

Gender Pay Gap Report 2024



Gender pay gap report

This is the seventh year that we have published our gender pay gap, for which the median figure is now 0%. We are committed to maintaining this as close to zero as possible, and to supporting diversity, equity and inclusion both within the British Library and across our sector more generally.



Roly Keating, the British Library's Chief Executive, said:

Last year, with a median figure of 0.21%, we effectively eliminated our gender pay gap, and I'm delighted that this year's figure of 0% further improves that position. I'd like to pay tribute to colleagues across the Library for the progress they've achieved in the years since we committed to eliminating this gap. I'm also determined that we should sustain this progress as we report upon and actively reduce pay gaps relating to ethnicity and disability.



Jas Rai, the British Library's Interim Chief Operating Officer, said:

We are committed to making the gender pay gap a thing of the past and I'm pleased that we have maintained the progress we've made on this front over the past seven years. Closing the gap for good will remain an ongoing effort, and we can't ever afford to be complacent about the need for continuing focus, investment and leadership to ensure that women can develop, flourish and succeed working at the British Library.

Gender pay gap – 5 April 2023

The gender pay gap is the percentage difference between the median (or mean) hourly pay of men and women in an organisation.

Gender pay gap

0%

Median

2.25%

Mean

The British Library's median gender pay gap is 0%. This means that on average women earn the same as men.

Gender bonus gap

Three senior employees (two men and one woman) are entitled to a bonus payment in accordance with the terms of their contracts. One senior leader opted to not take their bonus resulting in a 100% gender bonus pay gap.

Mean and Median

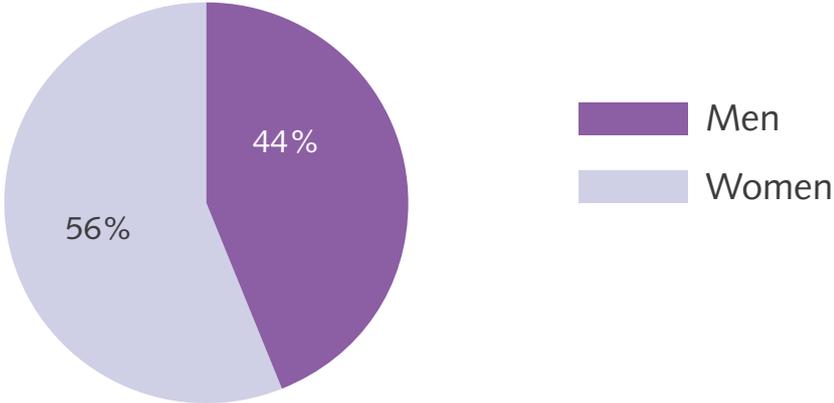
2023 – 100%

2022 – 100%

	2023	2022
Men receiving a bonus	0.29%	0.29%
Women receiving a bonus	0%	0%

Our people

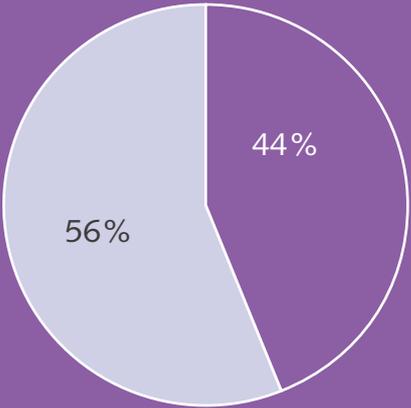
This is a snapshot of the British Library's whole organisation demographics broken down by gender.



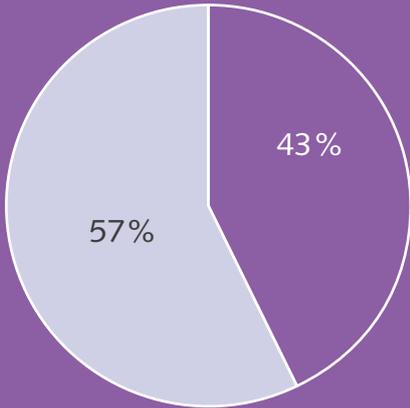
Percentage of men and women in each quartile

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 one being the lowest earning and quartile four being the highest earning.

