

		March 2019		March 2018
	Total headcount	Diversity headcount	Diversity %	Diversity %
<b>Gender</b>				
	Proportion of female employees	790	433	55%
<b>Ethnicity</b>				
<sup>1</sup>	Proportion of BME employees	770	149	19%

<sup>1</sup> Headcount excludes employees who withheld information on their ethnicity.

		%
<b>Gender pay gap reporting</b>		
Ordinary pay		
Mean gender pay gap		1 <sup>1</sup>
Median gender pay gap		-8 <sup>2</sup>
Bonus pay: total <sup>3</sup>		
Mean gender pay gap		50
Median gender pay gap		3
The proportion of male and female employees paid a performance-related bonus or non-consolidated one-off payment in the 12 months ending 31/03/19	Male	30
	Female	14
Bonus pay: performance-related bonus <sup>4</sup>		
Mean gender pay gap		n/a <sup>4</sup>
Median gender pay gap		n/a <sup>4</sup>
The proportion of male and female employees paid a performance-related bonus in the 12 months ending 31/03/19	Male	<1
	Female	-
Bonus pay: non-consolidated one-off payments <sup>5</sup>		
Mean gender pay gap		5 <sup>6</sup>
Median gender pay gap		3 <sup>7</sup>
The proportion of male and female employees paid a non-consolidated one-off payment in the 12 months ending 31/03/19	Male	29
	Female	14

Quartile <sup>8</sup>	Female %	Male %
First (lower)	45	55
Second	58	42
Third	68	32
Fourth (upper)	55	45

1 The British Museum paid females a mean average of 1% less than males as at 31 March 2019.

2 The British Museum paid females a median average of 8% more than males as at 31 March 2019.

3 Bonus pay during the year 2018/19 was made up of two components: a performance-related bonus payable to one individual, and non-consolidated one-off payments payable to employees at the top of their pay range. These two components are split out below.

4 Only the role of Director, which is currently occupied by a male, is eligible for a performance-related bonus.

5 The nature of the British Museum's 2018/19 pay award meant that some employees did not receive a fully consolidated award, instead receiving part or all of the award as a non-consolidated payment. Those payments are captured here due to the definition of 'bonus' in terms of gender pay reporting.

6 The British Museum paid males a mean average of 5% more than females as non-consolidated one-off payments as at 31 March 2019.

7 The British Museum paid males a median average of 3% more than females as non-consolidated one-off payments as at 31 March 2019.

8 Employees were ranked from highest to lowest paid and divided into 4 equal quartiles. This table indicates the proportion of females and males in each.