

		%
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		39%
Median gender pay gap		82%
The proportion of male and female employees paid a performance-related bonus or non-consolidated one-off payment in the 12 months ending 31/03/2022	Male	7%
	Female	7%
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 31/03/22	Male	-
	Female	-
Bonus pay: non-consolidated one-off payments ⁵		
Mean gender pay gap		39% ⁶
Median gender pay gap		82% ⁷
The proportion of male and female employees paid a non-consolidated one-off payment in the 12 months ending 31/03/2022	Male	7%
	Female	7%

Quartile ⁸	Female %	Male %
First (lower)	60%	40%
Second	46%	54%
Third	67%	33%
Fourth (upper)	61%	39%

¹ The British Museum paid females a mean average of 0% less than males as at 31 March 2022.

² The British Museum paid females a median average of 9% more than males as at 31 March 2022

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 2021/22

⁵ Under the terms of the Civil Service Pay Remit Guidance 2021/22 pay for the majority of staff for 2021/22 was frozen. To protect lower paid staff those on full time equivalent base pay of under £24,000pa received an increase of £250. Some employees did not receive the increase as fully consolidated, instead receiving part or all of the increase as a non-consolidated payment. Those payments are captured here due to the definition of 'bonus' for the purposes of gender pay gap reporting.

⁶ The British Museum paid males a mean average of 39% more than females as non-consolidated one-off payments as at 31 March 2022.

⁷ The British Museum paid males a median average of 82% more than females as non-consolidated one-off payments as at 31 March 2022.

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 2022		March 2021	
		Total headcount	headcount	%	%
Gender					
¹	Proportion of female employees	871	495	57%	57%
Ethnicity					
²	Proportion of minority ethnic group employees	836	144	17%	17%

¹ Total Headcount excludes employees who withheld information on their Gender