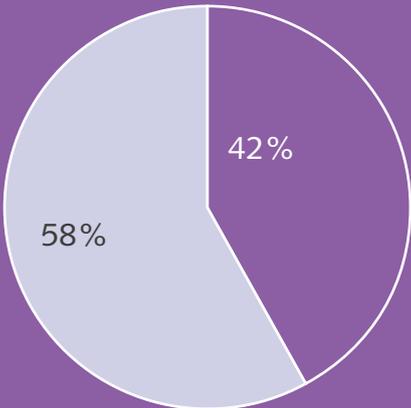
Q1



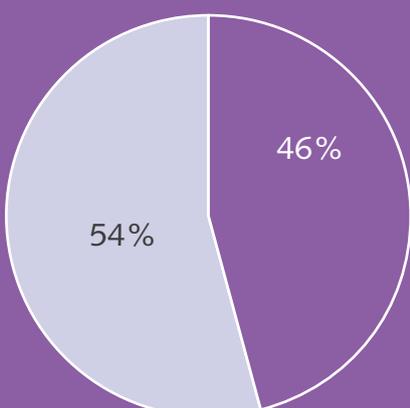
Q2



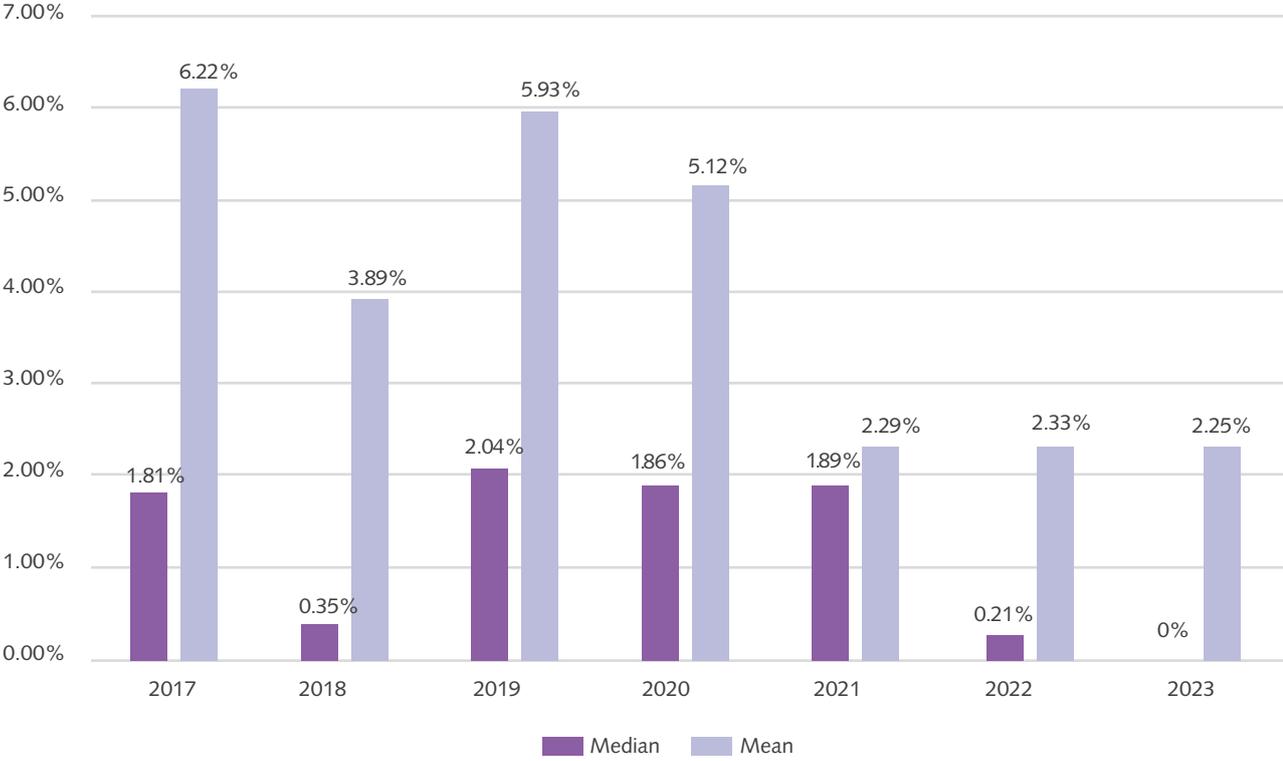
Q3



Q4



Gender pay gap progression over time



Understanding our gender pay gap

We're pleased to share positive news regarding our gender pay gap at the British Library this year. The gender pay gap has decreased to 0% from 0.21% in 2022. The mean gender pay gap has decreased slightly by 0.8% to 2.25% from 2.33% in 2022.

