

## **Our Gender Pay Gap (2019/20)**

**In 2017, the UK government passed legislation requiring organisations with 250 or more employees to publish data on their gender pay gap - the difference in hourly pay between male and female employees.**

**This is usually published in our annual Equality, Diversity and the Creative Case Data Report; publication of that report has been delayed due to Covid-19 and we are publishing our gender pay gap data here in the interim.**

At April 2019, there were 581 staff working at the Arts Council. The mean difference between the average hourly salaries of male and female employees in 2019 was 7.5% and the median difference was 3.4%.

At April 2020, there were 586 people working at the Arts Council. Both the mean and median pay gap were reduced in the year ending 2019/20; the mean pay gap fell to 6.0% and the median difference was exactly zero.

In other words, the middle level of hourly salary for female staff in the organisation is exactly the same as that for male staff. Although this will fluctuate year on year, as the number of staff recruited and grades appointed changes across the years, this marks a positive change on figures from the previous year end – in which there was a median difference of 3.7% in favour of male staff.

There were not significant staffing changes in 2019/20, the voluntary leaver rate was only 8.5%. The lack of a median differential between the sexes is a result of strong adherence to our starting salaries control, ensuring that as many new starters as is possible start in their post on the base same salary level for their grade.

Nearly 66% of the organisation is female, but the remaining 6.0% mean pay gap is due to female employees being slightly under-represented in the upper quartile of the pay return, i.e. for the most senior, well paid posts in the organisation. They occupy 60.4% of the posts in the fourth (upper) quartile, but also 69.9% of posts in the first (lower) quartile. We continue to focus on ensuring female staff have the same promotion opportunities as male ones. Additionally, during the pandemic, our home working policy has built in flexibility to allow work to balance with family caring commitments more than ever.

In 2019-20 the organisation paid all of its non-executive staff a fixed bonus of £264. The bonus payment is pro-rated for part time employees. All staff with over six months service were eligible for the bonus. There was a mean difference in bonus payments in favour of men (15%), which reflects the higher number of new female recruits with under six months service. There was no median bonus pay gap.

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In the Executive Board, where the gender balance is 50:50, all received the same bonus of £2000 – which the CEO did not take.

Arts Council Gender Pay Gap as at 6 April 2020		2020	2019
1. Mean gender pay gap - Ordinary pay		6.0%	7.5%
2. Median gender pay gap - Ordinary pay		0.0%	3.4%
3. Mean gender pay gap - Bonus pay in the 12 months ending 31 March		15.0%	16.3%
4. Median gender pay gap - Bonus pay in the 12 months ending 31 March		0.0%	0.0%
5. The proportion of male and female employees paid a bonus in the 12 months ending 31 March	Male	75.5%	76.7%
	Female	72.0%	77.8%

Proportion of male and female employees in each quartile:

Quartile	Female %		Male %	
	2020	2019	2020	2019
First (lower) quartile	69.9%	65.6%	30.1%	34.5%
Second quartile	62.2%	67.6%	37.8%	32.4%
Third quartile	70.6%	69.1%	29.4%	30.9%
Fourth (upper) quartile	60.4%	55.1%	39.6%	44.9%