

Amgueddfa Cymru

Gender Pay Gap Report

Based on Snap Shot Date: 5th April 2021

Published 4th April 2022

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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 In Wales by the 31 March, this has previously provided a good benchmark data point for Amgueddfa Cymru. The 5th April is used for private, voluntary, all other public authority employers and Welsh Sponsored Bodies and as such this year's data snapshot is taken at this point for publishing by 4th April 2022.

The published data in this report includes the required information set out 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 in Amgueddfa Cymru.

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's 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 in the main it has been women who look after children and other dependants.

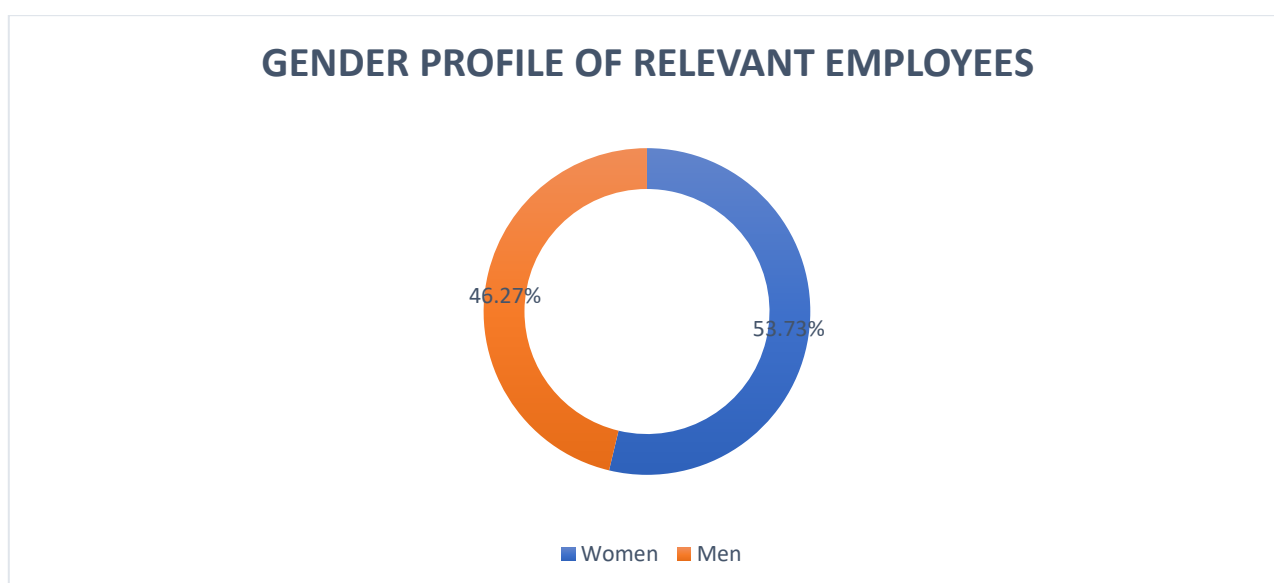
At Amgueddfa Cymru, our people are important to us and help to inspire people through our museums and collections, to find a sense of well-being and identity, to discover, enjoy and learn bilingually, and to understand Wales's place in the wider world. Amgueddfa Cymru is fully committed to a diverse 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 throughout 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 5th April 2021. 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 5th April 2021, Amgueddfa Cymru employed 737 staff. The chart below demonstrates the gender profile of the workforce, which shows that we employ more women (53.73% and 423 headcount) than men (46.27% and 341 headcount). This represents a small change in the number of Relevant Employees, due to Covid restrictions and less seasonal staff in the workplace although the proportion of female and male staff have seen only a slight change increasing the proportion of women staff by 0.78%.



1.2 Gender Summary of Workforce – Full Pay Relevant Employees

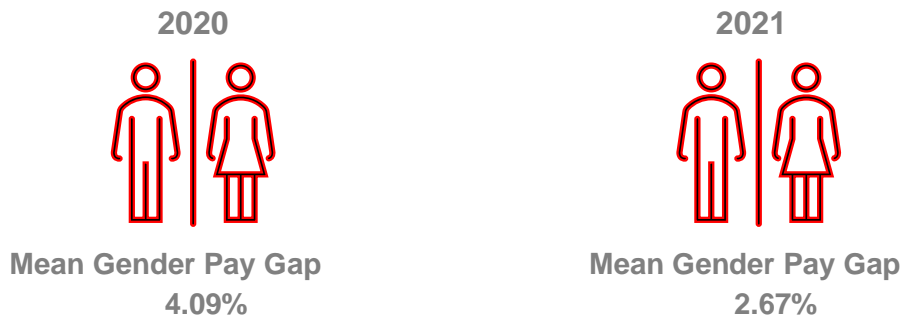
On the 5th April 2021, Amgueddfa Cymru employed 727 full pay relevant employees. The chart below demonstrates the gender profile of the workforce, which shows that we employ more women (53.37% and 388) than men (46.63% and 339).

