

# Amgueddfa Cymru – National Museum Wales

## Gender Pay Gap Report

For the 2020/21 reporting year

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## Introduction

The Public Sector Equality Duties as set out in Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, requires public bodies to publish their gender pay gap information by 30<sup>th</sup> March each year. This year has been exceptional due to the impact of Coronavirus (COVID-19), the Equality and Human Rights Commission (EHRC) announced that enforcement of gender pay gap reporting for the 20/21 reporting year (which uses a snapshot date of 31 March 2020 and 5 April 2020) will not begin until 5 October 2021. In Wales, public bodies are required to have due regard to the need to have equality objectives that address the causes of pay differences, including those relating to gender, between their employees.

This will include information on the mean and median gender gaps in hourly pay, and the proportions of male and female employees in each pay quartile.

The mean and median gender gaps and the proportion of men and women who received bonus pay are not applicable as no bonus payments have been made.

The gender pay gap shows the difference in the average pay between all men and women in an organisation. It is different to equal pay, which examines the pay differences between men and women who carry out the same or similar jobs, or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap provides a measure of labour market or workplace disadvantage, expressed in terms of a comparison between men and women's average hourly rates of pay. So, while it is about pay, it's also about other factors, such as occupational segregation, or the fact that, it has been women who look after children and other dependants.

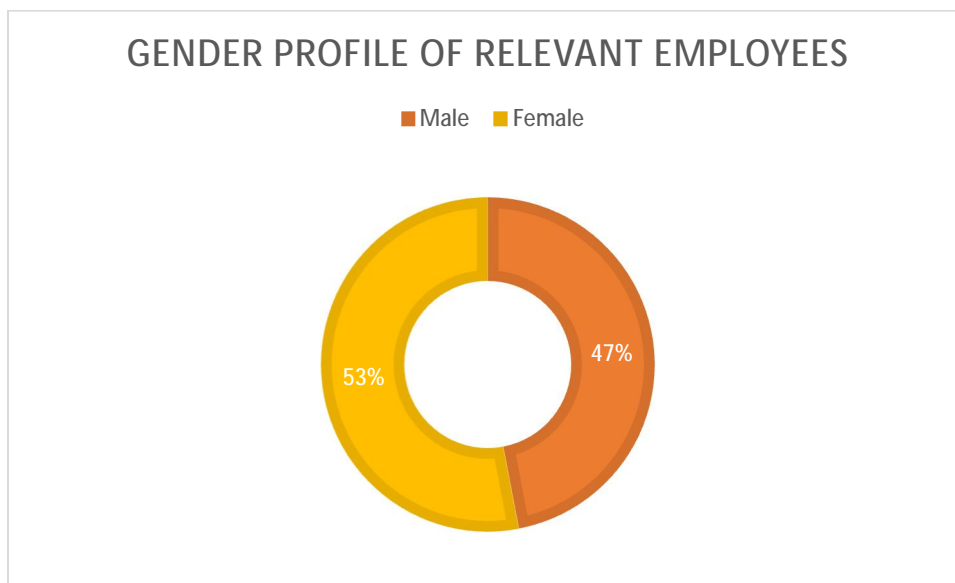
At Amgueddfa Cymru – National Museum Wales, our staff are important to us and help to inspire people through our museums and collections, to find a sense of well-being and identity, to discover, enjoy and learn bilingually, and to understand Wales's place in the wider world. Amgueddfa Cymru is fully committed to a diverse and inclusive culture that supports the fair treatment and reward of all colleagues, irrespective of gender. Our pay framework is based on the principles of fairness, transparency, and consistency. We feel it is important that we create a great place for all to work and that we can attract, recruit and retain the right talent with the wide range of knowledge, skills and the capabilities and ensure diversity is represented in our workforce.

This report fulfils our reporting requirements and sets out what we are doing to address the gender pay gap in our organisation. The data is based on a snapshot of all employees as of 31 March 2020, as this is the date which all public authorities must use each year. The calculations used are those set out in the relevant legislation to ensure the data is calculated consistently across organisations.

## 1. Gender Profile Relevant Employees, Full-Pay Relevant Employee and Gender

### 1.1 Gender Summary of Workforce – Relevant Employees

On the 31 March 2020, Amgueddfa Cymru employed 791 staff. The chart below demonstrates the gender profile of the workforce, which shows that we employ more women ( 53% and 423 headcount) than men (47% and 368 headcount).



### 1.2 Gender Summary of Workforce – Full Pay Relevant Employees

On the 31 March 2020, Amgueddfa Cymru employed 783 full pay relevant employees. The chart below demonstrates the gender profile of the workforce, which shows that we employ more women ( 53% and 415) than men (47% and 368).

