

Gender Pay Gap Report 2022

March 2023





Money box
Worcestershire (made), 1770-1830

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1. What is Gender Pay Gap Reporting?

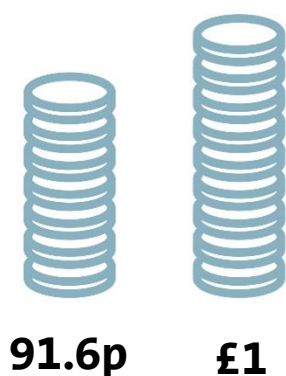
Mean: refers to the numerical average of a set of numbers

Median: refers to the number that is in the middle of an ordered set of numbers, often referred to as the 'typical' figure

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 has employees from two 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 2022 and V&A Enterprises has a snapshot date of 5 April 2022. 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.

The V&A's overall pay gap means that, on average, women earn 91.6p for every £1 that men earn.

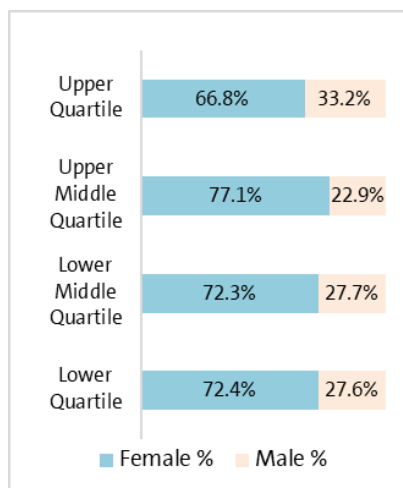


2. The V&A's gender pay gap

The data presented is a combination of both reports in Appendix 1, taken at the respective snapshot dates, covering 926 full pay employees, of which 72% are females and 28% are males. The data shows that the V&A has **an overall mean gender pay gap of 8.4% and a median gender pay gap of 0.1%.**

	Female pay against male is:		
	2022	2021	2020
Mean pay gap - hourly rate	8.4% lower	7% lower	8.5% lower
Median pay gap - hourly rate	0.1% lower	3.8% higher	0.4% lower
Mean pay gap - bonus payments	4.6% lower	n/a	15.9% lower
Median pay gap - bonus payments	0% (the same)	n/a	0% (the same)

Percentage of females and males in each quartile:



Review of results

The V&A employee population is predominantly female (72%), which is reflected at every level of the organisation including at the executive level, where the gender split is 70% female, 30% male. A smaller number of men means even small fluctuations in the workforce has a significant impact on the mean gender pay gap. Taking the median figure, females are typically paid 0.1% lower than men. By taking the Director or the V&A and Deputy Director out of the data, the mean pay gap reduces to 6.4% and the median reduced to 0%.

The V&A continues 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.

Bonus payments

While no performance related bonuses were paid in the 2021/2022 year covered by this report, a one-off payment of £500 was paid in January 2022 to all eligible employees. For the purposes of gender pay reporting, this is defined as bonus pay. On average, men received a 4.6% higher payment than females, caused by a higher proportion of females working part time. 27% of females work part time compared to 14% of men. The median, or typical, payment gap was 0% (no difference).

3. Action to reduce the gender pay gap

Three areas continue to be a priority to ensure 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. We will continue to explore how to attract females into the more male dominated professions such as Technology, whilst maintaining our ambition of appointing the best candidate for the role, regardless of gender and other factors covered by the Equality Act 2010.



Purse
Unknown, England, 1660-1635

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 (or any other protected characteristic) from recruitment through to career progression opportunities.

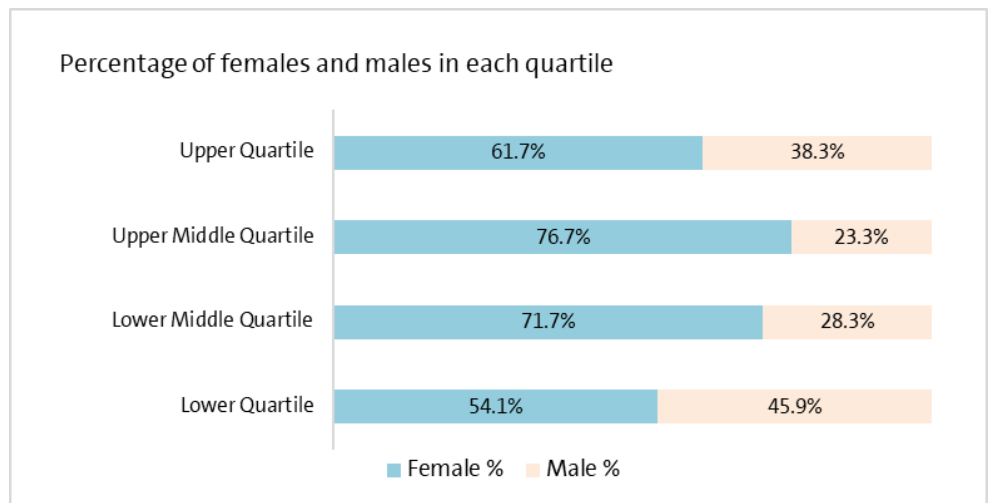
Flexible Working Policies

The V&A will continue to support flexible working across the organisation, in every role and at every level, to ensure all employees can work in a way that works for their home life and aspirations. The adoption of a hybrid working model for many roles is expected to assist in flexible working.

