



National Heritage Memorial Fund – gender pay gap report March 2019 data

Introduction

As an employer with more than 250 staff the National Heritage Memorial Fund is required to publish data on the gender pay gap for its workforce. This report covers the snapshot of data as of March 2019.

Headlines

The overall median average has increased slightly, from 17.2% to 17.4%.

The mean average for the period has increased from 13% to 19%.

Understanding our data

As set out in the previous two gender pay gap reports, The Fund's overall position is unique in that, based on our demographics, gender population size, distribution etc, our overall gender pay gap is skewed significantly by these metrics.

The Fund has challenges in attracting men to the workforce, which is understood to be a broader challenge across the heritage sector. As a result, the percentage change of the number of men per quartile can have a significant impact on the organisation's gender pay gap. This, combined with a workforce with a headcount of just over the number required for statutory reporting, can demonstrate an observable movement in gender pay gap metrics.

Addressing our gender pay gap

However, there is more work The Fund needs to do to ensure that identified barriers regarding recruitment and selection, pay and progression and workplace inclusion continue to be actioned, in order to improve the gender pay gap within the organisation.

The Fund will specifically look at the following areas to address the overall gender pay gap whilst at the same time work on the broader equalities agenda we have to have a workforce that is more representative of the communities we serve.

- We will regularly engage with colleagues in Trade Unions to provide independent scrutiny to our policy and procedures.
- We will monitor changes as a result of pay grading and restructure changes.
- We want to do wider work on equalities and diversity training, including work on unconscious bias in recruitment and selection.
- We will support managers to implement best practice in recruitment and selection procedures.

- Exploring opportunities for engaging in government, professional body, and/or sector wide gender equality initiatives.
- Proactively encouraging marginalised groups to join the organisation through the ongoing development of our recruitment branding.
- Introducing more apprentice opportunities and work placements for marginalised groups and those underrepresented in our workforce, for example, young men, people from ethnically diverse communities, people with disabilities.
- Reviewing potential intersectionality barriers/opportunities, eg how can we recruit more LGBT male staff or provide greater career development for BAME women, etc.
- Use experienced external organisation to provide any other support.

Our 2019 data

- Median gender pay gap: 17.4%
- Mean gender pay gap: 19.0%
- Median bonus gender pay gap: 0.0%
- Mean bonus gender pay gap: 8.0%
- Male employees receiving bonus: 79.7%
- Female employees receiving bonus: 86.8%

Pay quartiles (percent of employees in each quartile by sex)

- Lower quartile men: 16.9%
- Lower quartile women: 83.1%
- Lower middle quartile men: 22.5%
- Lower middle quartile women: 77.5%
- Upper middle quartile men: 23.9%
- Upper middle quartile women: 76.1%
- Upper quartile men: 40.8%
- Upper quartile women: 59.2%