

Gender Pay Gap Report

Introduction

The Public Sector Equality Duties as set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 requires private, voluntary, all other public authority employers and Welsh Government Sponsored Bodies to publish their data by 5th April each year. The data point we use is taken on the 5th April 2023 for publishing the following year.

The published data in this report includes the required 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 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. It is a place that seeks 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.

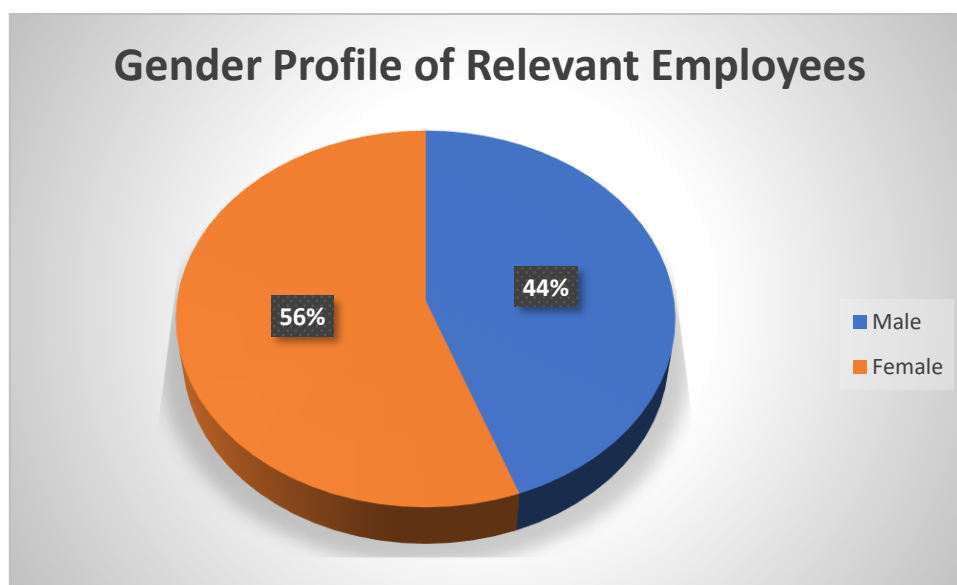
Amgueddfa Cymru is fully committed to a diverse and inclusive culture that supports the fair treatment and reward of all colleagues, irrespective of gender. Our pay framework is based on the principles of fairness, transparency, and consistency. We feel it is important that we create a great place for 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 2023. The calculations used is set out in the relevant legislation to ensure the data is calculated consistently across all organisations.

1. Gender Summary of Workforce – Full Pay Relevant Employees

On the 5th April 2023, Amgueddfa Cymru employed 817 full pay relevant employees. The chart below demonstrates the gender profile of the full pay relevant employee profile, which demonstrates that we employ more women (55.57% and 454 headcount) than men (44.43% and 363 headcount). There has been an increase since the last reporting of an additional 60 individuals to the number of Relevant Employees.

Note: Full-pay relevant employees are all employees employed on our snapshot date who are either: paid their usual full basic pay – including paid leave – or paid for piecework during the pay period in our snapshot date.



1.2 Gender Summary of Workforce – Relevant Employees

On the 5th April 2023 Amgueddfa Cymru employed 826 relevant employees. The gender profile of the full pay relevant employee workforce, shows that we employ more women (459) than men (367).

Note: A relevant employee is an employee as defined in s. 83 of the Equality Act 2010 - "In employment" under a contract of employment, a contract of apprenticeship or a contract to personally do work.

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 2022-23 is 1.58%.

Gender Pay Gap Mean as a Percentage

2023

Mean Gender Pay Gap
1.58%

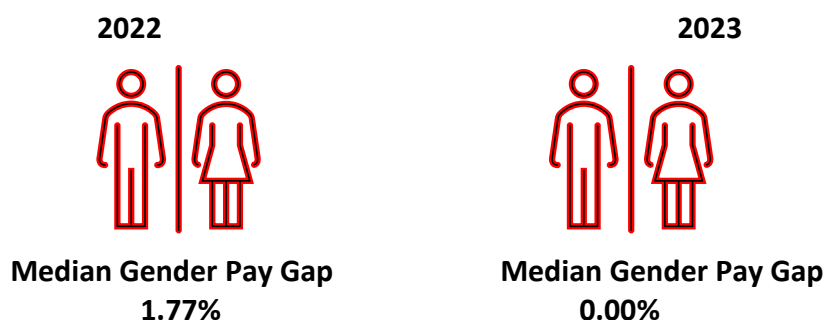
3. Median Gender Pay Gap as a Percentage.

The Median Gender Pay Gap is reported as **Zero%** when compared to our 2022 report.

Note: The median is the number that falls in the middle of a range when everyone's wages are lined up from smallest to largest and is more representative when there is a lot of variation in pay.

