

Gender pay gap report 2023

V&A



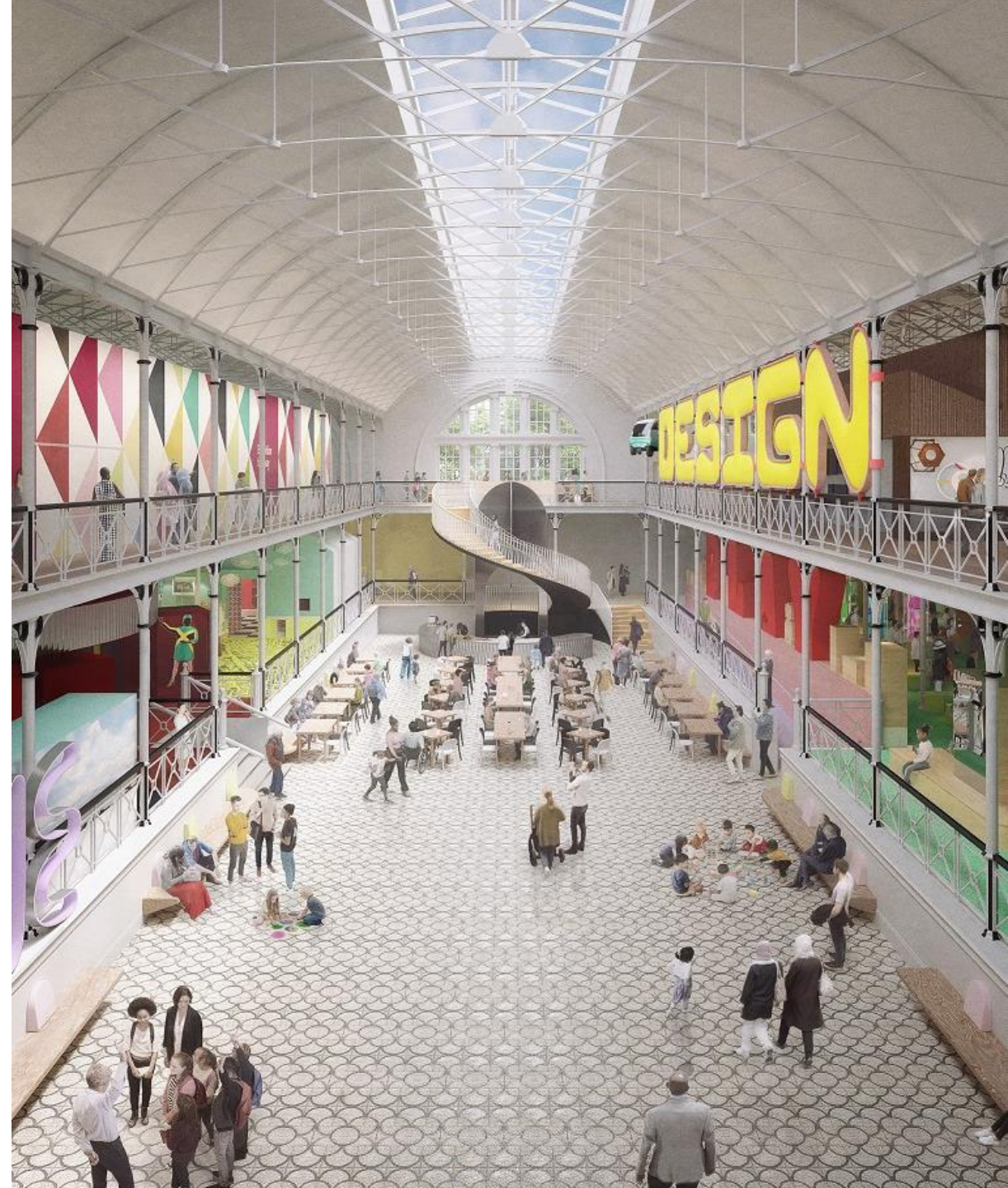
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Introduction

The V&A is committed to creating an inclusive culture and our aim is to become a truly open, tolerant and diverse organisation: a place where everyone feels welcome.

Part of this ambition, is to collect robust data and our report on our gender pay gap is part of this data set.