## 2. Mean (average) Gender Pay Gap as a Percentage

The mean, commonly known as the average, is calculated by adding up the wages of all employees and dividing the figure by the total number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. The mean gender pay gap for hourly pay within Amgueddfa Cymru in 2019-20 was 4.09%. This difference in hourly pay is influenced by the greater proportion of male staff in the upper middle quartile and significantly more women in the lower two quartiles. It is encouraging to note that this has reduced by 2.31% from 2018-19.

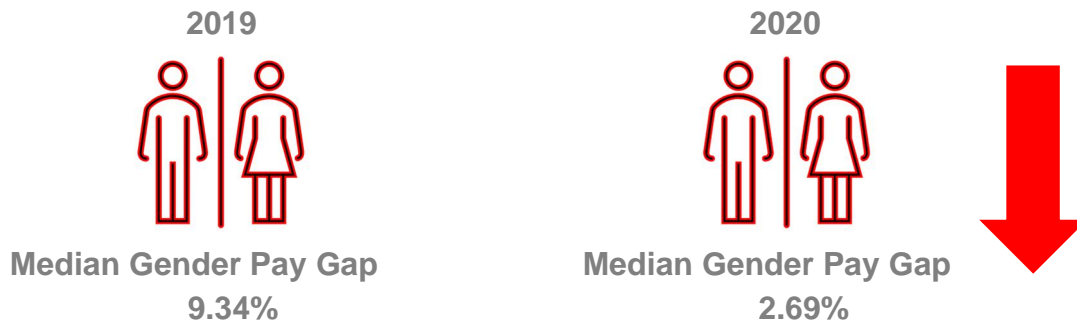
### Gender Pay Gap Mean as a Percentage



### 3. Median (average) Gender Pay Gap as a Percentage

The Median Gender Pay Gap is reported as 2.69% when compared to our 2019 report shows a reduction of 6.65%, having previously been reported as 9.34%.

### Gender Pay Gap Median as a Percentage



### 4. Mean Pay Gap Using Hourly Pay Rate

The mean pay gap for hourly pay by rate within Amgueddfa Cymru: for women is £12.89 and for male is £13.44 for the data collected for 2019-20 reporting, compared to 2018/19 data where for women £12.29 male £13.04. This shows a trend downwards in the differential.

### Mean Hourly Rate



## 5. Median Pay Gap Using Hourly Pay Rate

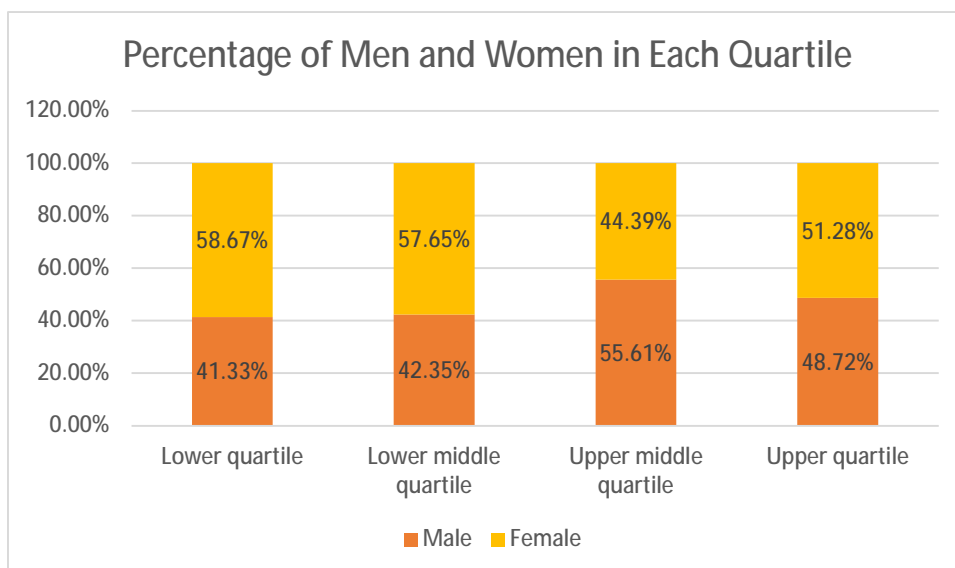
The median hourly pay by rate within Amgueddfa Cymru: female £11.20, Male £11.51 for 2019-20, compared to 2018-2019 data where female median pay was £10.19, male £13.04. This shows a continued trend downwards in the differential.

