BRITISH LIBRARY

Pay Gap Report
2025

Contents

Pay gap report – 5 April 2024

This report contains the British Library's pay gaps for gender, ethnicity and disability based on snapshot data on 5 April 2024.

All information has been calculated and reported in accordance with government guidelines.

Rebecca Lawrence, the British Library's Chief Executive, said:

Two years ago we eliminated our gender pay gap and I'm pleased that this year's median figure of 0.2% effectively maintains that position. We are proud to have created a culture and organisation where the work of women is recognised fully and fairly.

We are similarly committed to reducing and eliminating the pay gaps relating to ethnicity and disability, and are publishing these figures for the second time this year. The current pay gaps affecting these groups of colleagues are unacceptable and I'd like to renew the Library's commitment to eliminating these inequities. From our experience delivering sustained reductions in the gender pay gap, we know that this kind of benchmarking is vital for making ourselves transparent and accountable, and for galvanising positive change across the organisation.

Richard Davies, the British Library's Interim Director of People, said:

By voluntarily publishing our pay gap figures for ethnicity and disability we are highlighting where change is necessary and urgent, and will be able to track over time the progress we need to make. In this report we include action plans to address all of the pay gaps (p.15), which include investing in career opportunities and leadership, and ensuring that tailored support and development are made available.

Through these measures, and also by improving the data we gather on the different pay gaps, we'll deliver concrete and sustainable progress in making the Library a rewarding, fair and fully inclusive place to work for everyone.

Gender pay gap

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

0.2%
Median

2.91%
Mean

On average women members of staff earn 99.80p for every £1 that men earn.

Gender bonus gap

At the time of the snapshot, three employees at the most senior level (two men and one woman) were 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% mean gender bonus pay gap.
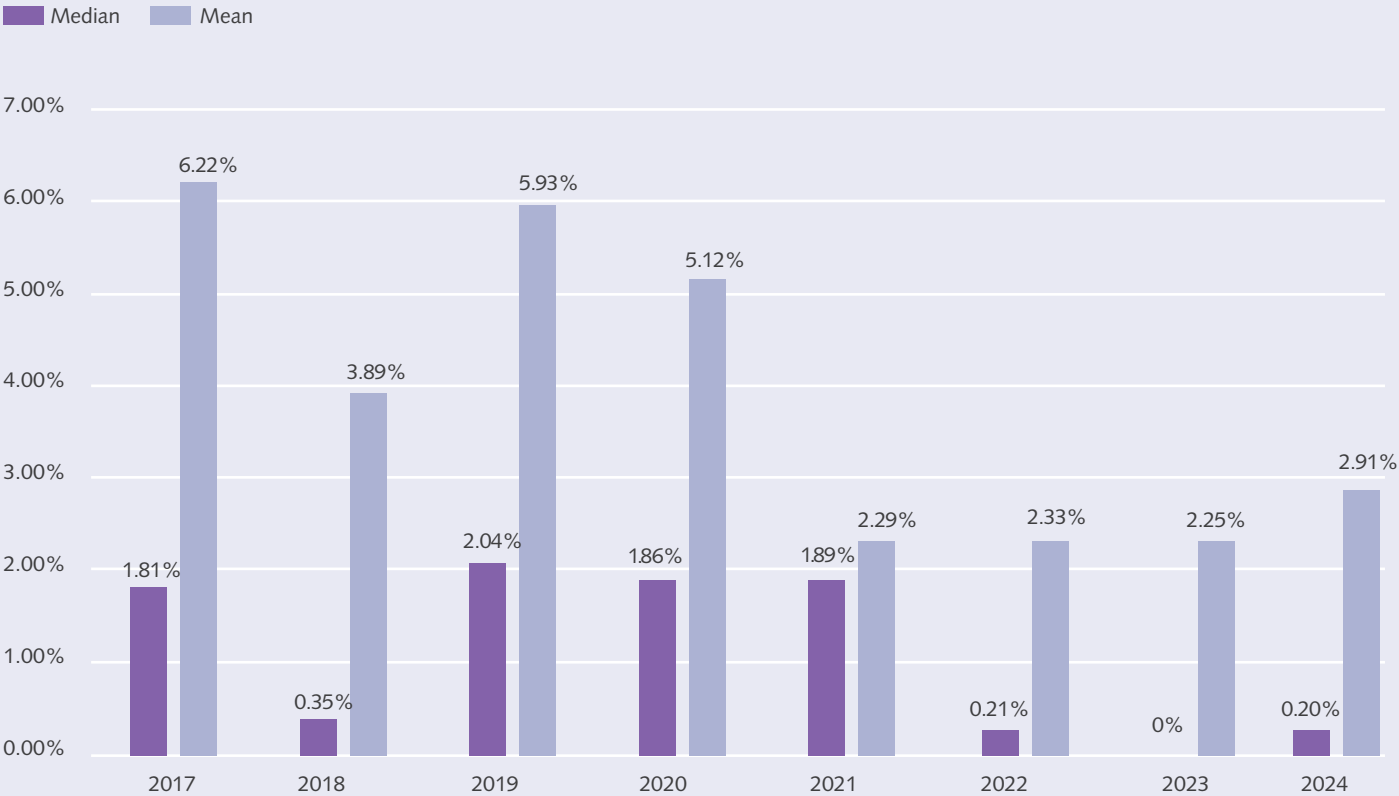
Median
2024: 100%
2023: 100%

