales within commercial roles. 37 women and 29 men received a bonus during this period.

The mean gender bonus gap is -6.8% and the median gender pay gap is -51.9%. These gaps reflect a relatively low number of employees receiving different types of bonuses, and with a higher proportion of these being women.

Hourly pay quartiles



64% of the organisation's employees are female and they are evenly distributed throughout the organisation.

Ongoing work to eradicate the gender pay gap

Whilst we are strongly encouraged about these results, we recognise they represent a snapshot in time. We are committed to continuing to monitor our gender pay gap and ensuring there is no gap.

Science Museum Group Enterprises limited, as part of the Science Museum Group, is committed to:

Our Pay: Rewarding all employees fairly, regardless of gender.

Our Talent: Identifying talent and helping them progress, removing barriers that prevent diverse or underrepresented groups from succeeding.

Our Culture: Driving an open, inclusive and fair culture from the top.

Our Behaviour: Having zero tolerance to any form of bullying or harassment.

Diversity Reporting: Increasing reporting which helps direct the organisation in developing our policies.