At April 2023, the V&A's overall mean gender pay gap is 9.4% which means that, on average, men are paid 9.4% more than women. However, we are pleased to report that our median pay gap has reduced to 0% (there is no difference between men and women).

Our mean gender pay gap is largely due the composition of our population which is predominately women (73%), which means even small fluctuations in the number of men at each level has a significant impact on the average pay of men.

The increase in the mean gender pay gap since 2022 can be attributed to a fluctuating population which has seen a decline in the proportion of men at lower bands.

The V&A is fully committed to reducing our gender pay gap through our Equality, Diversity and Inclusion strategy and we look forward to reporting our 2024 results.

A handwritten signature in purple ink, appearing to read 'Judy Roberts'.

Judy Roberts, Director of People & Change

What is gender pay gap reporting?

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

We are required to report the mean and median gender pay gaps; the mean and median gender bonus gaps; the percentage of men and women who received bonuses, and the percentage of men and women in quartiles ordered according to their hourly rate.

The V&A has employees from two companies; The Victoria & Albert Museum and V&A Enterprises. While we are required to report on the entities separately (Appendix 1), to show a true representation across the V&A as a whole we combine the information in this report.

How do we define gender for the purposes of reporting?

The gender pay gap regulations do not define the terms 'men' and 'women'. Therefore, the V&A uses the data employees have declared to us. If an employee does not self-identify as either gender, we have excluded them for the purposes of this report.

What is the mean?

The mean is the average figure. In this case, the gap between the men's average hourly rate of pay vs women's

What is the median?

The median is the midpoint of a set of numbers. Often referred to as the 'typical' value. In this case, it refers to the men's median rate of pay vs women's