APPENDIX 1

The V&A Museum Gender pay gap data (data taken at 31 March 2022)

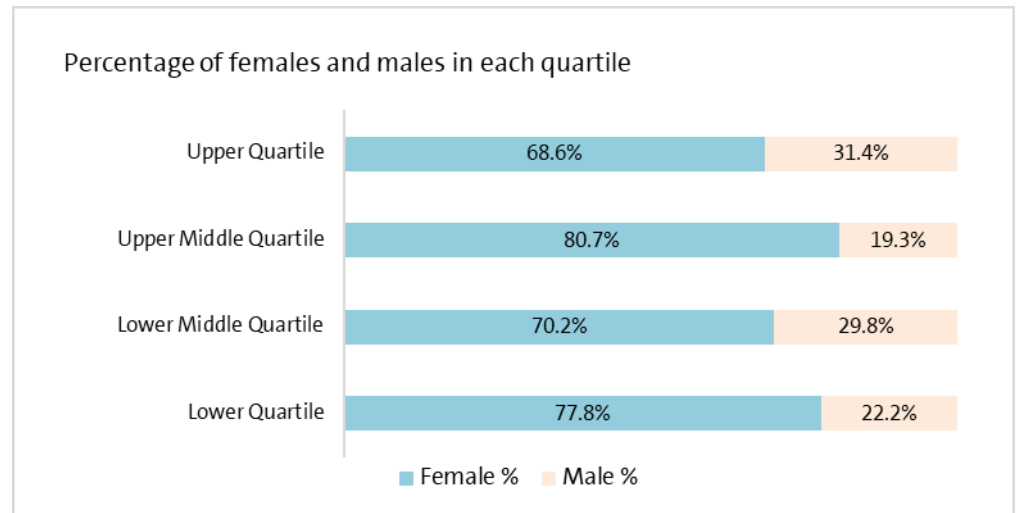
	Female pay against male is:		
	2022	2021	2020
Mean pay gap - hourly rate	2.9% lower	1.6% lower	1.7% lower
Median pay gap - hourly rate	3.4% higher	15.6% higher	14.1% higher
Mean pay gap - bonus payments	6.6% lower	n/a	24.6% lower
Median pay gap - bonus payments	0% (the same)	n/a	0% (the same)



APPENDIX 2

V&A Enterprises Gender pay gap data (data taken at 5 April 2022)

	Female pay against male is:		
	2022	2021	2020
Mean pay gap - hourly rate	8.9% lower	8.0% lower	9.7% lower
Median pay gap - hourly rate	2.8% higher	0% (the same)	3.6% lower
Mean pay gap - bonus payments	4.1% lower	n/a	14.1% lower
Median pay gap - bonus payments	0% (the same)	n/a	0% (the same)



APPENDIX 3

Glossary

Full pay employees. Full-pay relevant employees are all employees employed on your snapshot date who are paid their usual full basic pay – including paid leave. Does *not* include employees who were *not* paid their usual full basic pay because they were on leave (unpaid leave, maternity, paternity, adoption, parental or shared parental leave, sick leave, any other forms of leave (for example, study leave or sabbaticals)).

Ordinary pay. Pay used to calculate the gender pay gap of full pay employees. Includes basic pay, allowances, pay for piecework, pay for leave, shift premium pay, bonuses covered by the month of payment of the snapshot date. Does *not* include overtime pay, allowances earned during paid overtime, redundancy pay, pay related to termination of employment, payments for untaken annual leave, repayments of authorised business expenses, benefits in kind, interest-free loans, such as season ticket loans.

Bonus pay. Pay used to calculate the bonus pay gap of all employees (not just full pay employees). Includes performance related bonuses; non-consolidated (one-off, non-pensionable) bonuses; rewards related to profit sharing, productivity, performance, incentive, commission, long service awards with a monetary value (cash, vouchers or securities), cash, vouchers, securities, securities options, interests in securities. Does *not* include overtime pay or pay related to overtime pay, redundancy pay, pay related to termination of employment, payments for untaken annual leave, loan schemes provided by the employer, benefits in kind.

Mean. Refers to the numerical average.

Median. Refers to the number that is in the middle of an ordered set of numbers (in this case, pay and bonus pay), often referred to as the ‘typical’ figure.

Quartiles. In reference to this report, full pay employees who have been listed in order of their calculated hourly pay and split equally in to four quarters, to create lower, lower middle, upper middle and upper quartiles.