

Gender Pay Gap Report 2020

March 2021



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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 2020 and V&A Enterprises has a snapshot date of 5 April 2020. 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

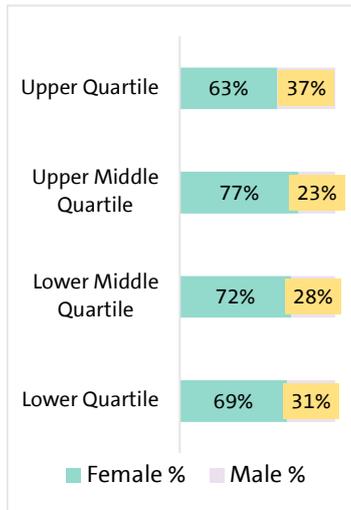
The V&A’s overall pay gap means that, on average, women earn 91.5p for every £1 that men earn.

The data presented is a combination of both reports in Appendix 1, taken at the respective snapshot dates, covering 1,055 full pay 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 8.5% and a median gender pay gap of 0.4%.**



	Female pay against male is:		
	2020	2019	2018
Mean pay gap - hourly rate	8.5% lower	7.3% lower	7.1% lower
Median pay gap - hourly rate	0.4% lower	0.4% lower	0% (the same)
Mean pay gap - bonus payments	15.9% lower	33.8% lower	10% lower
Median pay gap - bonus payments	0% (the same)	25.8% lower	12.9% higher

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 60% female, 40% male. A smaller number of men means even small fluctuations in the workforce has a significant impact on the gender pay gap. By removing the Director and Deputy Director from the data the mean gender pay gap reduces to 6.8% and the median to 0%.

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. While it has not been possible to provide a pay award to the majority of the population in 2020 due to the Covid 19 pandemic, we will continue 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 with correspondingly higher salaries are traditionally male dominated, for example in IT; 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 the gender pay gap will take significant time to take effect, particularly with the current financial challenges faced with the Covid 19 pandemic and any increases targeted at those in the lower quartiles will be small. However, we are committed to reducing the GPG and further actions are outlined later in this report.

Percentage of females and males receiving a bonus payment:



Bonus payments

The mean gender pay gap in bonus payments is 15.9% in favour of men. There is no gap (0%) in the median bonus payments. Due to the smaller proportion of men in the organisation, small fluctuations can have a large impact on the mean bonus pay gap. By removing the Director and Deputy Director from the data the mean bonus payment gap reduces to 3.6%.

The bonus pay gap figure is calculated on actual bonus payments received in the pay period up to 2020. 28% of the female who received a bonus work part time (and therefore receive a pro-rata bonus payment) compared with 23% 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.



Stage properties
Chichester, 1984

3. Action to reduce the gender pay gap

Three areas continue to be a priority for action to address the gender balance in the organisation.

Recruitment

We will continue to explore how we can attract more men into 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 into the more male dominated professions such as IT. 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.

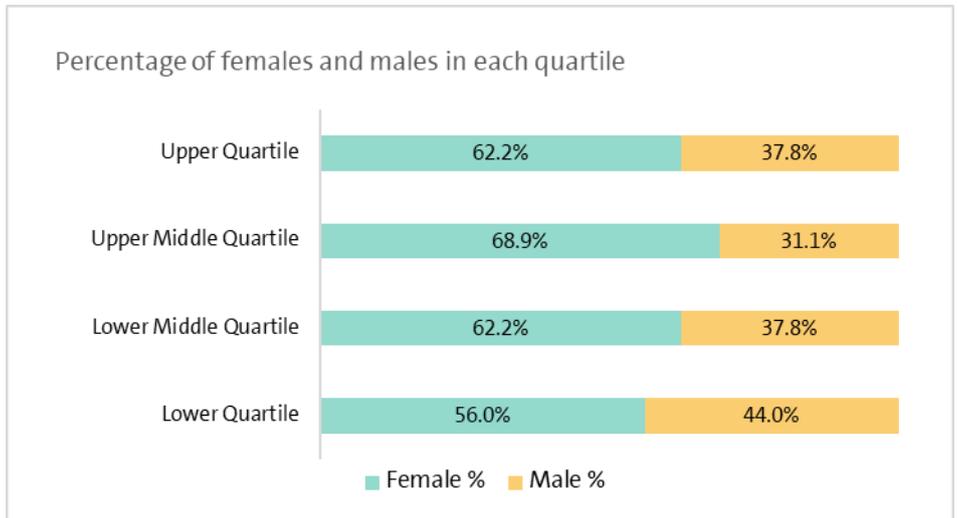
Flexible Working Policies

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 2020)

	Female pay against male is:		
	2020	2019	2018
Mean pay gap - hourly rate	1.7% lower	2.7% lower	3.5% lower
Median pay gap - hourly rate	14.1% higher	14.2% higher	13.4% higher
Mean pay gap - bonus payments	24.6% lower	41.9% lower	12% lower
Median pay gap - bonus payments	0% (the same)	0% (the same)	0% (the same)

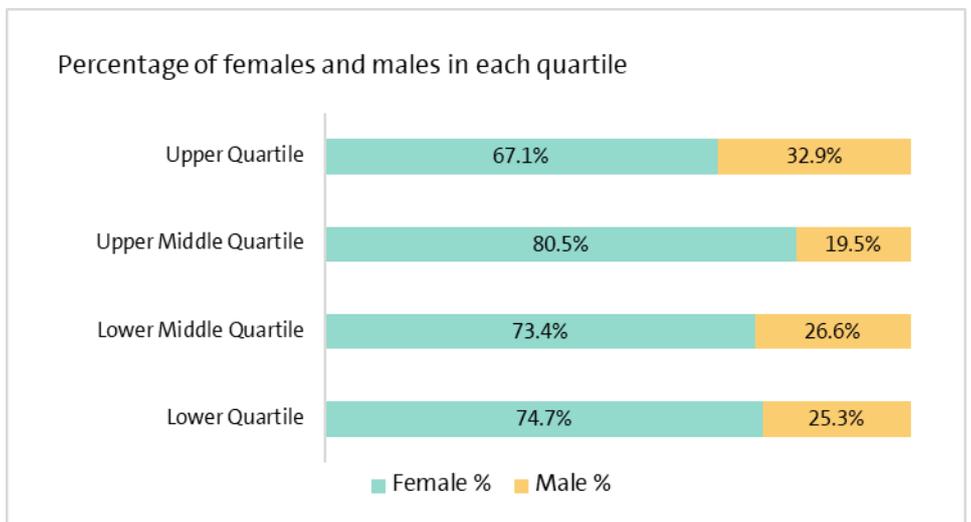


Percentage of females and males receiving a bonus payment



V&A Enterprises Gender pay gap data (data taken at 5 April 2020)

	Female pay against male is:		
	2020	2019	2018
Mean pay gap - hourly rate	9.7% lower	7.5% lower	8.4% lower
Median pay gap - hourly rate	3.6% lower	1.7% lower	0.4% lower
Mean pay gap - bonus payments	14.1% lower	10.2% lower	8.9% higher
Median pay gap - bonus payments	0% (the same)	25.4% lower	8.9% higher



Percentage of females and males receiving a bonus payment

