

		%
Gender pay gap reporting		
Ordinary pay		
Mean gender pay gap		-1% ¹
Median gender pay gap		-12% ²
Bonus pay: total ³		
Mean gender pay gap		58%
Median gender pay gap		1%
The proportion of male and female employees paid a performance-related bonus or non-consolidated one-off payment in the 12 months ending 31/03/2023	Male	7%
	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 31/03/23	Male	<1%
	Female	-
Bonus pay: non-consolidated one-off payments ⁵		
Mean gender pay gap		9% ⁶
Median gender pay gap		1% ⁷
The proportion of male and female employees paid a non-consolidated one-off payment in the 12 months ending 31/03/2023	Male	7%
	Female	3%

Quartile ⁸	Female %	Male %
First (lower)	62%	38%
Second	45%	55%
Third	71%	29%
Fourth (upper)	63%	37%

¹ The British Museum paid females a mean average of 1% more than males as at 31 March 2023.

² The British Museum paid females a median average of 12% more than males as at 31 March 2023

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.

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

⁵ As part of the 2023 pay award, non-consolidated one-off payments were made to eligible employees. 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 9% more than females as non-consolidated one-off payments as at 31 March 2023.

⁷ The British Museum paid males a median average of 1% more than females as non-consolidated one-off payments as at 31 March 2023.

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 2023		March 2022	
		Total headcount	Headcount (Female)	%	%
Gender					
¹	Proportion of female employees	916	542	59%	57%
Ethnicity					
²	Proportion of minority ethnic group employees	846	149	18%	17%

¹ Total Headcount excludes employees who withheld information on their Gender