The Office for National Statistics (ONS) has reported its provisional gender pay gap figures for 2023. Nationally the median pay gap for full time and part time staff is 14.3% (down from 14.4% in 2022), and the mean is 13.2% (down from 13.4% in 2022).

The ONS also produce breakdown by industry. The report indicates that within our sector – Libraries, archives, museums and other cultural activities – there is a median pay gap of 2.9% (11.9% in 2022), and a mean pay gap of 6.3% (9.7% in 2022).

Key insights

Key insight one

High percentage of women in every quartile

The percentage difference of women and men spread across the organisation remains fairly consistent compared to previous years. This means that there is a higher percentage of women in each pay quartile than men. Each quartile has between 11% and 14% more women than men.

Key insight two

Increased negative pay gaps in the lower quartile

Quartile one has increased negative pay gaps in both the mean (-0.86%) and median (-1.57%) from the previous year. This means that on average as a whole women are paid more than men in this section of the Library which is likely a result of key insight one.

Key insight three

Outliers contributing to the mean pay

Quartiles two, three and four are all affected by outliers causing the mean pay gap to be higher than the median in each instance. This is most prevalent in the fourth quartile where the mean pay gap is 2.76% and the median is -0.37%.

Our commitment

In 2023, the year we celebrated the British Library's 50th anniversary, we reached our target of closing the gender pay gap.

Our commitment now is to ensure our gender pay gap remains close to 0% each year. We will continue progressing gender equity, not only within pay, but across all areas of working life in the British Library.

We will take the following actions to reduce and eliminate the gender pay gap:

- We're improving our family friendly policies as part of our policy renewal programme, to ensure guidance is fit for purpose and covers a wide range of needs. This includes the introduction of new guidance on:
 - Menstruation (periods)
 - Fertility treatment
 - Pregnancy loss
 - Flexible working
- We're introducing trans-inclusion guidance for staff and managers and widening our support for colleagues across the Library
- We're launching our new Diversity and Inclusion strategy which includes five areas of focus with gender equity being one of these
- We're reviewing our pay and grading structure to ensure fairness, competitiveness, and inclusivity across the organisation
- We're working on encouraging staff to share their gender identity with us so that we can ensure everyone is included in improving gender equity in the workplace. This includes fostering an inclusive culture, where all staff feel comfortable sharing their gender identity
- We have introduced Fundamentals of Management training including specific modules on leading diverse teams. We're continuing to roll this out across the organisation
- We're continuing menopause awareness and support sessions for staff and managers
- We're continuing to collaborate with our Gender Equality Network colleagues and Trade Union representatives. We believe it is important to hear our employee voice and encourage this at every opportunity.

A pay gap is not the same as unequal pay

A pay gap is not the same as unequal pay. Unequal pay means that employees performing equal work, or work of equal value, are not receiving equal pay – which is unlawful.

The gender pay gap is a measure of the difference between men and women's average earnings across an organisation as a whole over a period of time, regardless of role or seniority. This means that although we have a fair pay and reward policy, and equal pay, we may still have a pay gap.

Mean and median explained

The mean and median are different ways of calculating the average of a dataset and are used to calculate pay gaps. Both are used as they tell us different things about the data. The mean or mathematical average is worked out by adding all the data values together and dividing by the total number of values in the data set.

The median is the positional average. It is found by ordering all values (in a data set) in numerical order and finding the middlemost value. The advantage of the median over the mean is that the mean is affected by any outliers in the data set (such as a very small or large value), whereas the median looks for the value 'positioned' in the middle of the data set. Therefore, we lead with the median figure.

Data source

We use the data recommended by the government to calculate the gender pay gap. However, we recognise that not all our staff will identify as men or women. In recent years we have encouraged staff to share their gender identity with us including non-binary and trans staff in this data capture. Our action plan aims to ensure gender equity among all staff including women, non-binary, and trans staff.