



GENDER PAY GAP INFORMATION

Published March 2019

GENDER PAY GAP INFORMATION

1. Introduction

The legislation governing gender pay gap reporting is contained in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The duty requires public organisations with 250 or more employees to publish gender pay gap information on the organisation's website.

We are also obligated to report on our gender pay gap information on the UK Government's online service by the reporting deadline of 04 April 2019. 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 04 April 2019.

The data required to be published is as follows:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of males and females receiving a bonus
- Proportion of males and females in each quartile band.

2. Gender Pay Gap at National Museums Scotland

The current gender pay gap information for National Museums Scotland is set out in Tables 1 to 4 at Appendix 1 and has been derived from salary information (excluding overtime) as at 05 April 2018. It should be noted that no bonuses are paid to any staff in National Museums Scotland and therefore there is no data to be made available.

As at the snapshot date 05 April 2018, National Museums Scotland employed 195 males (43% of staff) and 258 females (57% of staff). There were approximately 14% more female staff than male staff in employment. Employing more females than males has been the position in the organisation for a number of years although it is noted that the percentage difference has decreased by 6% since publishing results in 2018. It is also worth noting that the 2011 Census confirms that 48.5% of the Scottish population is male and 51.5% is female. National Museums Scotland's profile therefore follows the trend/shape of the national profile.

The mean hourly pay for male staff is £14.09 and for female staff is £14.76. The current mean gender pay gap for all staff across our published pay scales at National Museums Scotland is £0.67 or 4.8% in favour of female staff. The median gender pay gap is £1.81 or 15.2% in favour of female staff. These figures remain relatively similar to the last reporting period even although the percentage of male employees has increased by 6%.

This overall gender pay gap might be considered atypical. However, this must be considered alongside the fact that the work of National Museums Scotland, like many other national museums, covers a broad range of specialisms. This tends to lead to gender clustering in different work groups and produce this type of pattern in the 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 member of staff receives a bonus then this does not distort either the mean or median figures. The higher median gender pay gap in favour of female staff will arise from the fact that more females than males are employed in each of the Upper, the Upper Middle and the Lower Middle quartiles and in the organisation as a whole. 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.

There are, however, more males (54.4%) than females (45.6%) employed in the Lower quartile, which include cleaning, security, support services and front of house visitor experience staff. This represents a change from the published results from 2018 when there was 33% male and 67% female staff in the Lower quartile. Analysis shows that we have attracted more males into the visitor experience roles and have increased the number of females in security roles. Overall it should be noted that the largest groups of staff are in the Visitor Experience and in the Curatorial Departments than in the rest of the organisation.

There is also a change in the proportions of male and female staff in the Lower Middle quartile since reporting in 2018. In 2018 we reported 60% male and 40% female in comparison to 46.9 % male and 53.1% female in 2019. This is largely due to the higher proportion of female staff in assistant curatorial, administrator, human resources and team leader roles.

We continue to be proactive in ensuring there is no bias in our recruitment and selection practices through regular reviews of the process against best practice and monitoring and analysing statistics, including progression, at the different stages of the process. All managers are trained in recruitment and selection best practice and in equality and diversity prior to any involvement in a recruitment campaign. We operate a transparent and objective recruitment and selection process against the job description, person specification and competency profile for every role.

In line with National Museums Scotland's commitment to achieve equal opportunities for all staff, 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. In order to achieve this we maintain a pay system that is fair and transparent. This is based on the Hays evaluation system which is used objectively for all posts within the pay scales. The job evaluation panel are all trained Hays evaluators and include Trade Union representatives. Pay and progression is applied equitably to both female and male

employees as is all aspects of reward and remuneration. We generally appoint at the lowest 25% of pay bandings regardless of gender.

We have a pay structure at National Museums Scotland that is based on grades B through to 8 and contained within grades 6 to grade B there are established progression steps. Staff are eligible for a progression payment if they are not at the maximum of their scale. In recognition that men more generally in employment have less interrupted career paths than women, we ensure that progression is not affected by for instance 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 staff at all levels in the organisation regardless of gender. This has included a Developing Leadership Potential Project for all senior management.

