

Our gender pay gap

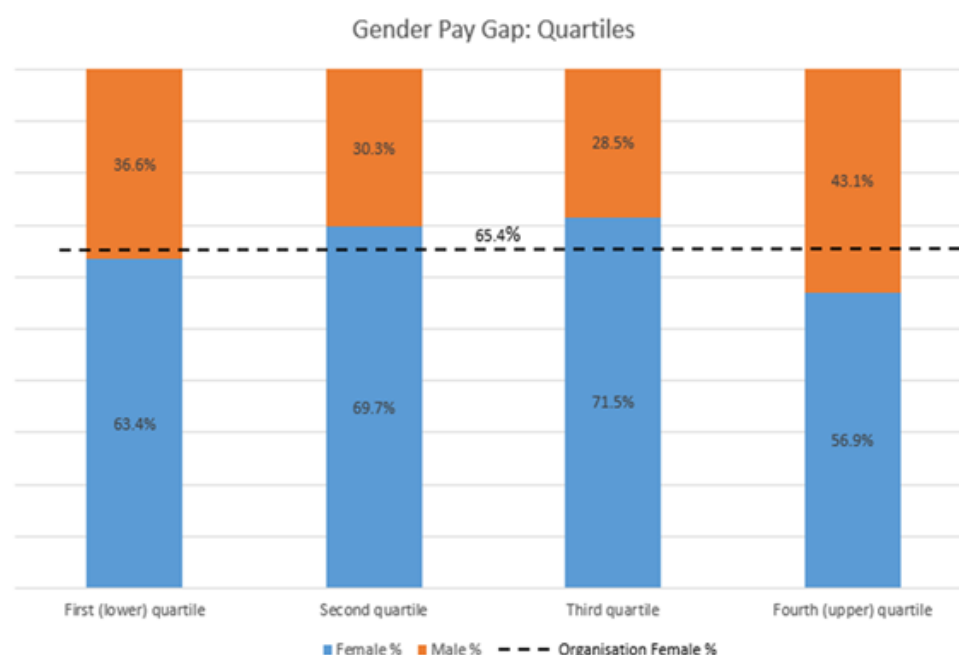
The UK government passed legislation last year requiring organisations with 250 or more employees to publish data on their gender pay gap (the difference in hourly pay between male and female employees).

As of 31 March 2017, there were 491 people on the Arts Council payroll. The mean average ordinary salary difference between our male and female employees at this time was 6.7% - down from 9.6% at the end of March 2016. The median ordinary salary difference was 2.6% - down from 6.5% at the end of March 2016.

The figures show we made good steps in 2016/17 to reduce our gender pay gap, which is significantly lower than the [Civil Service pay gap](#) of 11.0% (mean) and 12.7% (median).

Our research shows that the remaining pay gap is largely a result of the relative under-representation of women in senior posts at the Arts Council. The table below shows that while 66.4% of our workforce was female, they occupied a lower percentage of the highest paid quartile of roles (figures correct at 5 April 2017).

Quartile by salary	Female	Male
First (lower) quartile	63.4%	36.6%
Second quartile	69.7%	30.3%
Third quartile	71.5%	28.5%
Fourth (upper) quartile	56.9%	43.1%



We've seen some recent improvement, with our provisional figures for February 2018 showing a median difference of 0.3% in favour of women. However the mean difference is unchanged at 6.7%, so we recognise that there is work still to be done.

[Find out what we're doing to address the remaining gap >](#)

Gender split by grade at 31 March 2017

Pay grade	Role	Female	Male
CEO	Chief Executive	0%	100%
ED	Executive Director	50%	50%
A+	Area Director	50%	50%
A	Director	46%	54%
B	Senior Manager	60%	40%
C	Senior Officer / Relationship Manager	71%	29%
D	Officer	68%	32%
E	Assistant	68%	32%
F	Administrator	36%	64%
Total		66%	34%

There was no median difference in the bonuses paid to male and female staff in the year ending 31 March 2017. This is due to our policy to pay the same bonus to all non-executive staff, as long as they are rated 'good' or 'outstanding' in their performance objectives for that year.

To qualify for a bonus, staff must also have at least one year's service with the organisation. There were slightly more female than male new starters in the preceding 12 months – as these staff members did not qualify for bonuses, this accounts for the mean average difference in bonus payments of 3.6% in favour of male staff.

The CEO did not take his bonus in this year and the other members of the Executive Board were paid the same bonus amount as each other. More details of these bonuses are available in our [annual report](#).