

**Black Country Living Museum, as a charitable company with a headcount of over 250 individuals paid through our payroll in April 2020, falls under the requirements of The Equality Act 2010 (Gender Pay Gap Information) regulations 2017 to publish a report showing the organisation's gender pay information based on the designated 'snapshot date' of 5 April 2020.**

Who counts to be included for the purpose of gender reporting is defined in the Equality Act 2010, which includes casual workers as well as staff that have a contract of employment. Each part time member of staff counts as one individual, if there are any job share arrangements in place then both individuals count individually.

<b>Black Country Living Museum Gender Pay Gap Data as at 5 April 2020</b>			
	<b>Women</b>	<b>Men</b>	<b>Total</b>
Headcount of employees and workers	141	121	262
<b>Pay rates</b>			
	<b>Gender pay gap – the difference between women's pay and men's pay as a percentage of men's pay</b>		
Mean hourly rate		1.1%	
Median hourly rate		-0.4%	
<b>Pay quartiles</b>			
Split of women and men in the <b>top quartile</b>	12	11	23
Split of women and men in the <b>upper middle quartile</b>	15	8	23
Split of women and men in the <b>lower middle quartile</b>	13	10	23
Split of women and men in the <b>bottom quartile</b>	12	11	23
<b>Bonus pay</b>			
	<b>Bonus Gender Pay Gap – the difference between women's bonus and men's bonus as a % of men's bonus</b>		
Mean bonus pay	No bonuses paid		
Median bonus pay	No bonuses paid		
<b>Who received bonus pay</b>			
	<b>Women</b>	<b>Men</b>	<b>Total</b>
	No bonuses paid		

Figures in this report have been reached using the mechanisms that are set out in the gender pay gap reporting legislation. As per the guidance, individuals that were furloughed during the April payroll period and did not receive their full pay, have

been excluded from the Mean and Median hourly rates and the pay quartiles as they were not 'full-pay relevant employees'.

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 around 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 1.1%. In other words, when comparing mean hourly rates, men earn £1.01 for every £1 that women earn.

Whereas the median (middle number) hourly rate for women was 0.4% higher than the median hourly for men, which is a negligible difference and consistent with last year's reported figure.

The calculations have been significantly impacted by staff being furloughed during the April pay period. Despite this our position is not dissimilar to the past two years and 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.