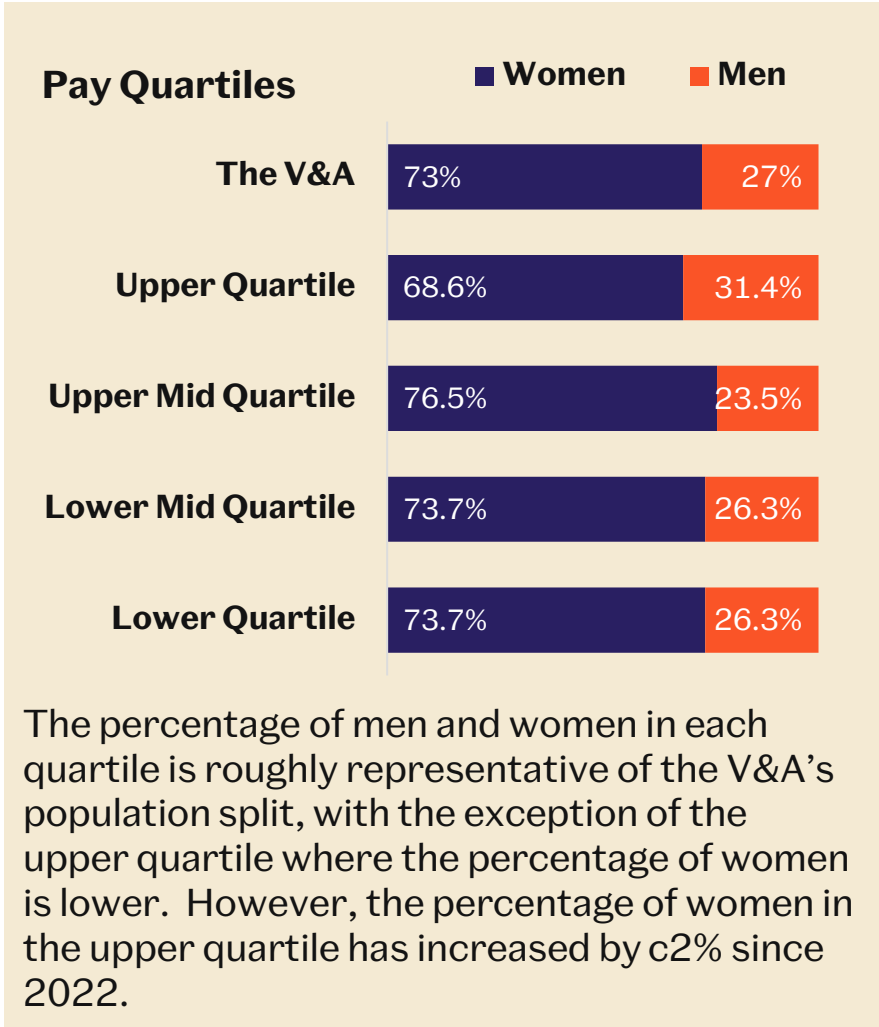
The V&A's Gender Pay Gap

9.4%

mean gender pay gap.
This means that the average man's pay is 9.4% higher than that of women in the V&A.

0%

median gender pay gap.
This means that if we take the midpoint, or 'typical' pay of men and women, they are paid the same.



Bonus Pay

In the year up to April 2023, the V&A paid both annual bonuses and non-consolidated payments.

76.3% of men received payments, and 78.6% of women.

Mean bonus gap: 14.6%
Median bonus gap: 0%

This means that, on average, men received payments over the year that were 14.6% higher than women. This is because bonuses are pro rata to hours worked. 28% of women work part time, compared to 17% of men. There was no difference in the 'typical' payment made (median).

Understanding our pay gap

The V&A's mean gender pay gap is 9.4%, which is below the national UK average of 13.2% (ONS). There is no difference in our median pay gap.

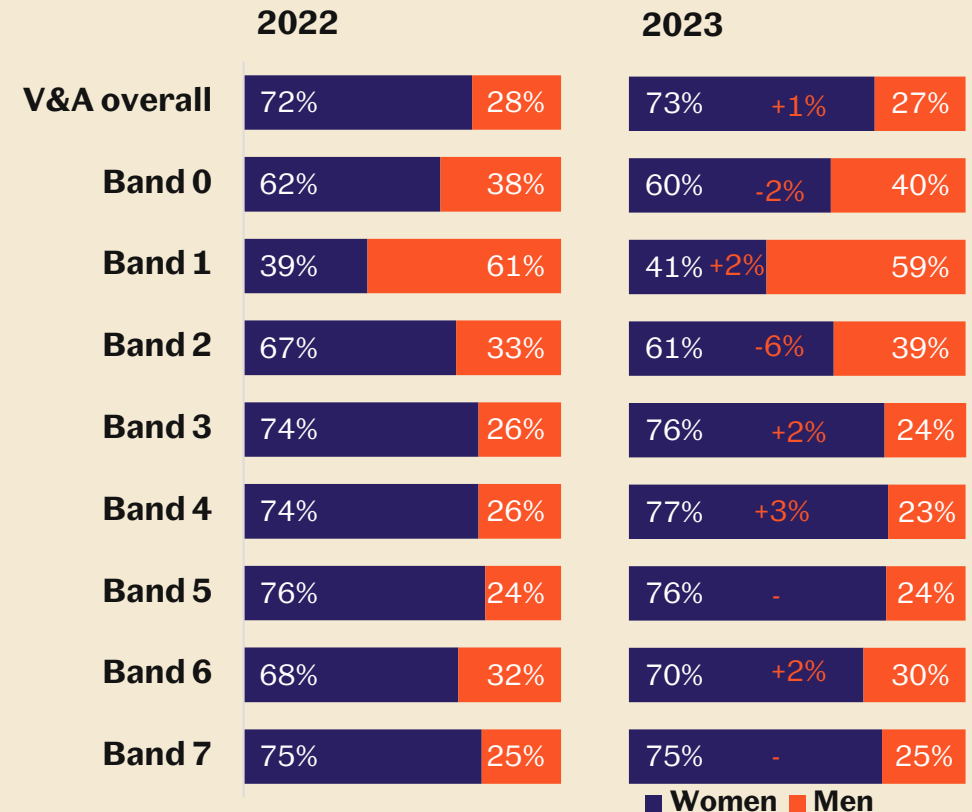
Our mean gender pay gap represents an increase in 1% since 2022, which can be attributed to fluctuations in the population. The proportion of women has increased by 1%, from 72% in 2022 to 73% in 2023.

