



Gender Pay Gap Report

National Museums Scotland 2024

Published 04 April 2024

GENDER PAY GAP INFORMATION 2024

1. Introduction

The legislation governing gender pay gap reporting is contained in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The duty requires organisations with 250 or more employees to publicly report on their gender pay gap.

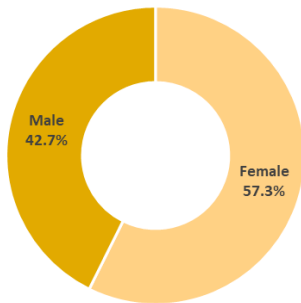
We are also required to report our gender pay gap information to the UK Government. This information must be signed off as being accurate and calculated in accordance with the regulations and the guidance provided through ACAS by the Chief Executive of the individual organisation. The Director of National Museums Scotland has confirmed that these regulations have been met.

National Museums Scotland is a Non-Departmental Public Body and a registered charity and is registered at the Government Equalities Office under the private and voluntary sector and therefore must publish the data by the reporting deadline of 4 April 2024.

2. Gender Pay Gap at National Museums Scotland

The gender pay gap shows the percentage difference between the average hourly rates of pay for men and women (excluding overtime) taken at the 'snapshot date', which in this instance is 5 April 2023. National Museums Scotland's current gender pay gap information is shown in Tables 1, 2 and 3 in **Annex 1**.

It should be noted that no bonuses are paid to any employees in National Museums Scotland and therefore there is no data on bonuses to be made available.



A total of 464 individuals are included in the gender pay calculations, of which 57.3% (266 employees) were female and 42.7% (198 employees) were males.

There are approximately 14.6% more female employees than male employees in employment. Employing more females than males has been the status in the organisation for several years, although it is noted that the percentage difference has increased by 0.2% since publishing our results in 2023.

It is also worth noting that in the recent 2022 Census, the data indicates that the Scottish population is made up of 51.4% females and 48.6% males.

The mean hourly pay for female employees is £16.82 and for male employees is £16.14. The current mean gender pay gap for all employees across our published pay scales at National Museums Scotland is £0.68 or 4.2% in favour of female employees. This is a 0.1% decrease from our last reporting period.

The median gender pay gap currently stands at £2.02, in favour of female employees by 14.6%, an increase of 0.2% from our last reporting period. These figures show a similar picture to the last reporting period. We therefore consider that our overall gender pay gap might still be considered atypical. However, this must be considered alongside the fact that the work of National Museums Scotland, like many other large museums,

covers a broad range of specialisms. This tends to lead to gender clustering in different work groups thus influencing the patterns observed in our gender pay analysis.

We have also reviewed gender pay gap information in the context of occupational segregation which we understand as the concentration of men and women:

- in different kinds of jobs (**horizontal** segregation)
- in different pay grades (**vertical** segregation).

As no employee receives a bonus, this does not distort either the mean or median figures. The higher median gender pay gap in favour of female employees arises from the fact that more females than males are employed in each of the Upper, the Upper Middle and the Lower Middle quartiles. Typically, roles in Upper and Upper Middle quartiles are curatorial, professional, middle and senior management roles. There are also more females than males in the most senior management roles in the organisation, which represents an alternative to many comparable organisations.

As with our previous reporting period, there remain marginally more males (53.4%) than females (46.6%) employed in the Lower Quartile in this reporting period. Typically, roles in the Lower Quartile include Cleaning, Security, Support Services within Facilities Management departments and 'front of house' Visitor Experience employees. Overall, it should be noted that the largest groups of employees we have are in our Visitor Experience and Facilities Management departments.

We continue to be proactive in ensuring there is no bias in our recruitment and selection practice and as part of our continuous improvement efforts, ensure that our recruitment and selection practices embrace best practice principles. Additionally, we provide comprehensive coaching to all managers, ensuring they undergo Equality, Diversity, and Inclusion training before engaging in any recruitment campaigns.

In line with National Museums Scotland's commitment to achieve equal opportunities for all employees, the organisation supports the principles that all employees should receive equal pay for the same or like work, or work rated as equivalent or of equal value. To achieve this, we maintain a pay system that is fair and transparent. This is based on the Hay job evaluation system which is used objectively for all posts within the pay scales. The job evaluation panel members are all trained Hay evaluators, and the composition of the group includes trade union representatives. Pay and progression is applied equitably to both female and male employees as are all aspects of reward and remuneration. For any new recruits – regardless of sex - we generally appoint at the lowest 25% of pay bandings.

We have a pay structure at National Museums Scotland that is based on grades A through to 8 and contained within grades 6 to grade A there are established progression steps. Employees are eligible for a progression payment if they are not at the maximum of their scale. In recognition that employed men tend to have less interrupted career paths than women, we ensure that progression is not affected by periods of maternity leave, caring responsibilities, etc. and therefore progress for women through an individual scale is at the same rate as it is for men.

We provide a comprehensive programme of leadership and management training for employees at all levels in the organisation regardless of sex.

