

# **Gender Pay Gap Report 2022**

# Gender Pay Gap Report 2022

This is the fifth year that we have published our Gender Pay Gap. Throughout these five years, we have been dedicated to our commitment of eliminating the Gender Pay Gap within the British Library. In October 2020, we published our key strategic priorities and vision for the future “*Living Knowledge for everyone*,” and our determination to contribute to a fairer, more equitable society, and our commitment to ensuring we demonstrate this in our own employee community.



a national library.”

**Roly Keating, the British Library’s Chief Executive, said:** “In recent years, we have made substantial improvements in gender representation across the Library and especially across our senior management team. Although we’ve seen a marginal increase in the median Gender Pay Gap for the 2021 figures, we are determined to build on the progress already made, and ensure that we put equality, diversity and inclusion at the heart of our role as an employer and

**Jas Rai, the British Library’s Head of People, said:** “We are yet to really understand the true impact that the pandemic has had on our people and for many organisations the gap is expected to widen again where people have been furloughed and experienced reduced pay, this will disproportionately affect women. At the British Library, we did not furlough our staff and we have made considerable effort to close our Gender Pay Gap through recruitment, retention and staff development opportunities. We still have some way to go to fully close the gap and through improved recruitment processes, mentoring and networking opportunities, diversity and inclusion training and setting continuous targets we will meet our five year plan to eliminate our gender pay gap by 2023.”

A handwritten signature in black ink that reads "Roly Keating". The signature is written in a cursive, slightly slanted style.

**Chief Executive Officer**

## Gender Pay Gap Figure 5 April 2021

The British Library's **median Gender Pay Gap is 1.89%**. This means that on average women earn 98p for every £1 that men earn.

2021	2020
<b>Median Gender Pay Gap</b>	
1.89%	1.86%

2021	2020
<b>Mean Gender Pay Gap</b>	
2.29%	5.12%

### Bonus

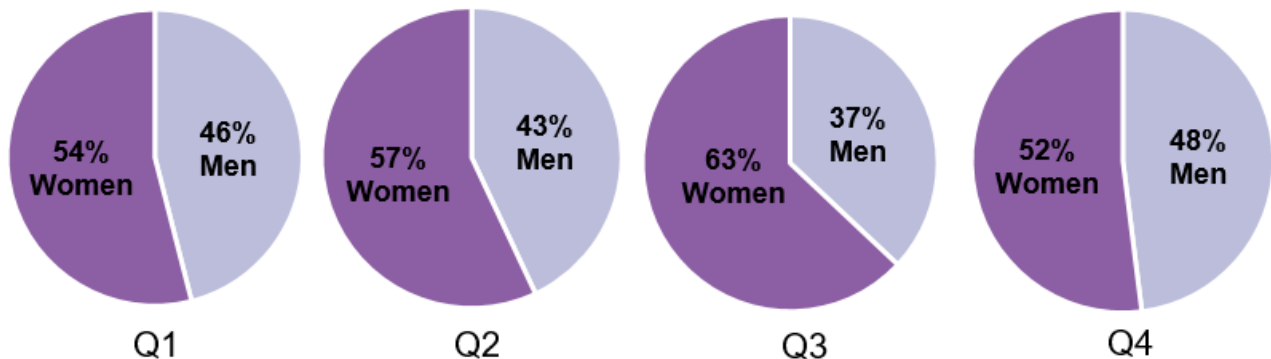
Three senior employees (two male and one female) are entitled to a bonus payment in accordance with the terms of their contracts. All three elected to waive their bonus this year.

2021	2020
<b>Gender Bonus Gap</b>	
0%	100%

	2021	2020
Men receiving a bonus	0%	0.29%
Women receiving a bonus	0%	0%

### Percentage of men and women in each quartile

Quartiles are calculated by dividing the workforce into four equal-sized groups, and show the proportion of men and women in each quartile band, quartile 1 being the lowest earning and quartile 4 being the highest earning.



## Understanding our Gender Pay Gap

This year the British Library median Gender Pay Gap has increased slightly by 0.03% to 1.89% from 1.86% in 2020. The mean Gender Pay Gap has decreased by 2.83% to 2.29% from 5.12% in 2020.

The Office for National Statistics has reported its provisional Gender Pay Gap figures for 2021. The national median pay gap for full time and part time staff is 15.4% (14.9% in 2020), and the mean is 14.9% (13.9% in 2020).

We are pleased that the Gender Pay Gap remains much lower than the national average in both the median and the mean, in a workforce made up of 44% men and 56% women. However improvements are still required to eliminate the gap completely.

The ONS also produce breakdown by industry. The report indicates that “Libraries, archives, museums and other cultural activities” sector have a median pay gap of 3.3%, and a mean pay gap of 7.4%, of which the British Library is lower in both median and mean than the sector average.

During this reporting period more women were promoted in the organisation than men.

There was more recruitment of women in senior positions than men which is reflected through the higher proportion of women in the upper quartiles 3 and 4, compared to 2020, reducing the pay gaps in these areas.

## Mean and Median explained

The median Gender Pay Gap displays men and women’s wages from highest to lowest and compares the number that is in the middle for each group. The difference in salary between the midpoint ranges is the pay gap figure.

The mean Gender Pay Gap displays the average. This is calculated by adding up the wages of all the men and women employed and dividing it by the total number of staff in that group. The pay gap is the difference between the mean figures for men and women.

**The Gender Pay Gap is the difference between the average (mean or median) earnings of men and women across a workforce.**

## Steps we are taking

- We are conducting a review of our pay and grading structures to ensure they work for everyone, in all areas.
- We continue to collaborate with our employee Gender Equality Network and trade union side
- We are developing leadership, management and mentoring courses which will focus on professional/career development of underrepresented groups
- We are developing a new Diversity and Inclusion Strategy consulting with women and minority gender staff to ensure strategies are appropriate and effective
- We have continued in our efforts to attract and retain women into senior positions. As a result, women continue to make up 50% of our Strategic Leadership Team
- We are developing our Smarter Working project to support further flexible working practices for all genders
- We are reviewing and updating our Diversity and Inclusion training package
- We continue to implement our five-year Gender Pay Gap action plan as reported in our previous GPG report