Mean
2024: 100%
2023: 100%

	2024	2023
Men receiving a bonus	0.29%	0.29%
Women receiving a bonus	0%	0%

Gender pay gap

■ Median   ■ Mean

| Year	Median	Mean
2017	1.81%	6.22%
2018	0.35%	3.89%
2019	2.04%	5.93%
2020	1.86%	5.12%
2021	1.89%	2.29%
2022	0.21%	2.33%
2023	0%	2.25%
2024	0.20%	2.91%

Our people

This is a snapshot of the British Library's whole organisation demographics broken down by gender.
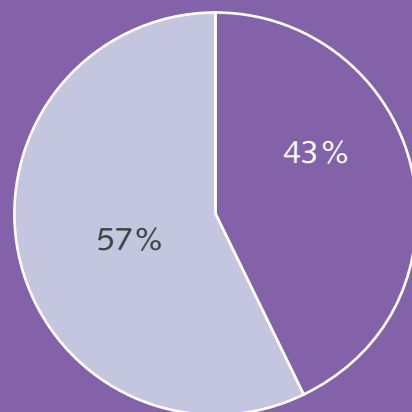
44%

56%
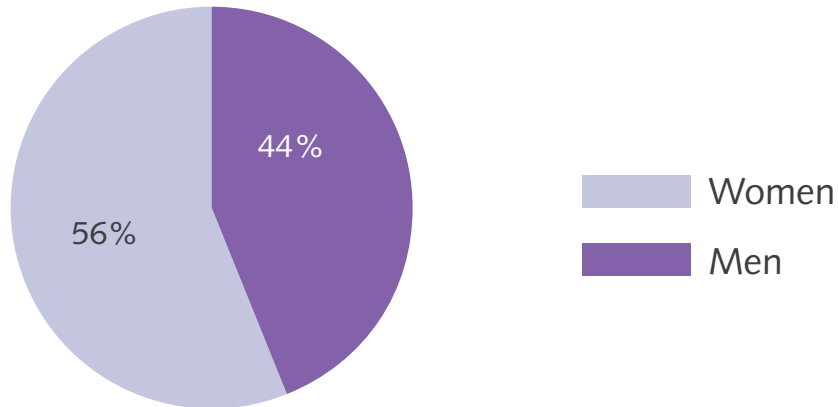
Women
Men

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.
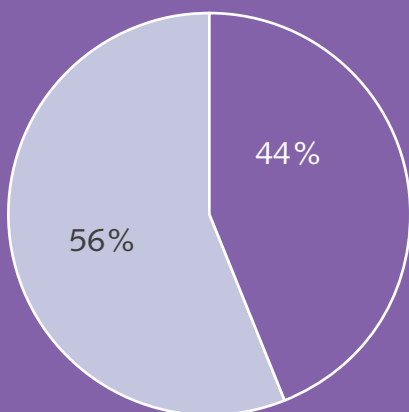
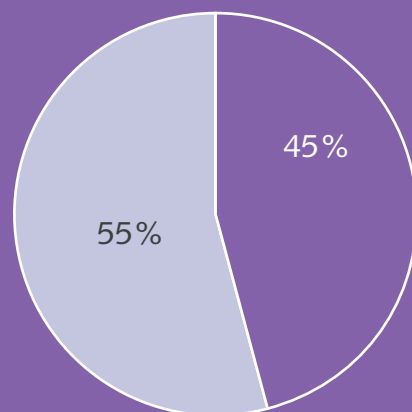**Q1**

44%

56%

Q2

43%

57%

Q3

44%

56%

Q4

45%

55%
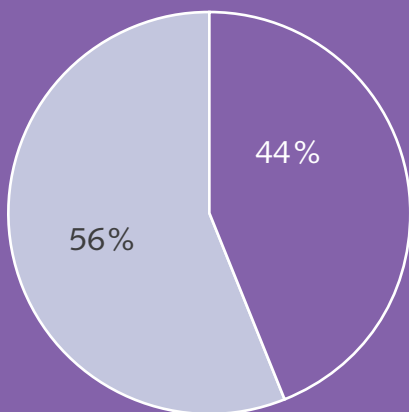
Understanding our gender pay gap

This year the British Library median gender pay gap has increased to 0.20% from 0% in 2023. The mean gender pay gap has increased slightly by 0.66% to 2.91% from 2.25% in 2024. This is within a variance that is to be expected with the median pay gap remaining very close to our target of 0%.

Contributing to the slight increase is the upper quartile (Q4) which contains the staff paid the highest salaries in the Library. This quartile contains outliers in the data, which comprises men whose salaries sit further beyond the average salary of men and therefore increases the mean percentage. These outliers are our most senior roles and specialists across the organisation.

We are nevertheless pleased that we have remained so close to our target of 0% and remain absolutely committed to achieving and maintaining gender equality.

National and sector figures

The Office for National Statistics (ONS) has reported its provisional gender pay gap figures for 2024. The national median pay gap for full time and part time staff is 13.1% (14.2% in 2023), and the mean is 13.8% (13.2% in 2023). 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 7.1% (2.6% in 2023), and a mean pay gap of 6.5% (7.3% in 2023), meaning the British Library is lower in both median and mean than the sector average.

Ethnicity pay gaps

The ethnicity pay gap is the percentage difference between the median (or mean) average hourly pay of employees in different ethnic groups. For the British Library's ethnicity pay calculations, we have calculated the average percentage earnings for our Asian and Black colleagues relative to our white colleagues. This gives us two separate pay gaps – one for each ethnic group.

Asian pay gap

5.65%
Median

6.14%
Mean

On average Asian members of staff earn 94.35p for every £1 that white members of staff earn.

Black pay gap

12.76%
Median

16.93%
Mean

On average Black members of staff earn 87.24p for every £1 that white members of staff earn.