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 2020-21 is 2.67%. 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 1.43% from 2019-20. And in the two years since 2018-19 the total reduction is 3.73%.

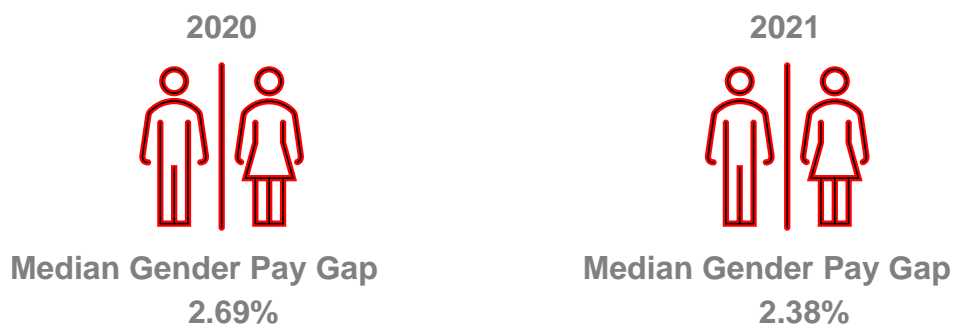
Gender Pay Gap Mean as a Percentage



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

The Median Gender Pay Gap is reported as 2.38% when compared to our 2020 report shows a reduction of 0.31% and whilst this is a small reduction the previous two years were 6.65%, and 9.34%, showing an overall reduction in two years of 6.96%.

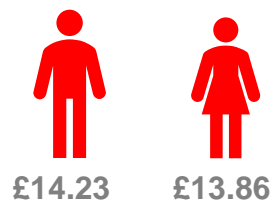
Gender Pay Gap Median as a Percentage



4. Mean Pay Gap Using Hourly Pay Rate

The mean pay gap for hourly pay by rate within Amgueddfa Cymru: for women is £13.86 and for male is £14.24 for the data collected for 2020-21, reporting compared to 2019/20 data where for women £12.89 male £13.44. This shows a continued trend downwards in the differential.