Beyond these assumptions, we would regard the overall mean pay gap between male and female employees to be modest at 4.2% in favour of female employees, but we do remain committed to monitoring and analysing this information on an ongoing basis and addressing any issues that become apparent. All equalities information is published on our website in accordance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

A handwritten signature in black ink, appearing to read "C. J. Breward". The signature is written in a cursive style with a period at the end.

Dr Chris Breward
Director
National Museums Scotland
March 2024

Table 1

	Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	
Males	£16.14	£13.79	Min	£10.90	£12.73	£14.80	£18.65
Females	£16.82	£15.81	Max	£12.72	£14.80	£18.65	£46.56
Pay Gap	-£0.68	-£2.02	% Males	53.4	43.1	36.2	37.9
% Pay Gap	-4.2	-14.6	% Females	46.6	56.9	63.8	62.1

Table 2

Organisation Pay Quartiles

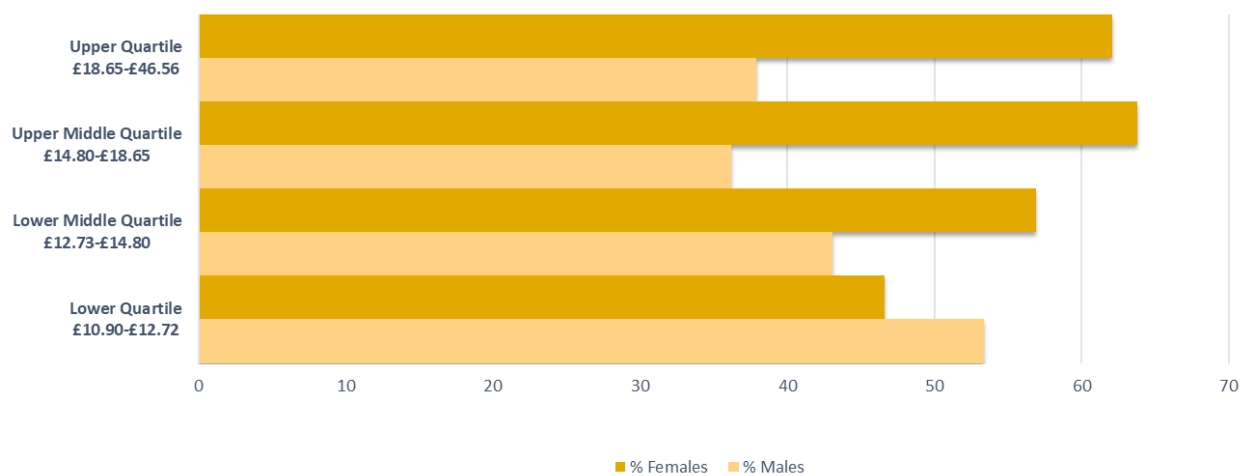


Table 3

Percentage of male and female employees in each salary quartile band		
	2023 Snapshot	2022 Snapshot
<p>Lower Quartile There has been a 0.7% increase in the proportion of male employees in this quartile. The balance remains weighted slightly towards male employees.</p>	<p>A pie chart showing the gender distribution for the Lower Quartile in 2023. The chart is divided into two segments: a larger orange segment representing Male at 53.4% and a smaller dark yellow segment representing Female at 46.6%.</p>	<p>A pie chart showing the gender distribution for the Lower Quartile in 2022. The chart is divided into two segments: a larger orange segment representing Male at 52.7% and a smaller dark yellow segment representing Female at 47.3%.</p>
<p>Lower Middle Quartile This quartile sees an 1.5% increase in the proportion of female employees, remaining weighted towards female employees.</p>	<p>A pie chart showing the gender distribution for the Lower Middle Quartile in 2023. The chart is divided into two segments: a larger dark yellow segment representing Female at 56.9% and a smaller orange segment representing Male at 43.1%.</p>	<p>A pie chart showing the gender distribution for the Lower Middle Quartile in 2022. The chart is divided into two segments: a larger dark yellow segment representing Female at 55.4% and a smaller orange segment representing Male at 44.6%.</p>
<p>Upper Middle Quartile The gender balance of this quartile shows a 2.2% increase in the proportion of female employees, remaining weighted towards female employees.</p>	<p>A pie chart showing the gender distribution for the Upper Middle Quartile in 2023. The chart is divided into two segments: a larger dark yellow segment representing Female at 63.8% and a smaller orange segment representing Male at 36.2%.</p>	<p>A pie chart showing the gender distribution for the Upper Middle Quartile in 2022. The chart is divided into two segments: a larger dark yellow segment representing Female at 61.6% and a smaller orange segment representing Male at 38.4%.</p>
<p>Upper Quartile There has been a 2.2% increase in the proportion of male employees in this quartile. The balance remains weighted towards female employees.</p>	<p>A pie chart showing the gender distribution for the Upper Quartile in 2023. The chart is divided into two segments: a larger dark yellow segment representing Female at 62.1% and a smaller orange segment representing Male at 37.9%.</p>	<p>A pie chart showing the gender distribution for the Upper Quartile in 2022. The chart is divided into two segments: a larger dark yellow segment representing Female at 64.3% and a smaller orange segment representing Male at 35.7%.</p>