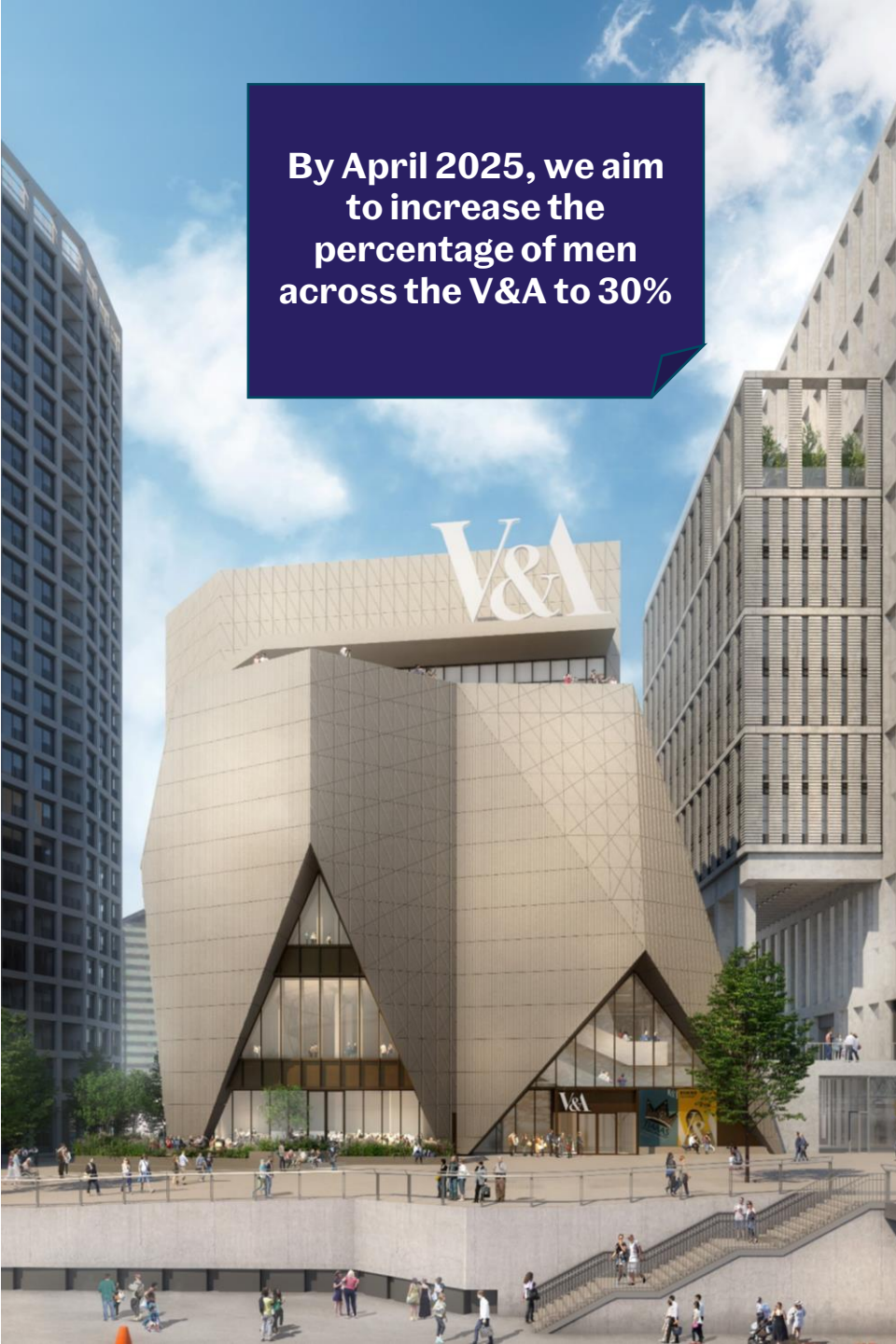
The V&A uses a pay band approach for all employees. The population split of men and women is generally representative at each band, with the exception of the highest bands where there is a higher proportion of men.

By pay band, the average gender pay gap is 2.3%, which means that the gap for employees in the same band is much smaller than the overall pay gap. We know that the mean gender pay gap is therefore due to the proportion of men at each pay band across the organisation.

