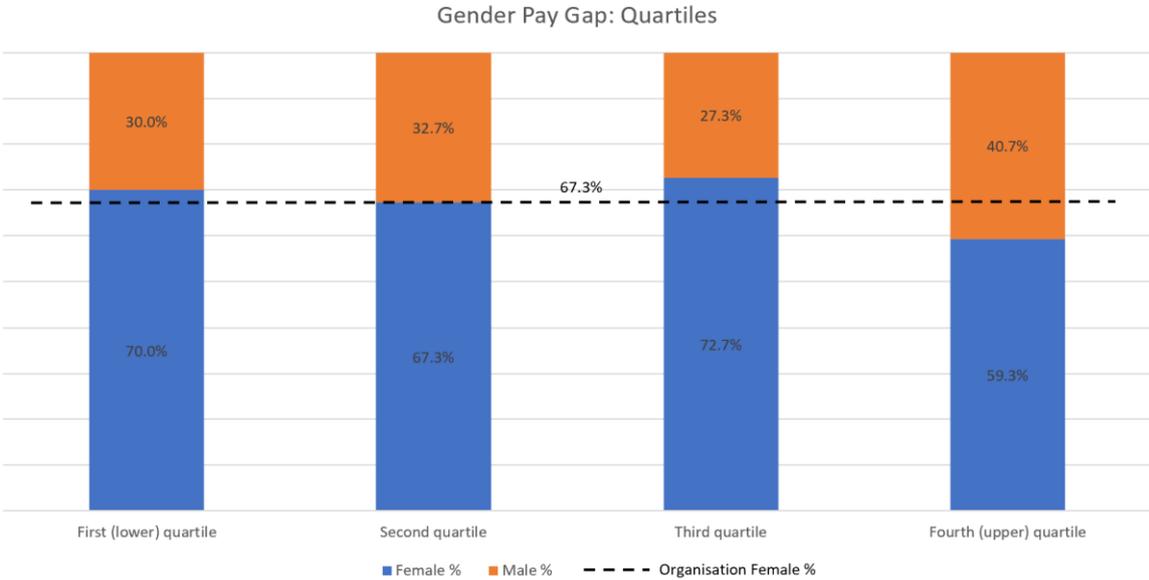


**Gender pay gap analysis**  
**Figures as at 31 March 2021**

		%
1. Mean gender pay gap - Ordinary pay		<b>8.4%</b>
2. Median gender pay gap - Ordinary pay		<b>1.2%</b>
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March		<b>9.2%</b>
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March		<b>0.0%</b>
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March	Male	<b>92.3%</b>
	Female	<b>90.6%</b>
6. Proportion of male and female employees in each quartile:		
Quartile	Female %	Male %
First (lower) quartile	<b>70.0%</b>	<b>30.0%</b>
Second quartile	<b>67.3%</b>	<b>32.7%</b>
Third quartile	<b>72.7%</b>	<b>27.3%</b>
Fourth (upper) quartile	<b>59.3%</b>	<b>40.7%</b>

