

		%
Gender pay gap reporting		
Ordinary pay		
Mean gender pay gap		-2% ¹
Median gender pay gap		-10% ²
Bonus pay: total ³		
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 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 31/03/21	Male	-
	Female	-
Bonus pay: non-consolidated one-off payments ⁵		
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 ⁸	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.

		March 2021		March 2020	
		Total headcount	headcount	%	%
Gender					
¹	Proportion of female employees	795	450	57%	58%
Ethnicity					
²	Proportion of minority ethnic group employees	762	128	17%	18%

¹ Total headcount excludes employees who withheld information on their gender