Asian pay gap 2023

5.33%	3.95%
Median	Mean

Black pay gap 2023
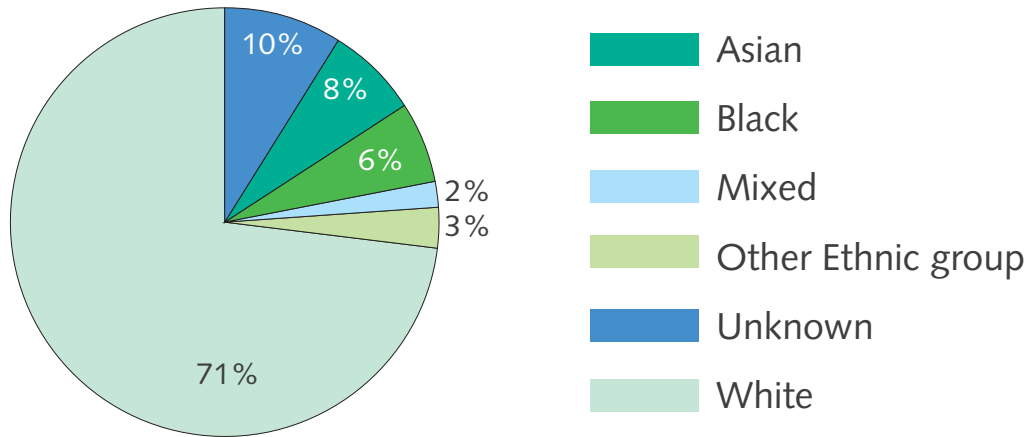
13.03%	16.08%
Median	Mean

Ethnicity bonus pay gap

Bonuses do not make up a significant component of employee pay at the British Library. Only three senior employees were entitled to a bonus payment, in accordance with the terms of their specific contracts. Due to the sensitive nature of this data and the significantly low data size we are unable to share this information.
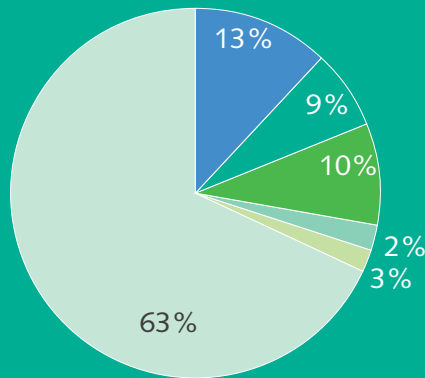
Our people

This is a snapshot of the British Library's whole organisation demographics broken down by high-level ethnic groups.

Pie chart legend:
- Asian
- Black
- Mixed
- Other Ethnic group
- Unknown
- White

Whole organisation pie chart:
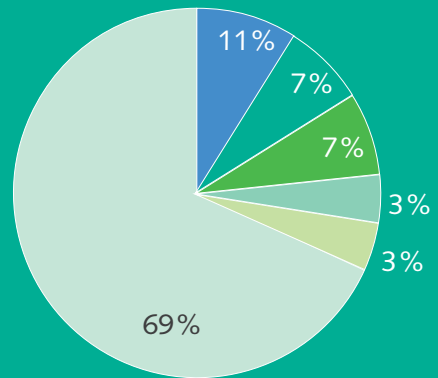- 10%
- 8%
- 6%
- 2%
- 3%
- 71%

Proportion of ethnic groups in each quartile

Quartiles are calculated by dividing the workforce into four equal-sized groups and show the proportion of each ethnicity grouping in each quartile band, quartile 1 being the lowest earning and quartile 4 being the highest earning.
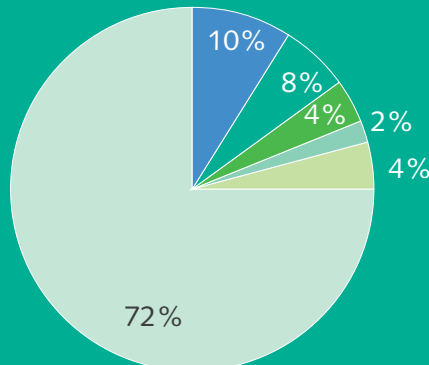
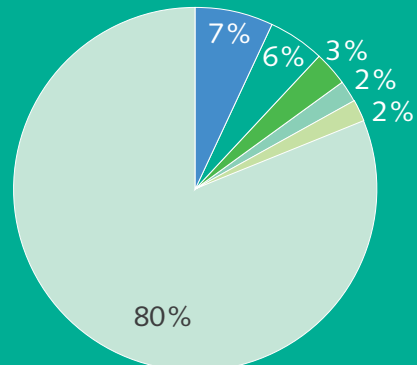**Q1**
- 13%
- 9%
- 10%
- 2%
- 3%
- 63%