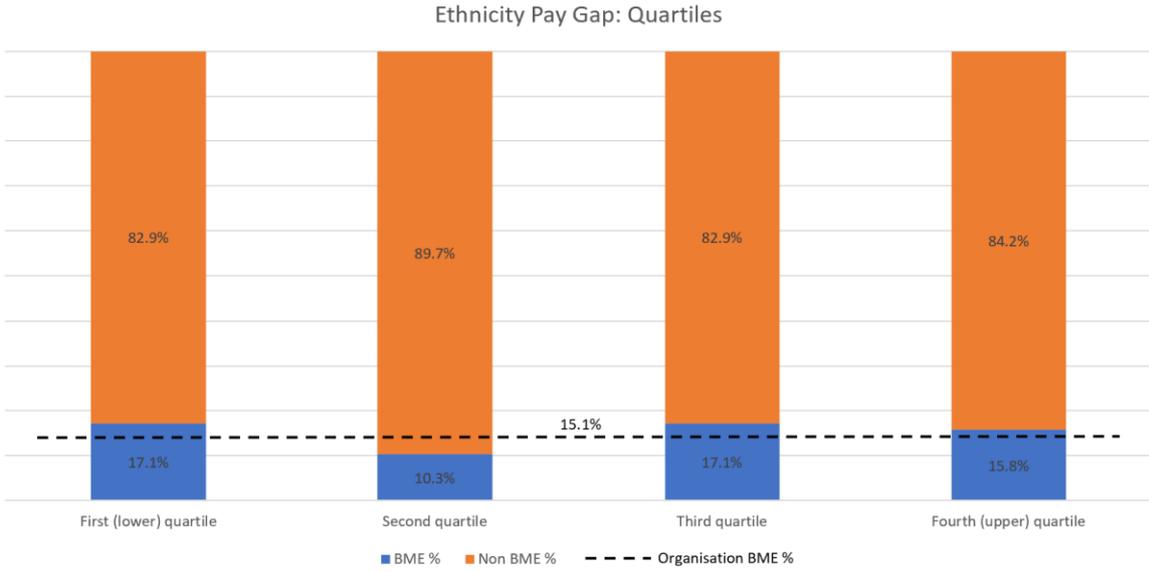


Our median pay gap has increased slightly in 2021 to 1.2% from 0% in 2020. This still reflects well on the organisation’s pay policy of ensuring that salaries for individual roles are generally kept on a par with one another. The mean pay gap has risen by 2.4% over the last twelve months from 6% in 2020 to 8.4%. This is because of a rise in the percentage of male staff in senior roles, or fourth quartile, from 39.6% to 40.7%, at the same as the overall percentage of female staff at the Arts Council grew from 65.8% to 67.3%. This means that a higher proportion of men fell into the highest category of senior managerial and director roles in 2021.

The bonus is paid at a flat rate of £250 which means the median is 0%. The gender pay gap shown is because we do not pay bonuses to staff working their six-month probationary period and slightly more women than men fell into this category.

**Ethnicity pay gap analysis**  
**31 March 2021**

		%
1. Mean ethnicity pay gap - Ordinary pay		<b>-0.7%</b>
2. Median ethnicity pay gap - Ordinary pay		<b>-4.2%</b>
3. Mean ethnicity pay gap - Bonus pay in the 12 months ending 31 March		<b>17.5%</b>
4. Median ethnicity pay gap - Bonus pay in the 12 months ending 31 March		<b>0.0%</b>
5. The proportion of Non BME and BME employees paid a bonus in the 12 months ending 31 March	Non BME	<b>94.0%</b>
	BME	<b>78.4%</b>
6. Proportion of Non BME and BME employees in each quartile:		
Quartile	BME %	Non BME %
First (lower) quartile	<b>17.1%</b>	<b>82.9%</b>
Second quartile	<b>10.3%</b>	<b>89.7%</b>
Third quartile	<b>17.1%</b>	<b>82.9%</b>
Fourth (upper) quartile	<b>15.8%</b>	<b>84.2%</b>



There is no statutory requirement to report an ethnicity pay gap and there is no statutory guidance on how to create a dataset. We have used the same principles of pay calculation used in gender pay gap figures and applied them to two staff groups. One group was made up of those who identify as of White British or European backgrounds and the second group was made up of those who are Black, Asian, and Ethnically Diverse backgrounds.

The mean and median pay gaps are negative or to put it another way the average pay for those staff of Black, Asian, and Ethnically Diverse backgrounds is higher than those of White British and European backgrounds.

Black, Asian, and Ethnically Diverse backgrounds make up a proportionally smaller group than Women in the organisation meaning small changes in head count can cause these figures are likely to fluctuate more year-to-year. This is shown by the fact that in 2020 the median pay gap was +0.5% and the mean 6.8%.

The current median pay gap equates to a salary difference of £210 a year for someone earning £30,000. This is because there is a slightly higher proportion of Black, Asian and Ethnically Diverse staff, compared to their overall percentage within the organisational headcount, represented in the highest two pay quartiles.