



Gender Pay Gap Information

National Museums Scotland 2023

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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 20 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 4 April 2023. 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 4 April 2023.

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 and 2 in **Annex 1** and has been derived from salary information (excluding overtime) as at 5 April 2022. 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.

As at the snapshot date 5 April 2022, National Museums Scotland employed 192 males (42.8% of employees) and 256 females (57.2% of employees). There were approximately 14.4% more female employees than male employees in employment. Employing more females than males has been the position in the organisation for several years, although it is noted that the percentage difference has increased by 1.2% since publishing results in 2022. It is also worth noting that the 2011 Census (latest national information available at the time of publication) 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 employees is £15.28 and for female employees is £15.94. The current mean gender pay gap for all employees across our published pay scales at National Museums Scotland is £0.66 or 4.3% in favour of female employees. The median gender pay gap is £1.88 or 14.4% in favour of female employees. These figures remain similar to the last reporting period even though it is acknowledged that the

number of male employees has remained the same and the number of female employees has increased by 1.2%. 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 and produces 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 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.

A change to our previous reporting period is the fact that there are marginally more males (52.7%) than females (47.3%) employed in the Lower quartile in this reporting period. Typically, roles in the Lower quartile include cleaning, security, support services and 'front of house' visitor experience employees. This represents a change from the published results from 2022 of 49.1% male and 50.9% female employees in the Lower quartile. Analysis shows that we have attracted more males into visitor experience and cleaning roles that has resulted in a greater gender balance in these areas of the business. Overall, it should be noted that the largest groups of employees we have are in our Visitor Experience and Facilities Management departments than in the rest of the organisation.

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. We also ensure that all managers are coached in Recruitment & Selection best practice and undergo Equality, Diversity and Inclusion training before they can support any recruitment campaign.

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 4.3%, 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 Chris Breward
Director
National Museums Scotland
March 2023

ANNEX 1

Table 1

Gender Pay Gap								
	Mean	Median		Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	
Males	£15.28	£13.08	Min	£10.12		£11.56	£14.04	£17.76
Females	£15.94	£14.96	Max	£11.54		£14.04	£17.76	£44.77
Pay Gap	-£0.66	-£1.88	% Males	52.7		44.6	38.4	35.7
% Pay Gap	-4.3	-14.4	% Females	47.3		55.4	61.6	64.3

Table 2

