

## **Gender pay gap**

The National Heritage Memorial Fund is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 31 March 2017.

### **Mean gender pay gap**

- The mean gender pay gap is 12.09%

<b>Grade</b>	<b>Difference: Female vs Male</b>
Grade A	-3%
Grade B	-
Grade C	-2%
Grade D	-2%
Grade E	-1%
Grade F	0%
Overall	-12.09%

### **Median gender pay gap**

- The median gender pay gap is 18.60%

<b>Grade</b>	<b>Difference: Female vs Male</b>
Grade A	-12%
Grade B	-
Grade C	-2%
Grade D	-2%
Grade E	0%
Grade F	2%
Overall	-18.60%

### **Bonus gender pay gap**

- The mean gender bonus gap is 18.97%
- The median gender bonus gap is 19.51%
- The proportion of male employees receiving a bonus is 1.3% and the proportion of female employees receiving a bonus is 1.7%

### **Proportion of male and female employees in each quartile**

<b>Quartile</b>	<b>Female %</b>	<b>No.</b>	<b>Male%</b>	<b>No.</b>
First (lower)	81.01%	64	18.99%	15
Second quartile	80.00%	64	20.00%	16
Third quartile	73.75%	59	26.25%	21
Fourth (upper)	65.00%	52	35.00%	28

## **Supporting narrative**

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The National Heritage Memorial Fund is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic as set out above). As such it:

- Commissioned an independent organisation to undertake a detailed investigation of equal pay policies and practice in the Fund over the winter of 2016/17
- Evaluates job roles and pay grades as necessary to ensure a fair structure
- Communicates to the organisation's employees the principles and constraints it is under with its pay policy and structures

Therefore the National Heritage Memorial Fund is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the Fund and the salaries that these roles attract.

Whilst the Fund's gender pay gap compares favourably with that of other organisations this does not create complacency within the organisation and it is committed to doing everything it can to reduce the gap. The Fund will continue to monitor its advertising and recruitment; internal promotion and progression, flexible working and job evaluation policies as part of an overall commitment to address this issue. It will aim to form an evidence based analysis in future to identify any barriers to gender equality and inform our priorities for action.