

		%
Gender pay gap reporting		
Ordinary pay		
Mean gender pay gap		-1% ¹
Median gender pay gap		-9% ²
Bonus pay: total ³		
Mean gender pay gap		6%
Median gender pay gap		0%
The proportion of male and female employees paid a performance-related bonus or non-consolidated one-off payment in the 12 months ending 31/03/2024	Male	86%
	Female	79%
Bonus pay: performance-related bonus ⁴		
Mean gender pay gap		n/a ⁴
Median gender pay gap		n/a ⁴
The proportion of male and female employees paid a performance-related bonus in the 12 months ending 31/03/24	Male	n/a
	Female	n/a
Bonus pay: non-consolidated one-off payments ⁵		
Mean gender pay gap		6% ⁶
Median gender pay gap		0% ⁷
The proportion of male and female employees paid a non-consolidated one-off payment in the 12 months ending 31/03/2024	Male	86%
	Female	79%

Quartile ⁸	Female %	Male %
First (lower)	61%	39%
Second	48%	52%
Third	70%	30%
Fourth (upper)	65%	35%

¹ The British Museum paid females a mean average of 1% more than males as at 31 March 2024.

² The British Museum paid females a median average of 9% more than males as at 31 March 2024

³ Bonus pay at the British Museum is generally made up of two components: a performance-related bonus for which one individual is eligible, and non-consolidated one-off payments payable to employees who do not qualify for consolidated payments.

⁴ Only the role of Director, which is currently occupied by a male, is eligible for a performance-related bonus. No bonus was paid to the Director during the reporting year

⁵ As part of the 2023 pay award, non-consolidated one-off payments were made to eligible employees in the reporting year to 31/03/2024. Those payments are captured here due to the definition of 'bonus' in terms of gender pay reporting

⁶ The British Museum paid males a mean average of 6% more than females as non-consolidated one-off payments as at 31 March 2024.

⁷ The British Museum paid males a median average of 0% more than females as non-consolidated one-off payments as at 31 March 2024.

⁸ Employees were ranked from highest to lowest paid and divided into 4 equal quartiles. This table indicates the proportion of females and males in each.

		March 2024		March 2023
		Total headcount	Headcount (Female)	%
Gender				%
¹	Proportion of female employees	890	530	60%
Ethnicity		Total headcount	Headcount (Minority Ethnic Group)	%
²	Proportion of minority ethnic group employees	775	142	18%

¹ Total Headcount excludes employees who withheld information on their Gender