If the Director and Deputy Director of the V&A are removed from the data, the mean gender pay gap reduces to 7.5%. For bands 3 to 7, the overall mean gender pay gap is 0%.

Gender distribution by pay band





By April 2025, we aim to increase the percentage of men across the V&A to 30%

Addressing our gender pay gap

We recognise that our average gender pay gap has increased in favour of men during 22/23 and are committed to reducing the gap.

Our Equality, Diversity and Inclusion strategy

We are committed to increasing diverse representation in our workforce and have set targets to track our progress, to be achieved by April 2025. This includes increasing the percentage of men from 27% to 30%, particularly in lower bands. To achieve this target, we are delivering inclusive recruitment training to all hiring managers, broadening our attraction strategy to new applicants using our newly developed employer brand and examining our job descriptions. To ensure we are closely monitoring our diversity targets, a quarterly Equality, Diversity and Inclusion (EDI) dashboard is produced, to identify opportunities and progress across the organisation.

Equal pay audit 2024

Our data shows us that the gender pay gap by band is, on average, 2.3% and this has reduced consistently over the last 3 years. However, recognising that the overall gender pay gap has increased, we will be conducting a full equal pay audit in 2024 to highlight and address any potential areas of concern.



Appendix

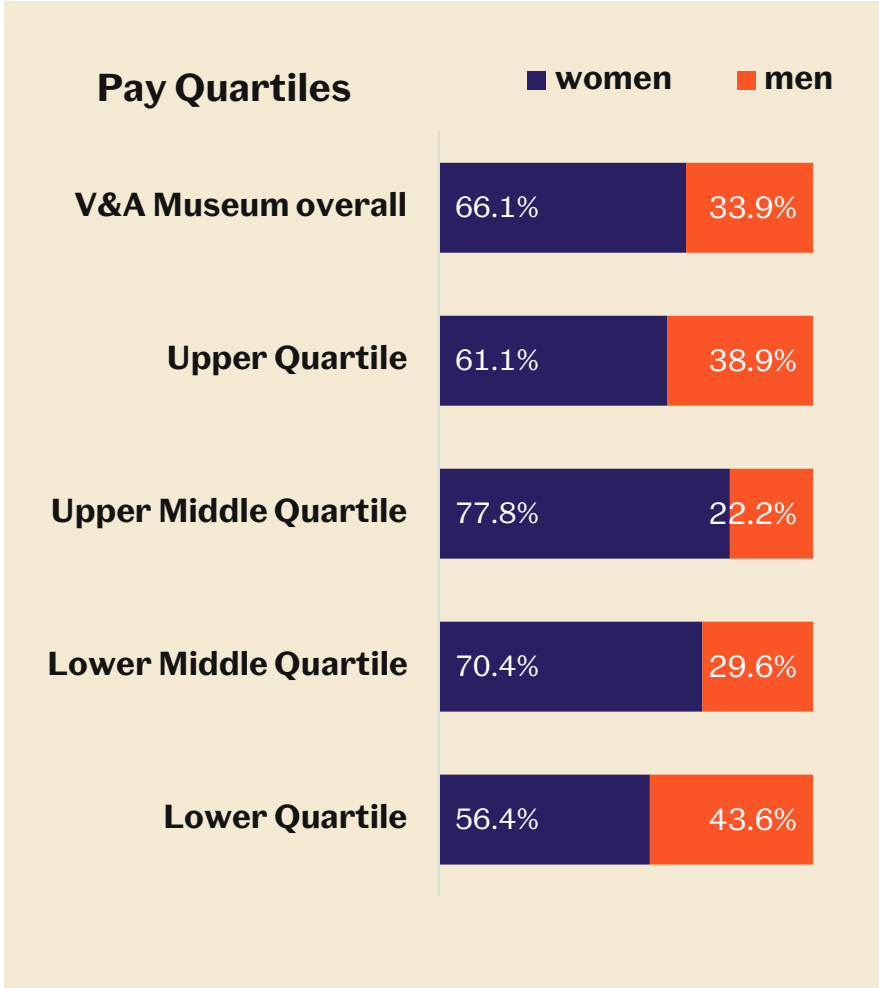
The V&A Museum's Gender Pay Gap

5.7%

mean gender pay gap.
This means that the average man's pay is 5.7% higher than that of women in the V&A.