Q2
- 11%
- 7%
- 7%
- 3%
- 3%
- 69%

Q3
- 10%
- 8%
- 4%
- 2%
- 4%
- 72%

Q4
- 7%
- 6%
- 3%
- 2%
- 2%
- 80%

Understanding our Ethnicity pay gaps

This is the second year that the British Library has reported our ethnicity pay gaps. Disappointingly, we do have pay gaps for both our Asian and our Black colleagues which we are working hard to eliminate. Reporting ethnicity pay gaps is voluntary and it is difficult to identify an appropriate benchmark in our industry or our sector, however, we are internally benchmarking our progress which can be seen alongside this year's data on page 7 comparing this year's figures with last year's.

There has been a very slight increase (0.32%) in the Asian pay gap compared to 2023 from 5.33% to 5.65% in 2024.
There has been a slight increase in Asian representation from 7% to 8% across the organisation. The lower middle (Q2) and upper middle (Q3) quartiles of the organisation are driving both the median and mean pay gaps. This means the Asian pay gap is most prevalent in the middle and middle senior levels of the organisation.

There has been a very slight decrease (0.27%) in the Black pay gap compared to 2023 from 13.03% to 12.76% in 2024.
Representation of Black colleagues remains the same as 2023 at 6% across the organisation. There is a lack of representation of Black colleagues in the upper quartiles at 4% in Q3 and 3% in Q4, which is the main driver of the Black pay gap. This means that the Black pay gap is most prevalent in the middle senior and senior levels of the organisation.

Disability pay gap

The disability pay gap is the percentage difference between the median (or mean) hourly pay of employees who are disabled and employees who are non-disabled.

Disability pay gap

11.47%   7.09%
Median   **Mean**

On average members of staff with disabilities earn 88.53p for every £1 that members of staff without disabilities earn.

Disability pay gap 2023

**4.20%**   **5.15%**
Median   **Mean**

Disability bonus pay gap

Bonuses do not make up a significant component of employee pay at the British Library. Only three senior employees were entitled to a bonus payment, in accordance with the terms of their specific contracts. Due to the sensitive nature of this data and the significantly low data size we are unable to share this information.

Our people

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

- **Disabled**
- **Unknown**
- **Non-disabled**

23%
12%
65%
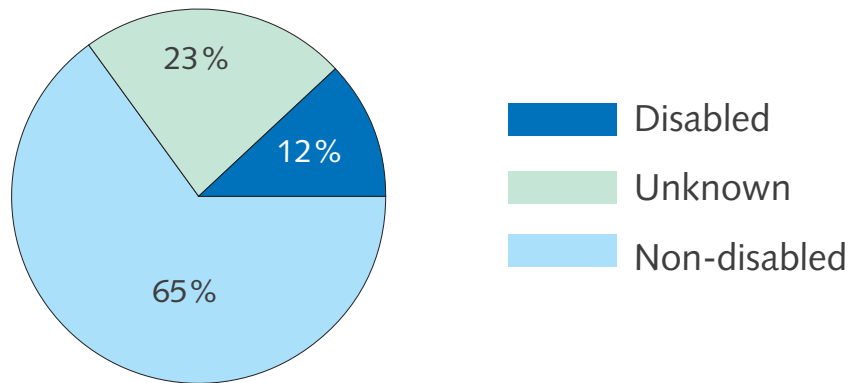
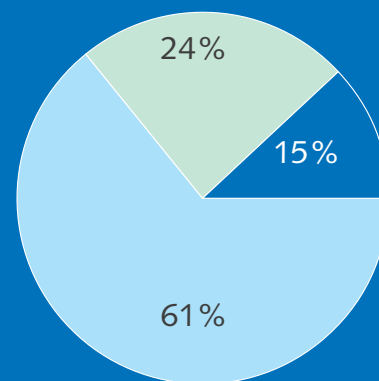## Proportion of Disabled and Non-Disabled employees in each pay quartile

