

# Gender Pay Gap Report 2019

January 2020

W&A

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Mortlake (probably, made), ca 1800-  
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# 1. What is Gender Pay Gap Reporting?

Mean: refers to the numerical average of a set of numbers

Median: refers to the number that is in the middle of an ordered set of numbers

From 2017, all organisations employing 250 or more employees are required to publicly report on their gender pay gap. The gender pay gap uses the hourly rates of men and women taken at a specific date (the ‘snapshot date’) and shows the percentage difference in earnings across the organisation between men and women.

Reporting specifically requires: the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses, and the number of men and women according to quartile pay bands. The V&A operates as 2 companies; The Victoria & Albert Museum and V&A Enterprises. Due to the nature of each operating company, The Victoria & Albert Museum has a snapshot date of 31 March 2019 and V&A Enterprises has a snapshot date of 5 April 2019. There are often employees in each of the operating companies carrying out the same role, therefore the data for each company has been combined to show a true representation across the organisation as a whole. The individual reports for each operating company can be found in Appendix 1 of this report.

## 2. The V&A’s gender pay gap

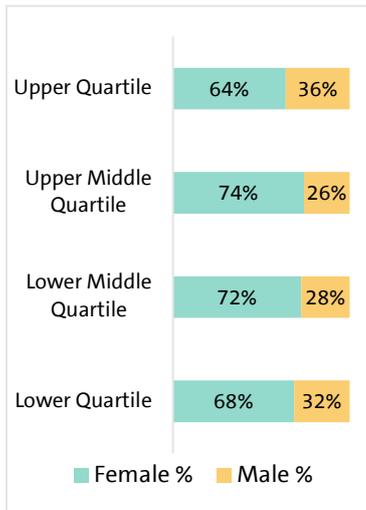
The V&A’s overall pay gap means that, on average, women earn 93p for every £1 that men earn.



The data presented is a combination of both reports in Appendix 1, taken at the respective snapshot dates, covering 987 employees, of which 70% are females and 30% are males. The data shows that the V&A has an **overall mean gender pay gap of 7.3% and a median gender pay gap of 0.4%**.

	Female pay against male is:		
	2019	2018	2017
Mean pay gap - <b>hourly rate</b>	7.3% lower	7.1% lower	7.1% lower
Median pay gap - <b>hourly rate</b>	0.4% lower	0% (the same)	0% (the same)
Mean pay gap - <b>bonus payments</b>	33.8% lower	10% lower	3.2% lower
Median pay gap - <b>bonus payments</b>	25.8% lower	12.9% higher	0% (the same)

Percentage of females and males in each quartile:



## Review of results

The V&A employee population is predominantly female (70%), which is reflected at every level of the organisation including at the executive level, where the gender split is 58% female, 42% male. A smaller number of men means even small fluctuations in the workforce has a significant impact on the gender pay gap.

Over the last few years the V&A has continued with initiatives such as applying a greater pay award to those in the lower quartile of their pay range, which has positively impacted more females than males to help address any imbalance of salaries. We continue to review the pay awards and bonuses provided in the year to examine the distribution of pay across all levels and across age, gender and ethnicity, to ensure the pay systems in place are fair and reduce risk of inequality.

Some roles at middle to high grades, with correspondingly higher salaries, are traditionally male dominated, for example in technology; and some lower graded roles such as Assistant Curators and Exhibitions Assistants have been typically dominated by females. In an expanding workforce these patterns have seen an increased impact on the pay gap.

Any actions to reduce any gender pay gap will take significant time to take effect, particularly where overall pay increases are low and any differential in favour of those in the lower quartile are therefore small, however we are committed to reducing the GPG and further actions are outlined later in this report.

## Bonus payments

The mean gender pay gap in bonus payments is 33.8% and the median is 25.8% in favour of men. Due to the smaller proportion of men in the organisation, small fluctuations can have a large impact on the bonus pay gap. The pay period up to 2019 was the first year since gender pay gap reporting came in to effect that the Director of the Museum has received a bonus. By removing the Director and Deputy Director from the data the mean bonus payment gap reduced to 12.9%.

The bonus pay gap figure is calculated on actual bonus payments received in the pay period up to 2019. 26% of the female who received a bonus work part time (and therefore receive a pro-rata bonus payment) compared 16% of men, increasing the gap in favour of men. On a Full Time Equivalent basis, women below executive level received on average higher annual bonus payments than men.

Percentage of females and males receiving a bonus payment:





Stage properties  
Chichester, 1984

### 3. Action to reduce the gender pay gap

Although the overall combined mean GPG has slightly increased over the last 2 years, the V&A Museum mean hourly pay gap has reduced from 3.5% to 2.7% and the mean hourly pay gap for V&A Enterprises has reduced from 8.4% to 7.5%. Impact of previous actions to reduce the gap may take some time to be seen, however three areas continue to be a priority for action to address the gender balance in the organisation.

#### Recruitment

In the period covered in this report the V&A has been successful in achieving an equal gender split of new starters earning over £50,000 per year. In fact, 5% of female new starters and 5% of male new starters earned over this amount. However, we will continue to explore how we can attract more men in to other roles in the organisation to create a more even balance of gender, particularly in middle to lower grade roles such as Assistant Curators. We will continue to explore how to attract females in to the more male dominated professions such as technology. As an equal opportunities' employer, we will always appoint the best candidate for the role, regardless of gender and other factors covered by the Equality Act 2010.

