



Black Country Living Museum, as a charitable company with a headcount of less than 250 employees at April 2024, does not fall under the requirements of The Equality Act 2010 (Gender Pay Gap Information) regulations 2017. However the Museum is voluntarily reporting the organisation's gender pay information based on the designated 'snapshot date' of 5 April 2024.

Who counts to be included for the purpose of the actual gender reporting is defined in the Equality Act 2010. Each part time member of staff counts as one individual, if there are any job share arrangements in place then both individuals count individually.

Black Country Living Museum Gender Pay Gap Data as at 5 April 2024			
Pay rates		Gender pay gap – the difference between women’s pay and men’s pay as a percentage of men’s pay	
Mean hourly rate		2.5%	
Median hourly rate		-3.0%	
Pay quartiles	Women	Men	
Split of women and men in the top quartile	60%	40%	
Split of women and men in the upper middle quartile	69%	31%	
Split of women and men in the lower middle quartile	34%	66%	
Split of women and men in the bottom quartile	54%	46%	
Bonus pay		Bonus Gender Pay Gap – the difference between women’s bonus and men’s bonus as a % of men’s bonus	
Mean bonus pay		No bonuses paid	
Median bonus pay		No bonuses paid	
	Women	Men	Total
Who received bonus pay	No bonuses paid		

Note 1. Women are the individuals who have identified themselves as a woman and Men are the individuals who have identified themselves as a man. Individuals who have not identified themselves as either a woman or a man are not included in the statistics.

Figures in this report have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. The gender pay gap isn't about equal pay for men and women doing the same work. It's a comparison between median hourly pay for all women and men within an organisation, between mean hourly pay for all women and men, and between bonuses. Put simply, the higher the percentage gap, the greater the disparity between men and women for the figures reported.

The mean gender pay gap

This is the difference between the mean (average) hourly pay rate for all men in an organisation, and the mean hourly pay rate for all women, expressed as a percentage of the mean hourly rate for men.

The median gender pay gap

This is the difference between the median (middle) value of hourly pay rates (when ordered from lowest to highest) for all men in an organisation, and the median value of hourly pay rates for all women, expressed as a percentage of the median hourly rate for men.

Supporting Statement

Black Country Living Museum is one of the UK's five largest open-air museums, attracting over a third of a million visitors each year; in equal parts it is, a Museum, a Charity and a Visitor Attraction.

Our employees (and workers) are key to delivering a successful Museum and having a fully representative and diverse workforce where pay is open, transparent, equal and fair is vital to this.

As a visitor attraction, and seasonal business, our workforce numbers vary across the year to meet the demands of the business which includes engaging casual workers to supplement our contracted employees. The Gender Pay Gap reporting is a snapshot of the position at the Museum at a specific point in the year.

At the snapshot date, the mean difference between the average hourly rate for men and women working at the Museum is 2.5%. In other words, when comparing mean hourly rates, men earn 102.5p for every 100p that women earn.

Whereas the median (middle number) hourly rate for men was 3.0% lower than the median hourly for women.

There has been a small increase in the differential of the mean hourly rates for men and women to the last reported figure in 2023. The Museum remains committed to continue to develop our workforce strategy which includes maintaining a culture of representation and inclusion to ensure equality of opportunity for all.

Person responsible



Craig Edmondson
Director of Finance