Gender pay gap reporting

Ordinary pay

Mean gender pay gap -2%¹
Median gender pay gap -10%²

Bonus pay: total³

Mean gender pay gap 0%
Median gender pay gap 15%

The proportion of male and female employees paid a performance-related bonus or non-consolidated one-off payment in the 12 months ending 31/03/2021

Male 10%
Female 3%

Bonus pay: performance-related bonus⁴

Mean gender pay gap n/a⁴
Median gender pay gap n/a⁴

The proportion of male and female employees paid a performance-related bonus in the 12 months ending 31/03/21

Male -
Female -

Bonus pay: non-consolidated one-off payments⁵

Mean gender pay gap 0%⁶
Median gender pay gap 15%⁷

The proportion of male and female employees paid a non-consolidated one-off payment in the 12 months ending 31/03/2021

Male 10%
Female 3%

Quartile Female % Male %
First (lower) 52% 48%
Second 53% 47%
Third 67% 33%
Fourth (upper) 63% 37%

¹ The British Museum paid females a mean average of 2% more than males as at 31 March 2021.
² The British Museum paid females a median average of 10% more than males as at 31 March 2021.
³ Bonus pay at the British Museum is generally made up of two components: a performance-related bonus for which one individual is eligible, 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. No bonuses were paid in 2020/21.
⁵ The nature of the British Museum’s 2020/21 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 0% more than females as non-consolidated one-off payments as at 31 March 2021.
⁷ The British Museum paid males a median average of 15% more than females as non-consolidated one-off payments as at 31 March 2021.
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.
## Diversity summary

### Annual Report as at 31st March 2021

### Total headcount

<table>
<thead>
<tr>
<th></th>
<th>March 2021</th>
<th>March 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proportion of female employees</td>
<td>795</td>
<td>450</td>
</tr>
<tr>
<td>Proportion of minority ethnic group employees</td>
<td>762</td>
<td>128</td>
</tr>
</tbody>
</table>

1 Total headcount excludes employees who withheld information on their gender