

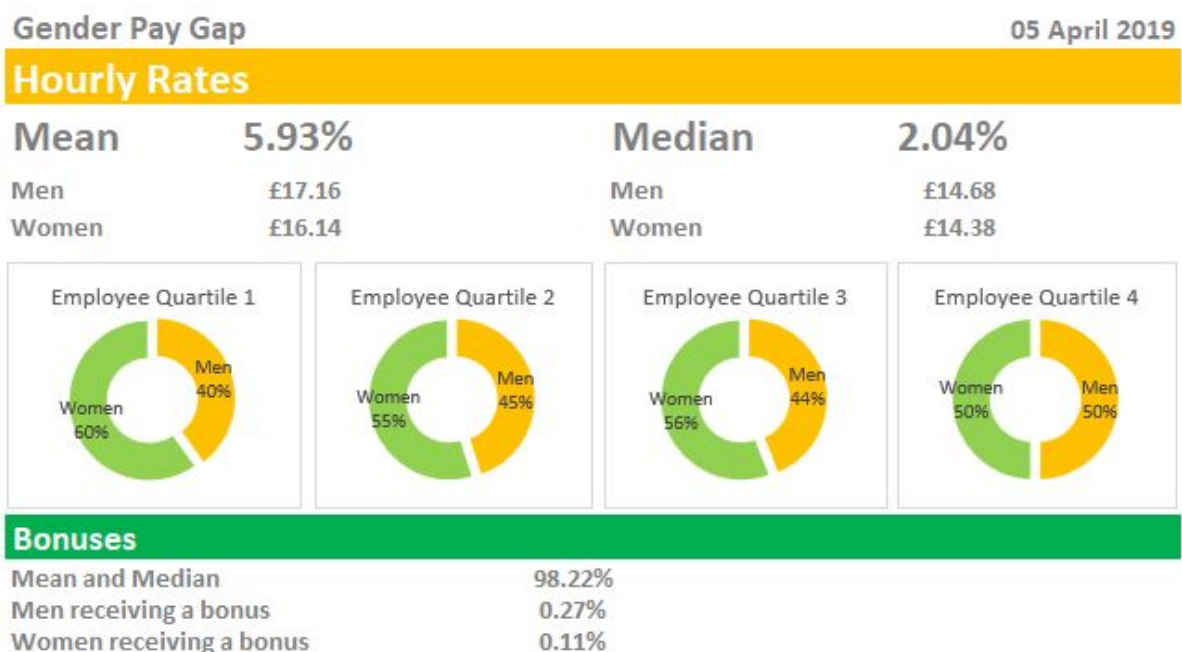
## EXTERNAL COMMS – STATEMENT ON BL WEBSITE AND PUBLICATION ON GOVERNMENT WEBSITE

Date: 30 January 2020

As an employer with over 250 staff, the British Library is required by law to carry out Gender Pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Gender Pay Gap reporting involves carrying out a number of calculations to identify any difference between the average earnings of men and women in our organisation. It will not involve publishing individual employees' data.

### Gender Pay Gap (GPG) reporting at the British Library

The British Library Gender Pay Gap for 5 April 2019 was **5.93%**. This shows an **increase** in our Gender Pay Gap of 2.04% when compared to our 2018 figure (3.89%), though still below the 6.22% reported for 2017, our first year of reporting. The Library remains committed to eliminating the Pay Gap by 2023, through a wide range of activities and interventions which are summarised below.



*NOTE: Quartiles have been calculated by dividing the workforce into four equal-sized groups, and show the proportion of men (yellow) and women (green) in each quartile band, Quartile 1 being the lowest and Quartile 4 being the highest. The figures for the previous data (April 2018, published in January 2019) can be downloaded from:*

<https://www.bl.uk/britishlibrary/~media/bl/global/about%20us/freedom%20of%20information/publication%20scheme/2%20what%20we%20spend/gender%20pay%20gap%202018>

### How the figures break down

#### Hourly Rate Pay Gap

The provisional national mean pay gap for full-time and part-time staff is 16.2%<sup>1</sup> and the median is 17.3% (Office for National Statistics 2019).

We are able to report that the British Library's mean pay gap is 5.93% and the median pay gap is 2.04% in a workforce made up of 45% men and 55% women, as of 5 April 2019 (see table above: yellow hourly rates section).

### Bonus Pay Gap

Three senior employees, two male and one female, were awarded a bonus payment this year in accordance with the terms of their contracts. The female employee elected to waive her bonus this year. This accounts for the high overall figure, which reports only monies actually received by employees. In addition, one other female employee received a small bonus payment for time served on secondment to another employer, under their bonus scheme, which has to be included in this calculation as the payment was made through the British Library payroll.

#### Steps we're taking

- **Efforts continue to deliver the five-year Gender Pay Gap action plan**
- **A new Gender Equality Network was established in 2018 to promote Gender Equality and is helping to reshape the Library's action plan for GPG**
- **We continue to focus on attracting more women to senior roles (up 8% to 38% representation since 2017)**
- **Joined National Inclusion Week to promote family friendly benefits to employees**
- **Unconscious bias training is now mandatory for all employees and we have introduced anonymous recruitment**
- **Mentoring schemes are now in place to support employee development**

#### Hourly Pay Gap

In the UK in 2018, women were paid on average £0.83 for every £1 paid to men. In the British Library, women earned on average £0.96 for every £1 earned by men.

Despite the previous year's improvement, this year we have seen a 2p decrease in this metric to £0.94.

The Library will work hard to meet its commitment to eliminate the gap by 2023, engaging with our new Gender Equality Network and our Trade Unions to ensure continuing progress.

There are significant positive developments: for example, there has been an increase of 8% (to 38%) in the number of women working in

the most senior positions since 2017. Our pay structure means that new recruits default to the bottom of the pay band for their grade, so the positive impact of these changes to the Pay Gap will become more notable in the longer term.

We have seen an increase in part-time working overall, with a proportionally greater increase among men working part-time in middle management and above. This has the effect of improving the gender balance of people working on a part-time basis, which has previously been one of several key drivers of the Gender Pay Gap.

Last autumn also saw a Voluntary Exit exercise that led to a number of male managers leaving the senior leadership team. We expect this and a range of other structural factors to be reflected in next year's Gender Pay Gap figures.

### **Next Steps**

- Continue with individual departmental action plans supported by senior managers and Human Resources to support change and progress within each area
- Continue to increase the number of women in senior roles and at Board Level. Now 42% of the Board are female, up from 23% on 5 April 2018.

- Develop the leadership and management skills of our staff, with particular focus on career development and management training for women
- Support personal development for all staff with a focus on career development for women
- Continue our support for working parents through an onsite holiday play scheme at Boston Spa, the Westminster Play Scheme in London and the provision of Childcare Vouchers
- Monitor the effects of anonymous recruitment and other measures to eliminate unconscious bias from our recruitment processes, and encourage the internal promotion of colleagues
- Promote opportunities for flexible working, shared parental leave and career breaks at all levels and continue to encourage job applicants who wish to work part time or on a flexible work pattern

A handwritten signature in cursive script that reads "Paddy Keating".

Chief Executive Officer