Mean Hourly Rate



5. Median Pay Gap Using Hourly Pay Rate

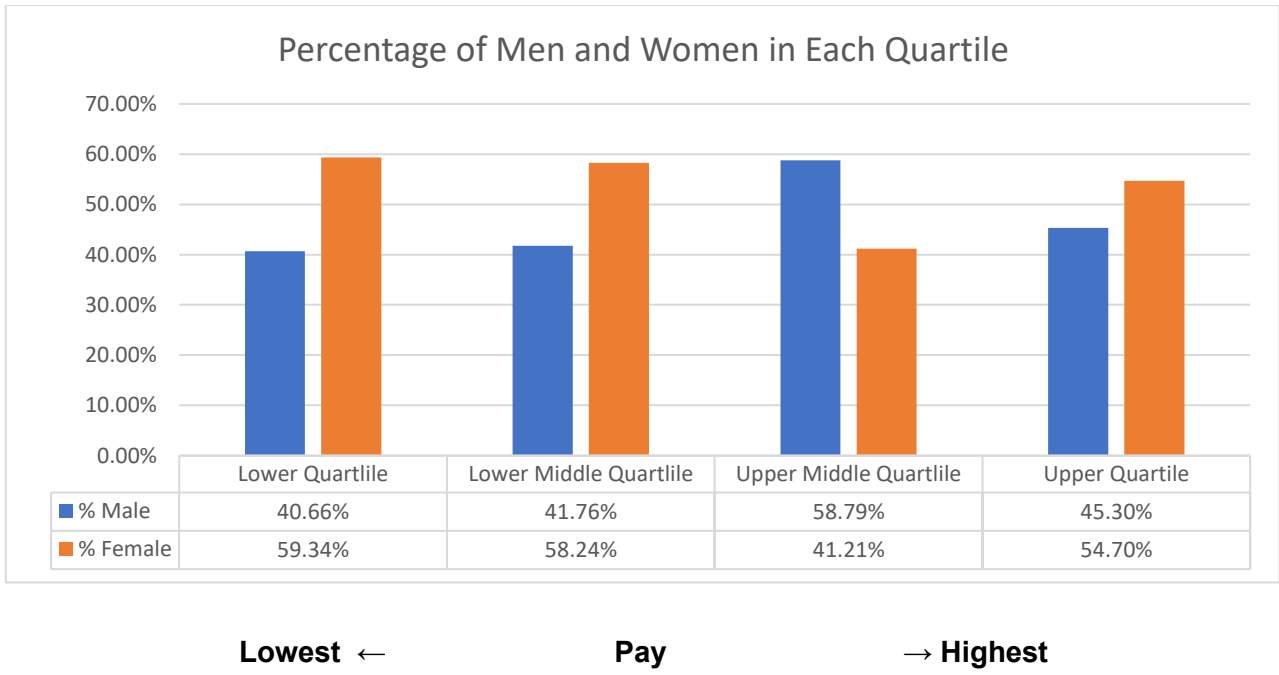
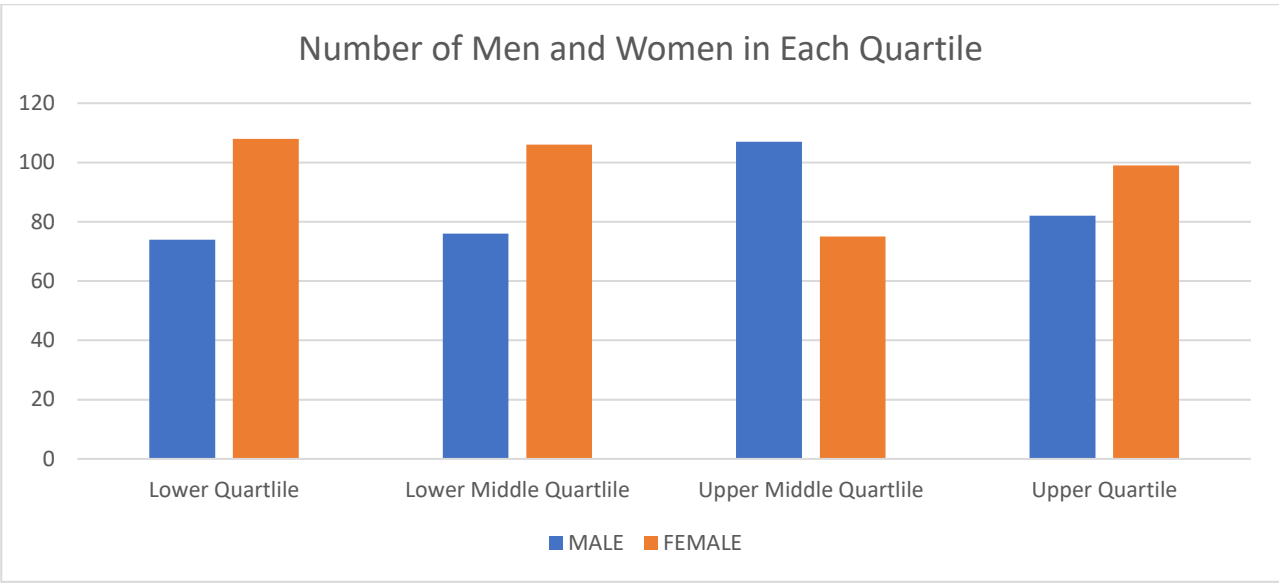
The median hourly pay by rate within Amgueddfa Cymru: female £11.89, Male £12.18 for 2020-21, compared to 2019-2020 data where female median pay was £11.20, male £11.51. This shows a continued trend downwards in the differential.

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 two quartiles contain a higher percentage of women than men and this is also the case in the upper quartile.



7. Summary of Data and Rate of Change

		% 2019-20	% 2020-21	% change
Median gender pay gap		2.69%	2.38%	-0.31%
Mean gender pay gap		4.09%	2.67%	-1.42%
Proportion of male and female employees in each quartile:				
	2019-20		2020-21	
Quartile	Female %	Male %	Female %	Male %
First (lower) quartile	58.67%	41.33%	59.34%	40.66%
Second quartile	57.65%	42.35%	58.24%	41.76%
Third quartile	44.39%	55.61%	41.21%	58.79%
Fourth (upper) quartile	51.28%	48.72%	54.70%	45.30%

It is pleasing to see the work in addressing gender inequality is resulting in positive improvements year on year. In 2020/21 we have seen more women recruited in the upper quartile which has positively influenced the resulting data. This has been achieved through the recruitment work to improve a diverse candidate base and changes to our systems to remove identifiers and potentially remove any bias.

8. Actions to Remove the Gender Pay Gap

Amgueddfa Cymru is committed to addressing our gender pay gap and is undertaking a wide range of actions to continue to reduce this. During the period of 2020 -2021, significant progress was made in the following areas:

- Senior Executive team recruitment attracted more females and resulted in increased recruitment of females at senior executive level
- Continued development of our recruitment and selection practices in order to attract a diverse range of applicants and removing barriers
- Review of flexible working practices to support those with caring responsibilities
- Continued development of the network of mental health first aiders and implementation of diversity champions to support diversity in the workplace
- We have published our 4 year 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 2022-23 we will continue to build on this progress by focussing on:

- Recruitment practices to promote 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 and other potential areas of 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
- Launch our Job Evaluation system to allow us to monitor equal pay
- 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

A handwritten signature in dark ink, appearing to read 'David Anderson', is positioned below the 'Signed' label.

Date 01/04/2022