-3.5%

median gender pay gap.
This means that if we take the midpoint, or 'typical' pay of men and women, women are paid 3.5% **higher** than men.



Bonus Pay

In the year up to April 2023, the V&A paid both annual bonuses and non-consolidated payments.

78.4% of men received payments, and 77.8% of women.

Mean bonus gap: 15.3%
Median bonus gap: 0%

This means that, on average, men received payments over the year that were 15.3% higher than women. This is because bonuses are pro rata to hours worked. 32% of women work part time, compared to 14% of men. There was no difference in the 'typical' payment made (median).

V&A Enterprises' Gender Pay Gap

9.2%

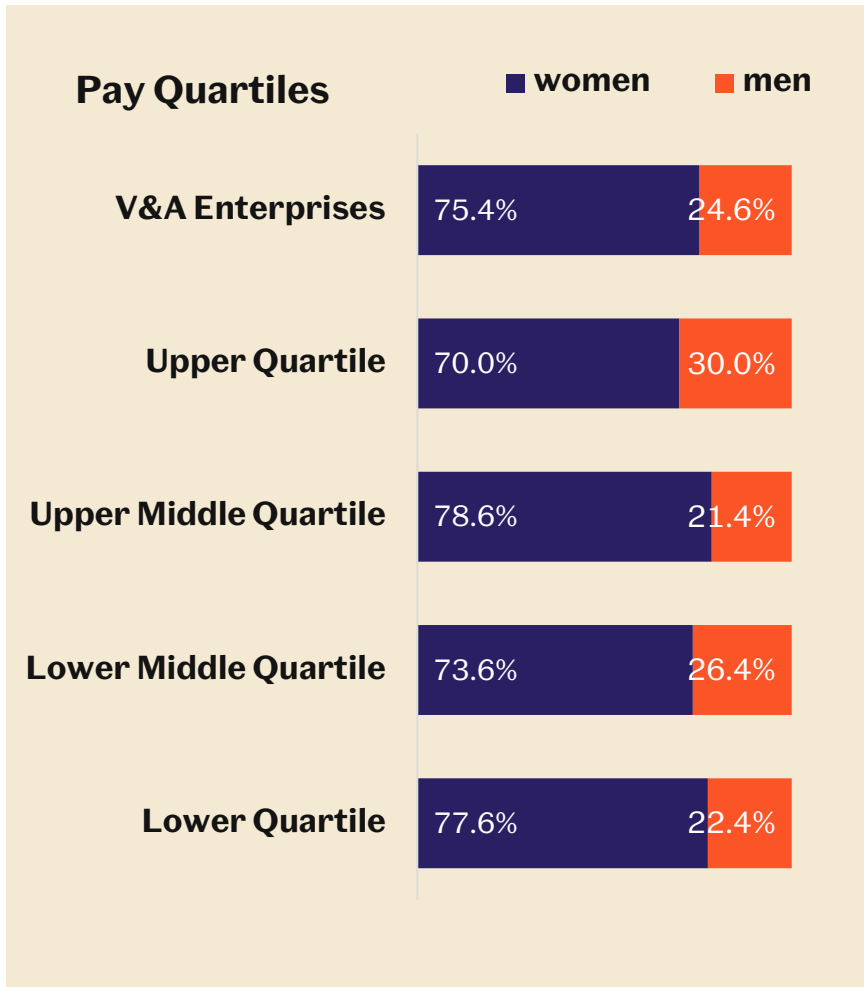
mean gender pay gap.

This means that the average man's pay is 9.2% higher than that of women in the V&A.

0%

median gender pay gap.

This means that if we take the midpoint, or 'typical' pay of men and women, they are paid the same



Bonus Pay

In the year up to April 2023, the V&A paid both annual bonuses and non-consolidated payments.

75.6% of men received payments, and 78.8% of women.

Mean bonus gap: 11.8%

Median bonus gap: 0%

This means that, on average, men received payments over the year that were 11.8% higher than women. This is because bonuses are pro rata to hours worked. 27% of women work part time, compared to 18% of men. There was no difference in the 'typical' payment made (median).