



The Imperial War Museums is required by law to carry out gender pay reporting under the Equality act 2010 (Gender Pay Gap Information Reporting) Regulations 2017.

Imperial War Museums Gender Pay Gap Data as at 5 April 2017			
Pay rates	Gender pay gap – the difference between women’s pay and men’s pay as a percentage of men’s pay		
Mean hourly rate	2%		
Median hourly rate	1.25%		
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile	44%	56%	100%
Proportion of women and men in the upper middle quartile	60%	40%	100%
Proportion of women and men in the lower middle quartile	54%	46%	100%
Proportion of women and men in the lower quartile	51%	49%	100%
Bonus pay	Bonus Gender Pay Gap – the difference between women’s bonus and men’s bonus as a % of men’s bonus		
Mean bonus	-100% ¹		
Median bonus	-100%		

Bonus	Women	Men	
The organisation does not operate any bonus payments for staff, with the exception of the Director General (in line with terms and conditions of employment).	0.4%	0%	

¹ A female Executive received a bonus, in comparison, no men received a bonus.

Commitment to reducing the gender pay gap at Imperial War Museums

Achieving pay equality and creating a diverse workforce at IWM are vital. The mean difference between the average salaries for men and women working at IWM is 2%; the median is 1.25%. I am pleased that at IWM we are making progress on eradicating our gender pay gap. While IWM's gender pay gap is smaller than other organisations, any pay gap at all is contrary to the commitment to equality that I and our board of trustees are firmly behind.

Diversity is vital to a successful organisation and we are dedicating important resource towards improving diversity in our work force at IWM. There is already a strong representation of women on our Executive Board of Directors which is evidence of the museum's commitment to diversity and equality, and we will be looking carefully at how we ensure this is repeated across the museum.

We are exploring various ways to eradicate the gender pay gap at IWM including in the way we recruit. The HR team are seeking ways to eliminate unconscious bias in recruiting practices and will consider 'name blind recruitment' as government best practice when they upgrade the applicant tracking system for recruiting new staff, in order to have a positive impact on the number of females shortlisted for senior posts.

We are also ensuring that through our new training and development programme all staff members are offered the support and training to help them progress in their careers at IWM, which we hope will make a difference to the number of women in the upper quartile of salaries.

We will also further promote our family friendly policies (which include generous shared parental leave, flexible working or job share opportunities) which could make our Employer Brand more attractive to senior level female applicants.

IWM is committed to further developing a culture of diversity and inclusion to ensure equal opportunities for all. We are in the process of developing a new access and inclusion strategy which will look at how we can reduce any barriers people, including current and potential staff, might face when engaging with IWM.

This data is an accurate reflection of the position at the 'snapshot date' of 5 April 2017.

Di Lees, Director General, Imperial War Museums