Quartiles are calculated by dividing the workforce into four equal-sized groups and show the proportion of disabled and non-disabled staff in each quartile band, quartile 1 being the lowest earning and quartile 4 being the highest earning.
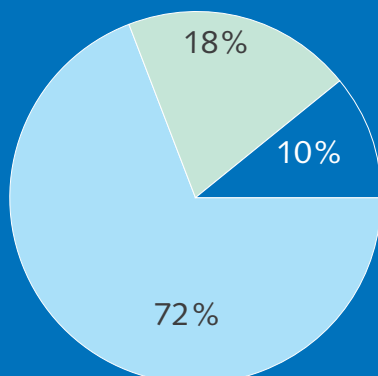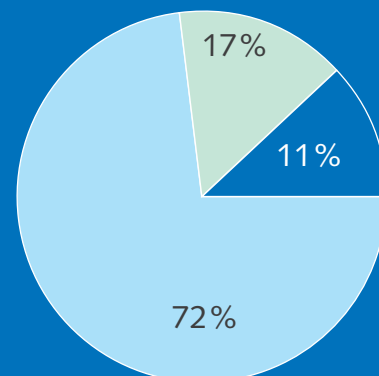
Q1

33%
12%
55%

Q2

24%
15%
61%

Q3

18%
10%
72%

Q4

17%
11%
72%
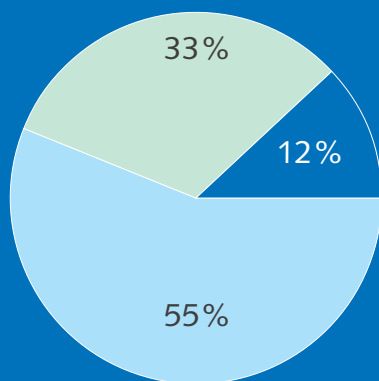
Understanding our disability pay gap

This is the second year that the British Library has reported our disability pay gap. Disappointingly, the pay gap for colleagues with disabilities has increased and we will be working hard to eliminate this through our action plan. Reporting a disability pay gap is voluntary and it is difficult to identify an appropriate benchmark in our industry or our sector, however, we are internally benchmarking our progress which can be seen alongside this year's data on page 11 comparing this year's figures with last year's.

There has been an increase (7.27%) in the disability pay gap compared to 2023 from 4.20% to 11.47% in 2024.
The representation of disabled colleagues within the whole organisation has not changed from last year's report – remaining at 12%. The number of staff who have chosen to not declare/not answered also remains the same at 23% compared to last year. This percentage is impacting the accuracy of overall figures, and as we increase our efforts in improving declaration rates this could potentially mean the pay gap will see large fluctuations as we gain a more accurate understanding.

One of the reasons the pay gap has increased is due to higher representation of disabled staff in quartile 2 – which is the lower middle pay band. Another reason for the increase in the pay gap is due to non-disabled staff are on average being paid more in the upper quartile (4). This means that the pay gap is most prevalent in the middle and upper levels of the organisation.

Our commitment

We are committed to eliminating the disability and ethnicity pay gaps by 2030 and retaining a consistent 0% gender pay gap. To do this we will be monitoring our progress on an annual basis by publishing all of our pay gaps and taking action to not only eliminate pay gaps but improve all aspects of working life at the British Library.

Our Action Plan

Gender
- Fostering a flexible working environment where staff and candidates are supported with different ways of working
- Improving and introducing new family friendly guidance as part of our policy renewal programme, including guidance on menstruation (periods), fertility treatment and pregnancy loss
- Introducing trans-inclusion guidance for staff and managers and fostering an inclusive culture where all staff feel comfortable sharing their gender identity with us
- Improving our menopause awareness and support for staff and managers
- Introducing sexual harassment guidance and training for both staff and managers.

Ethnicity
- Investing in career development opportunities for Asian, Black, mixed race and other ethnically diverse colleagues
- