

The Gender Pay Gap results 2019

The IWM's gender pay gap is calculated based on a 'snapshot' of data taken on 5 April 2018.

Imperial War Museums Gender Pay Gap Data as at 5 April 2018			
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	-1.4%		
Median hourly rate	-5.8%		
Pay quartiles	Women	Men	Total
Proportion of women and men in the upper quartile	46%	54%	100%
Proportion of women and men in the upper middle quartile	65%	35%	100%
Proportion of women and men in the lower middle quartile	48%	52%	100%
Proportion of women and men in the lower quartile	52%	48%	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%	
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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

The gender pay gap at IWM is as a result of the large proportion of female senior managers in the two upper pay quartiles. Women represent 46% of the upper quartile pay band and 65% of the upper middle quartile. In a medium size organisation of just over 500 employees, this has greater impact on the results than in larger organisations.

To ensure we achieve even greater parity in pay across IWM, we continue to review and develop employment practices and policies to improve equality and inclusion:

- 1) Agile working – this includes flexibility in working patterns and in where staff are able to work or flexible contracts arrangements.
- 2) Recruitment - we have robust policies in place to ensure fair assessment based on competency. We are working towards introducing anonymous applications to reduce any potential unconscious bias and are reviewing essential/entry requirements for each role to focus on abilities rather than educational background.
- 3) Generous family friendly policies – we continue to offer above average benefits for maternity/paternity, adoption or shared parental leave, which we believe to be one of the reasons why there is a high proportion of women employed at IWM.
- 4) Learning and development - through our new training and development programme all staff members are able to access support and training to help them progress in their careers at IWM. This has contributed to the shift from last year – we continue to see internal promotions and secondments opportunities explored by all staff at IWM. We are also working towards building greater internal support networks for coaching and mentoring.
- 5) Pay and grading architecture – we have a transparent pay system with grades clearly identified supported by a robust yet agile pay policy. We remain committed to continuing to work on developing mechanisms for pay progression within the grades.
- 6) Access and Inclusion strategy – led by our new Access and Inclusion Board, we are in the process of implementing a new access and inclusion strategy. The strategy will address how we can further develop a culture of diversity and inclusion and reduce

the barriers that people, including current and potential staff, might face when engaging with IWM.

Diane Lees, Director General, Imperial War Museums