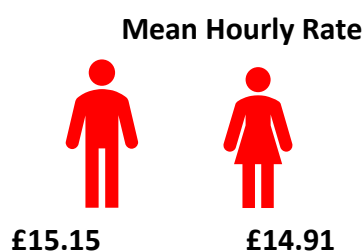
This shows a reduction of 1.77% from the previous year. In the previous four years were 1.77%, 2.38%, 2.69%, and 9.34%

Gender Pay Gap Median as a Percentage



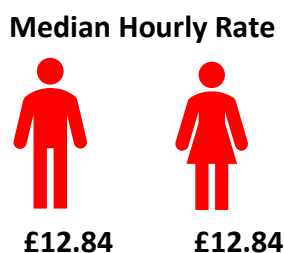
4. Mean Pay Gap Using Hourly Pay Rate

The mean hourly pay rate within Amgueddfa Cymru: for women is £14.91 and for men is £15.15 which is a 24p gap.



5. Median Pay Gap Using Hourly Pay Rate

The median hourly pay by rate within Amgueddfa Cymru: for both male and female is £12.84.

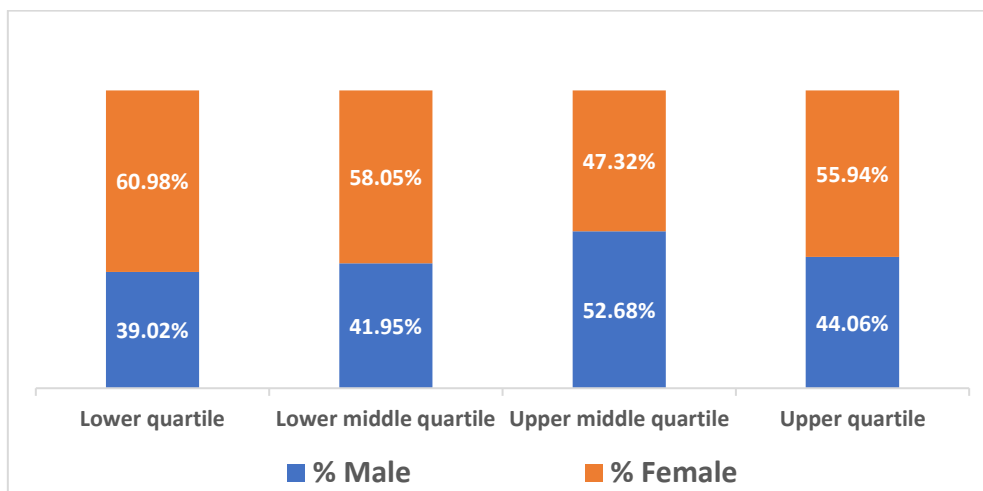


6. Percentage and Number of Men and Women in Each Pay Quartile

The graphs below illustrate 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. This is calculated by dividing the workforce into four equal parts. The upper middle quartile is the only area with more males than female.

Distribution by Gender in each quartile 2023

Lowest ← Pay → Highest



7. Summary of Data and Rate of Change

	% 2021 - 22	% 2022 - 23	% change
Median gender pay gap	1.77%	0.00%	-1.77%
Mean gender pay gap	0.90%	1.58%	+0.68%

Proportion of male and female employees in each quartile:

Quartile	2021-22		2022-23	
	Female %	Male %	Female %	Male %
First (lower) quartile	60.11%	39.89%	60.98%	39.02%
Second quartile	53.19%	46.81%	58.05%	41.95%
Third quartile	44.68%	55.32%	47.32%	52.68%
Fourth (upper) quartile	56.76%	43.24%	55.94%	44.06%

8. Actions to Remove the Gender Pay Gap

Amgueddfa Cymru is committed to ensuring we do not have a gender pay gap in the future.

As such we have introduced a wide range of actions to continue to reduce this.

During the period of 2022-23, significant progress was made in the following areas:

- Senior management recruitment attracted more females and resulted in increased recruitment of females in the third quartile where representation is lowest, with a greater than 2% increase in female staff.
- 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 and the introduction of part time contracts for more roles
- Continued development of the network of mental health first aiders in the workplace and continuous training programmes to support.
- We have reviewed 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.
- Increased data collection of protected characteristics of employees to ensure we are able to produce ethnicity pay gap reporting in 2024

Going forward, we will continue to build on this progress by focussing on:

- Recruitment practices to continue to promote diversity in our candidate base
- Monitor exit rates to identify any potential issues and trends
- Undertake employee surveys to understand how staff feel about pay and equality
- Support hybrid working and flexible working practices and monitor potential impact on progression
- Deliver training on equity and potential areas of bias
- Review our 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
- 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.

Summary

It is pleasing to see the work in addressing gender inequality is continuing to result in positive improvements, in particular the median pay gap at zero and the 9% increase representation of women in the third quartile.

As pay increases are at a higher inflationary rate the differential of mean pay will increase unless we redress the balance of female staff in the 3rd quartile. This is an

area we are seeking to address through ensuring we monitor attraction of staff by gender and how our attraction strategies can ensure we attract female applicants at management grades.