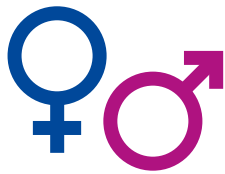


SCIENCE MUSEUM GROUP

GENDER PAY GAP REPORT 2021

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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?

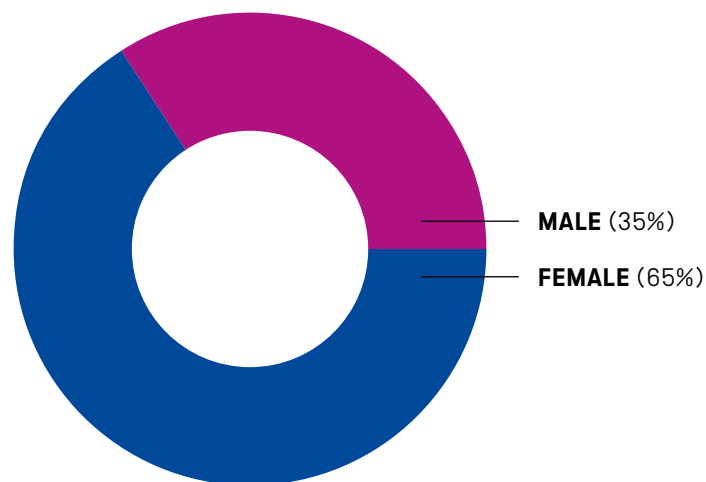
All organisations employing 250 or more employees are required to publicly report on their gender pay gap. The gender pay gap shows the percentage difference between the average hourly rates of pay for men and women taken at a specific date (the 'snapshot date').

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 work. Failing to pay a woman the same pay as a man for doing the same job is likely to be unlawful, whereas having a gender pay gap is not.

In this report, 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.

SMG GENDER PAY GAP



The data below is taken at the snapshot date of 5th April 2021 and covers 1267 relevant employees employed on this date of which 65% are female and 35% are male. The data below shows that SMG has an overall mean gender pay gap of 2.8% and a median gender pay gap of -4.2%. SMG's overall pay gap means that, on average, women earn 97.2p for every £1 that men earn.

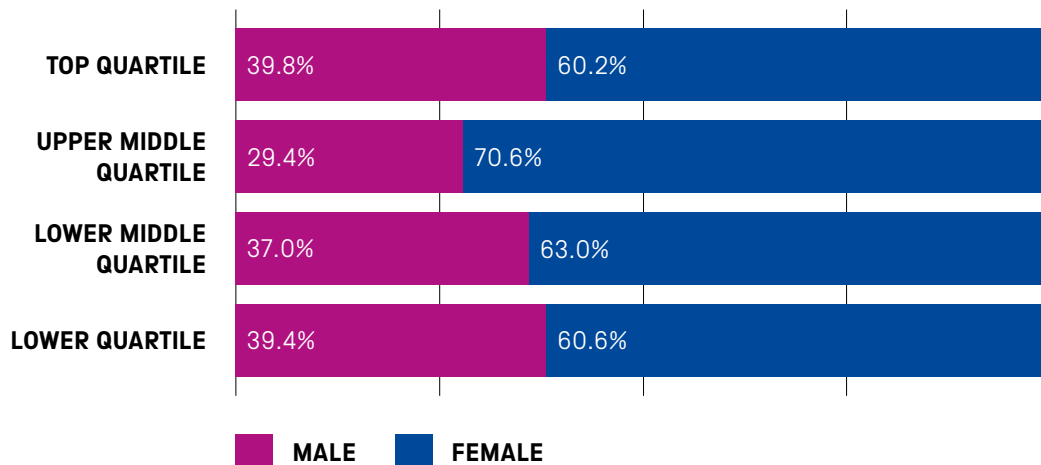
	2021	2020
MEAN PAY GAP (HOURLY RATE)	2.8% lower	4.5% lower
MEDIAN PAY GAP (HOURLY RATE)	4.2% higher	5.5% higher



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 highest proportion of women is in the Upper Middle quartile (70%), 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 widened by the most senior role in the organisation which is a male employee. Exclusion of this role reduces the mean gap to 1.8%. However the median shows that women are earning more than men, which is positive but we still recognise there is work to do to eliminate the pay gap altogether.



BONUS PAY GAP

No bonuses were paid during this period due to the impact of the worldwide Covid-19 pandemic.



OUR ACTION PLAN

The overall mean gender pay gap has decreased significantly from last year from 4.5% to 2.8% while the median has decreased from –5.5% to –4.2%.

While we are making good progress on eliminating the overall pay gap, we continue to examine the distribution of pay across all levels to ensure that our pay systems are fair and minimise any risk of inequality. We are committed to establishing the causes of our gender pay gap and plan to carry out further analysis of the following:

- Gender pay gaps in detail across all pay levels including leadership/management roles
- Deeper analysis across functional groups to identify occupational segregation
- Pay for new starters by gender to better understand pay gaps in our pipeline
- Intersectional analysis with any other pay gaps including ethnicity

2021/2022 Activity

1. **Promoting hybrid working** an option for a large proportion of our colleagues which supported those with caring responsibilities. Currently at least 60% of our colleagues are eligible for hybrid working, giving them much greater flexibility.
2. **Reviewed our recruitment and selection practices** to ensure that they are free of bias and barriers
3. **Refreshed 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)

As part of our overall *Open for All* plan, we continue to undertake a number of steps to achieving a more equitable and inclusive workplace:

Planned activity in 2022

1. **Promote inclusive leadership** and seeking to increase the gender balance where appropriate (e.g. advisory boards)
2. **Continue to review and enhance our hybrid working model**
3. **Annual reporting of the diversity of employees and volunteers** and particularly the progression of women into senior positions
4. **Introduce more guidance to support gender equality** in the workplace such as on menopause and fertility.

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.

	SCMG ENTERPRISES LIMITED	
FULL-PAY RELEVANT EMPLOYEES	1061	
GENDER MIX (M/F)	34.2%	65.8%
MEDIAN HOURLY PAY GAP	0.9%	
MEAN HOURLY PAY GAP	7.4%	
UPPER QUARTILE (M/F)	37.7%	61.3%
UPPER MIDDLE QUARTILE (M/F)	27.2%	72.8%
LOWER MIDDLE QUARTILE (M/F)	35.5%	64.5%
LOWER QUARTILE (M/F)	41.5%	58.5%
%AGE IN RECEIPT OF BONUS (M/F)	0%	0%
MEAN BONUS PAY GAP	0%	
MEDIAN BONUS PAY GAP	0%	