

		%
Gender pay gap reporting		
Ordinary pay		
Mean gender pay gap		0% ¹
Median gender pay gap		-9% ²
Bonus pay: total ³		
Mean gender pay gap		61%
Median gender pay gap		21%
The proportion of male and female employees paid a performance-related bonus or non-consolidated one-off payment in the 12 months ending 31/03/2020	Male	19%
	Female	11%
Bonus pay: performance-related bonus ⁴		
Mean gender pay gap		n/a ⁴
Median gender pay gap		n/a ⁴
The proportion of male and female employees paid a performance-related bonus in the 12 months ending 31/03/20	Male	<1%
	Female	-
Bonus pay: non-consolidated one-off payments ⁵		
Mean gender pay gap		16% ⁶
Median gender pay gap		20% ⁷
The proportion of male and female employees paid a non-consolidated one-off payment in the 12 months ending 31/03/2020	Male	19%
	Female	11%

Quartile ⁸	Female %	Male %
First (lower)	48	52
Second	58	42
Third	70	30
Fourth (upper)	59	41

¹ The British Museum paid females a mean average of 0% less than males as at 31 March 2020.

² The British Museum paid females a median average of 9% more than males as at 31 March 2020.

³ Bonus pay during the year 2019/20 was made up of two components: a performance-related bonus payable to one individual, and non-consolidated one-off payments payable to employees who do not qualify for consolidated payments. 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 2019/20 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 16% more than females as non-consolidated one-off payments as at 31 March 2020.

⁷ The British Museum paid males a median average of 20% more than females as non-consolidated one-off payments as at 31 March 2020.

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.

		March 2020		March 2019 - Restated
		Total headcount	Headcount	%
Gender				
	Proportion of female employees	810	467	58%
Ethnicity				
¹	Proportion of minority ethnic group employees	780	140	18%

¹ Headcount excludes employees who withheld information on their ethnicity.