Beyond these assumptions, we would regard the overall mean pay gap between male and female staff to be modest (i.e. less than 5% in favour of females) 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.

Dr Gordon Rintoul
Director
National Museums Scotland
March 2019

Table 1

Gender Pay Gap							
	Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	
Males	£14.09	£11.92	Min	£9.04	£10.31	£12.97	£16.41
Females	£14.76	£13.73	Max	£10.29	£12.91	£16.41	£42.49
Pay Gap	-£0.67	-£1.81	% Males	54.4	46.9	30.1	40.7
% Pay Gap	-4.8	-15.2	% Females	45.6	53.1	69.9	59.3

Table 2

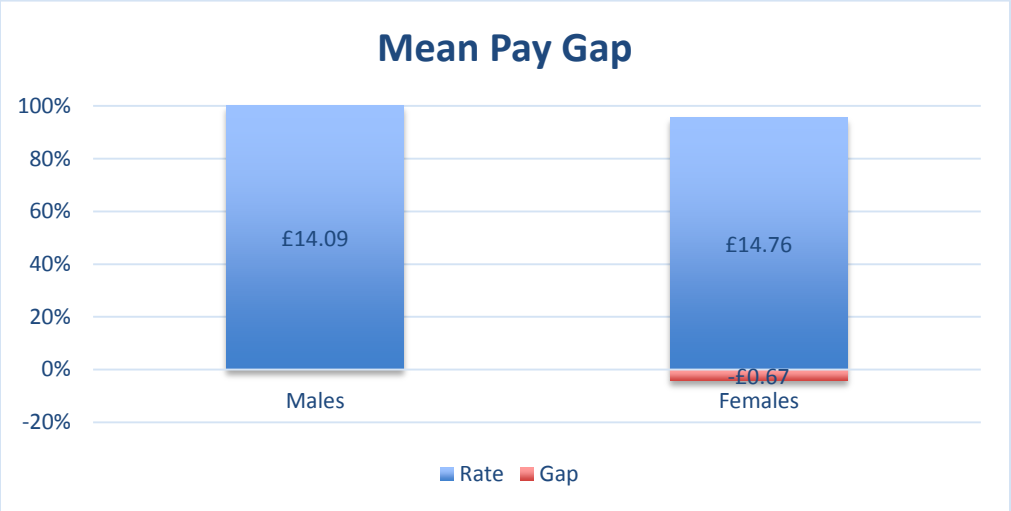


Table 3

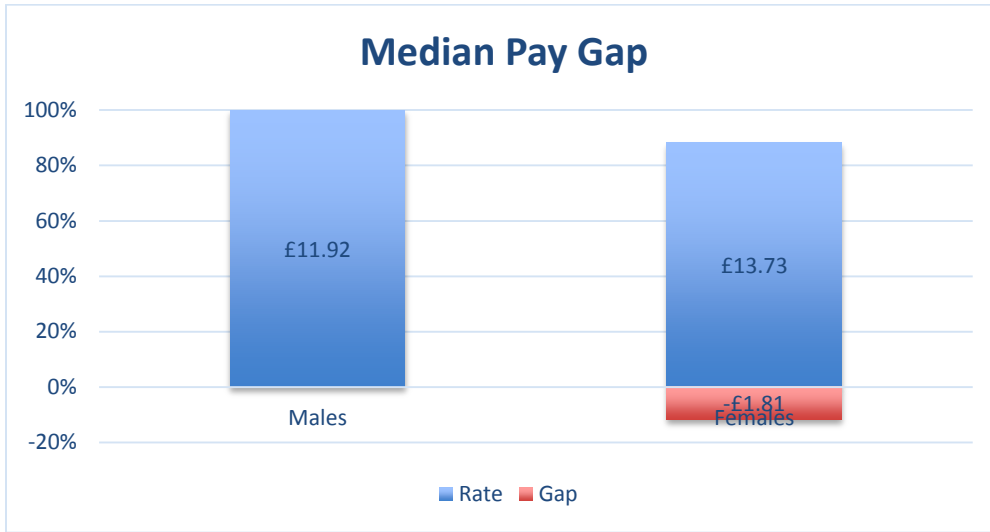


Table 4

