

# Gender Pay Gap Report 2017

National Portrait Gallery

## Context

In 2017 the Government introduced new legislation that made it a statutory requirement for organisations with 250 or more employees to report annually on their gender pay gap. Government Departments and Relevant Public Sector employers are covered by the Equality Act 2010 (Specific Duties and Public Authorities) which came into force on 31 March 2017. Data must be calculated using a snap shot date each year. This will always be 31 March for Public Authorities subject to the Specific Duties Regulations, and 5 April for all other employers. Employers have up to 12 months from their snap shot data to publish their report, which must include:

- Mean and Median Gender Pay Gaps
- Mean and Median Gender Bonus Gaps
- Proportion of Male and Female employees receiving bonuses
- Proportion of Male and Female employees in each quartile pay band

The Gender pay gap shows the difference in the average pay between all men and women within the workforce.

The **Mean** gender pay gap looks at the difference between the mean hourly rate for all male full pay relevant employees and all female full pay relevant employees

The **Median** gender pay gap looks at the difference between the median hourly rate of pay for all male full pay relevant employees and all female full pay relevant employees.

The data must include employees Ordinary Pay, Allowances and payments in respect of annual leave but does not include payments for Overtime.

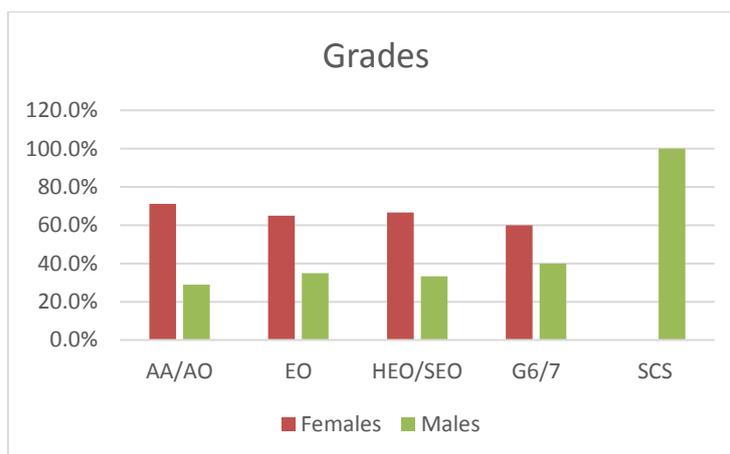
Gender Pay reporting is not the same as reporting on Equal Pay. Equal Pay looks at the differences in the actual earnings of both men and women who undertake equal work.

## Our workforce

We have collected our data at the snap shot date of 31 March 2017, at which point our total number of employees was 337. This was made up of 232 women (69%) and 105 men (31%).

The National Portrait Gallery broadly follows the Civil Service grade structure for its roles, with these ranging from Front of House and Administrative roles (AA/AO) to Director of the Gallery (SCS level). Analysis of our data shows that the majority of the Gallery's workforce sits within the more junior roles, of which the largest proportion are female:

Grade	Total	Females	Males
AA/AO	228	162 (71%)	66 (29%)
EO	80	52 (65%)	28 (35%)
HEO/SEO	18	12 (67%)	6 (33%)
G6/7	10	6 (60%)	4 (40%)
SCS	1	0 (0%)	1 (100%)



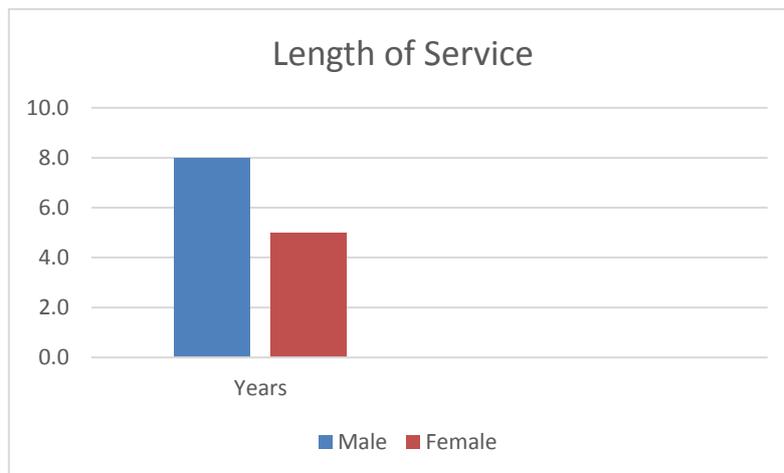
As an employer the National Portrait Gallery is keen to support flexible working for all employees. The breakdown of part time working across the Gallery at the snap shot date is below. This data again shows that the largest proportion of employees working part time are female.