#### Pay Awards

The V&A will continue to review and act on any gender imbalances as part of the annual pay reviews and bonus allocations. We will also ensure there is no bias towards either gender from recruitment through to career progression opportunities.

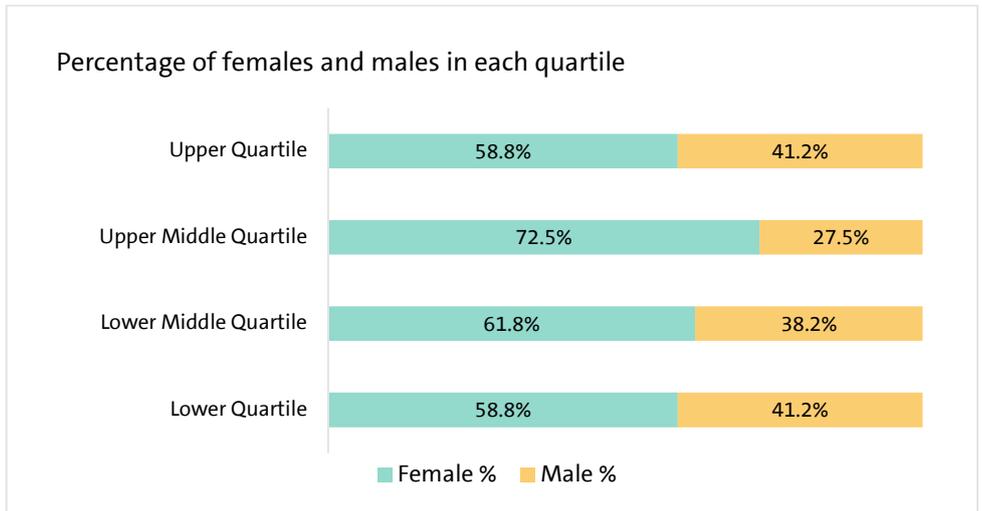
#### Flexible Working Policies

The V&A will continue to support flexible working across the organisation, in every role and at every level, but particularly in those male dominated areas, to ensure all employees can work in a way that works for their home life and aspirations.

# APPENDIX 1

## The V&A Museum Gender pay gap data (data taken at 31 March 2019)

	Female pay against male is:		
	2019	2018	2017
Mean pay gap - <b>hourly rate</b>	2.7% lower	3.5% lower	6.5% lower
Median pay gap - <b>hourly rate</b>	14.2% higher	13.4% higher	4.5% higher
Mean pay gap - <b>bonus payments</b>	41.9% lower	12% lower	10.2% higher
Median pay gap - <b>bonus payments</b>	0% (the same)	0% (the same)	0% (the same)



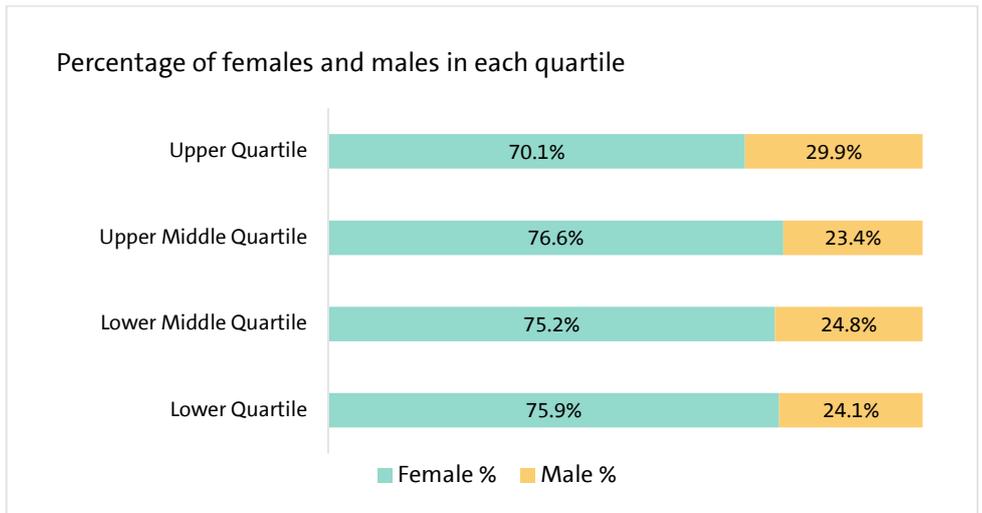
### Percentage of females and males receiving a bonus payment



# V&A Enterprises Gender pay gap data

(data taken at 5 April 2019)

	Female pay against male is:		
	2019	2018	2017
Mean pay gap - <b>hourly rate</b>	7.5% lower	8.4% lower	5.3% lower
Median pay gap - <b>hourly rate</b>	1.7% lower	0.4% lower	7.2% lower
Mean pay gap - <b>bonus payments</b>	10.2% lower	8.9% higher	4% lower
Median pay gap - <b>bonus payments</b>	25.4% lower	8.9% higher	73.8% higher



## Percentage of females and males receiving a bonus payment

