

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

Date: 17 June 2021

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. Though this requirement has been suspended due to the Covid-19 pandemic, the British Library is committed to eliminating the Pay Gap and has decided to publish its figures. 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.

In October 2020, the British Library revised its "Living Knowledge" vision to "Living Knowledge for everyone," publicising our determination to contribute to a fairer, more equitable society, and our commitment to ensuring we demonstrate this in our own employee community.

In a change to our reporting in previous years, we will be reporting the median Gender Pay Gap as our headline figure, as used by the Government Equalities Office, and in line with that of the Office for National Statistics (ONS)*. The majority of our peer organisations in the Heritage Sector headline with the median figure. This change will make our Gender Pay Gap results more immediately comparable. Using the median will ensure that our headline Gender Pay Gap is less prone to being skewed by outliers in the data. We will continue to publish our mean Gender Pay Gap alongside the median.

Gender Pay Gap (GPG) reporting at the British Library

The median British Library Gender Pay Gap for 5 April 2020 was **1.86%**, a reduction from last year's pay gap of 2.04%.

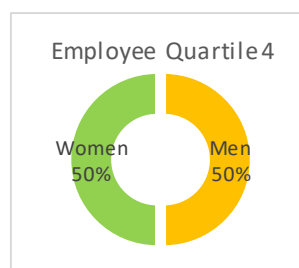
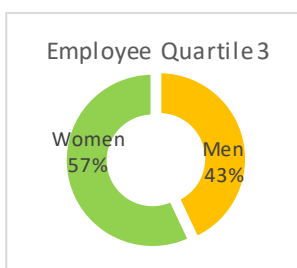
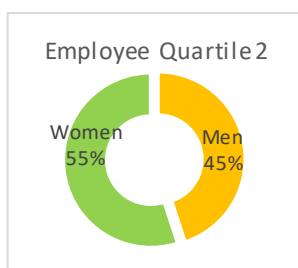
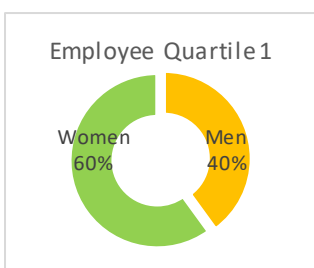
The British Library has made further progress in closing the Gender Pay Gap, however this critical work is far from over. We will continue to make positive and lasting changes to fulfil our commitment to eliminating it.

Gender Pay Gap

05 April 2020

Hourly Rates

Median	1.86%	Mean	5.12%
Men	£15.05	Men	£17.22
Women	£14.77	Women	£16.34



Bonuses

Mean and Median	100.00%
Men receiving a bonus	0.29%
Women receiving a bonus	0.00%

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 2019, published January 2020) can be downloaded from the following link: [British Library Gender Pay Gap information, 2019](#)

How the figures break down

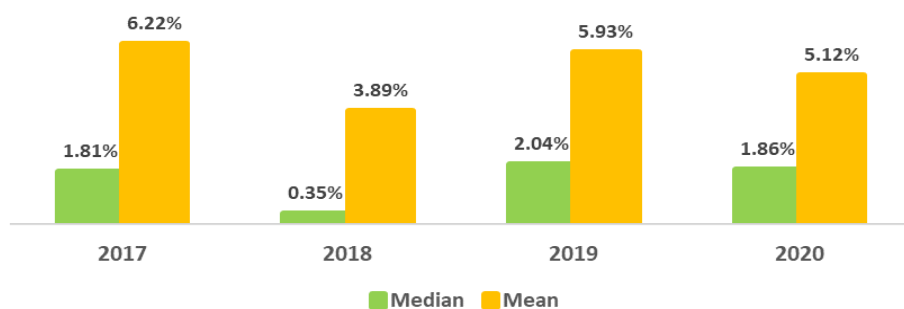
The Office for National Statistics reported its provisional figures in November 2020¹. The provisional **national** median pay gap for full-time and part-time staff is 15.5% (17.4% in 2019), and the mean, 14.6%¹ (16.3% in 2019) at the 5 April 2020 reporting snapshot date.

We are pleased to report that the British Library's gender pay gap remains much lower than the national average in both the median, at 1.86%, and the mean, at 5.12%, in a workforce made up of 44% men and 56% women (see table above: yellow *hourly rates* section).

The ONS also produced a provisional breakdown by industry. They report the "Libraries, archives, museums and other cultural activities" sector as having a median pay gap of 6.6%, and a mean pay gap of 3.0%. Our median gap compares favourably at three times lower than the sector average.

Our progress since 2017 can be seen in the chart below.

Gender Pay Gap since 2017



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 has resulted in a Bonus Pay Gap of 100% for 2020.

¹<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

Steps we're taking

- **Supporting women during the Coronavirus Pandemic by providing flexible working and paid special leave for caring responsibilities**
- **A comprehensive organisational five-year action plan was created and implemented to drive change at the British Library. Since the GPG 2017 report was published, we have seen more dialogue across the organisation.**
- **We are conducting a review of our Pay and Grading structures to ensure they work for everyone.**
- **We have continued our efforts in attracting women into senior positions. As a result women now make up 50% of our Strategic Leadership Team**
- **We now use anonymous recruitment to reduce the impact of unconscious bias in our process**

In the UK in 2020, women on average were paid £0.83 for every £1 earned by men. In the British Library in 2020 women earned on average £0.98 for every £1 earned by men, slightly up on last year.

We are aiming higher, and will push hard to eliminate this gap by 2023, the Library's 50th anniversary year.

In our fourth year of publishing our Gender Pay Gap data, we are continuing our positive work and to ensure our pay is fair for everyone. We recognise that some of the measures we implement will take time to have an impact on the published figures, however we remain confident that we are going in the right direction.

Next steps

- Continue with departmental individual action plans supported by senior managers and Human Resources business partners to support change and progress within each area. Using the GPG data as a benchmark, this will

continue in line with our 5-year action plan

- Continue to ensure equitable recruitment to senior roles and at Board level
- Support personal development, leadership and management skills for all staff, with specific emphasis on coaching and mentoring for women
- Support working parents by maintaining the Westminster Play Scheme in London and exploring options for a successor to the holiday play scheme at our Boston Spa Site
- Promote opportunities for flexible working, shared parental leave and career breaks at all levels and encourage job applicants who wish to work part time or on a flexible work pattern
- Develop a smarter working strategy which supports working from home and remote working where possible, with appropriate management, policy and technology support



Chief Executive Officer