Gender	Total	Full time	Part time
Male	105	76 (72%)	29 (28%)
Female	232	119 (51%)	113 (49%)



The average length of service as at the snap shot date of 31 March 2017 was 8 years for male employees and 5 years for female employees.

Gender	Average length of service
Male	8 years
Female	5 years



## Gender Pay Gap analysis

The findings of the initial Gender Pay Report by the National Portrait Gallery shows that there is a Mean Gender pay gap of 8.3% and a Median pay gap of 13.1%. The UK National Pay gap is 18.1%.

The Gallery's workforce is predominately female which may in some way explain why the median average for women is lower. The figures show that the majority of junior roles within the Gallery are undertaken by female employees and that the majority of senior roles are not occupied by males.

As part of the analysis for understanding why the pay gap exists within the Gallery we have looked at the average length of service of our employees. With male employees having on average 8 years' service compared to the female average of 5 years, an element of the pay gap could be explained through the differential in length of service, with male employees having served, on average longer in post. As salary increases within the Gallery are related to the annual Pay Review and annual Staff Review process this may have an impact on the disparity in basic pay across the workforce.

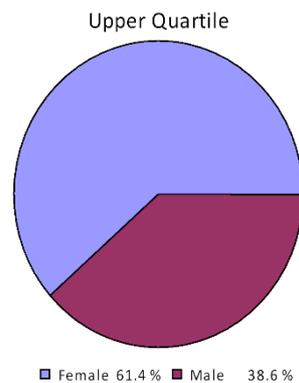
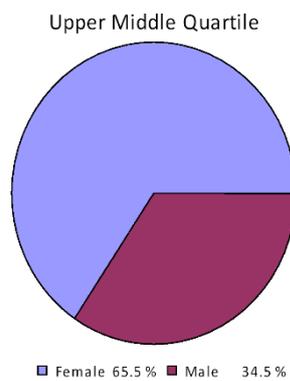
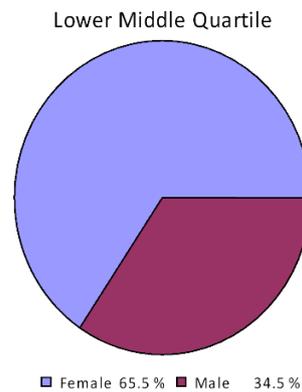
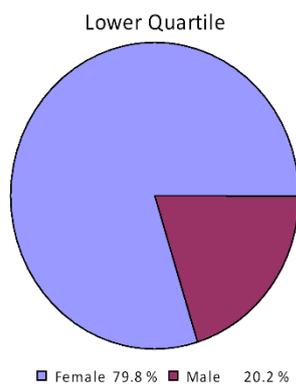
The Gallery does not pay bonuses as part of employee remuneration and therefore at the snap shot date there is no data to report within this area.

**The table below sets out the overall mean and median gender pay gap for the Gallery's employees at the snap shot date of 31 March 2017.**

Gender Pay Gap	%
Mean Gender Pay Gap	8.3%
Median Gender Pay Gap	13.1%
Mean Bonus Pay Gap	0%
Median Bonus Pay Gap	0%
Bonus Proportions:	
Male	0%
Female	0%

The table below sets out the proportion of male and female employees in each quartile band at the snap shot date of 31 March 2017.

Proportion of Male and Female employees in each quartile		
Quartile	Female %	Male %
Lower Quartile	79.8%	20.2%
Lower Middle Quartile	65.5%	34.5%
Upper Middle Quartile	65.5%	34.5%
Upper Quartile	61.4%	38.6%



The National Portrait Gallery has a large proportion of female employees employed within the more junior roles across the Gallery. The data within the quartiles shows that whilst the largest proportion of female employees sit within the Lower Quartile, the largest proportion of male employees sit within the Upper Quartile.

## Closing the Gender Gap

As an employer the National Portrait Gallery is an advocate of Flexible Working and has a strong policy to support all employees, regardless of gender or length of service, in their requests to work flexibly to support a more even work life balance.

During 2018/19 we will review and update our Equality Action Plan to ensure that equality and diversity is embedded across all aspects of our work.

The National Portrait Gallery has recently developed a pay policy which will come into effect from 1 April 2018. This policy will provide clarity on our approach to pay which will help ensure consistency around issues such as starting pay. The impact of this policy will be reviewed as part of future Gender Pay Reports produced by the Gallery.

The National Portrait Gallery understands that gender equality relies on the development opportunities given to employees to support them in their career progression. We will take steps to make a broader range of training programmes accessible to all employees within the Gallery wishing to develop in their career.

The National Portrait Gallery is an accredited London Living Wage employer and has increased all pay for applicable employees to the new minimum hourly rate from November 2017. This will have an impact on closing the gap for employees in more junior roles.