### Median Hourly Rate

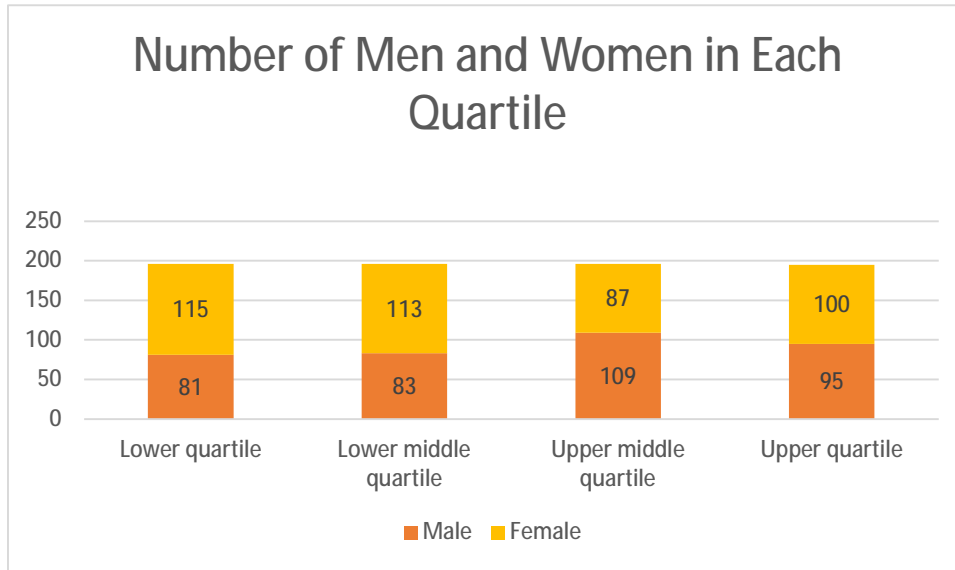


## 6. Percentage and Number of Men and Women in Each Pay Quartile

The graph below illustrates the gender distribution of the workforce across four quartiles. The proportion of males and females in each quartile, from the lowest to the highest paid, is calculated by dividing the workforce into four equal parts. The lower quartile, lower middle quartile and upper quartile, show a larger number of women employed. The first three quartiles contain a higher percentage of women than men, but is reversed in the upper middle quartile.



Lowest ← Pay → Highest



## 7. Summary of Data and Rate of Change

	% 2018-19	% 2019-20	% change	
Median gender pay gap	9.34%	2.69%	-6.65%	
Mean gender pay gap	6.47%	4.09%	-2.31%	
<b>Proportion of male and female employees in each quartile:</b>				
	<b>2018-19</b>		<b>2019-20</b>	
Quartile	<b>Female %</b>	<b>Male %</b>	<b>Female %</b>	<b>Male %</b>
First (lower) quartile	62.30%	37.70%	58.67%	41.33%
Second quartile	55.19%	44.81%	57.65%	42.35%
Third quartile	50.27%	49.73%	44.39%	55.61%
Fourth (upper) quartile	51.67%	48.33%	51.28%	48.72%

## 8. Actions to Remove the Gender Pay Gap

Amgueddfa Cymru is committed to addressing the gender pay gap and is undertaking a wide range of actions to continue to reduce this. During the period of 2019 -2020, significant progress was made in the following areas:

- Senior Executive **I**team recruitment attracted more females and resulted in increased recruitment of females at senior executive level
- An internal review of our recruitment and selection practices has been carried out to identify areas for improvement in order to attract a diverse range of applicants and removing barriers
- We also developed 'Menopause guidance' for all staff to ensure support to colleagues. By raising awareness amongst colleagues and managers through promotion of the guidance, and also via the museum's Mental Health First Aiders, staff were encouraged to support women in the workplace
- We have published our Strategic Equality objectives which outlines the actions we will take to reduce the gender pay gap and increase the diversity of our workforce.

Going forward, in 2021-22 we will continue to build on this progress in line with the objectives of our new 10 Year Strategy, by focussing on:

- Recruitment practices to ensure diversity in our candidate base
- Monitor exit rates to identify any potential issues and trends
- Support flexible working practices and monitor potential impact on progression
- Deliver training on equality and unconscious bias
- Updating our family-friendly HR policies to ensure they are as accessible, inclusive and as engaging as possible
- Continue to roll out the Equality, Diversity and Employment Law training for all managers
- Introducing a Job Evaluation system to allow us to conduct an equal pay audit
- Working closely with other members of the Wales Public Body Equality Partnership to increase workforce diversity and eliminate pay gaps, as outlined in our Shared Strategic Equality Objectives 2020-2024.

I, David Anderson, Director General, confirm that the information in this statement is accurate.

Signed



Date 11 August 2021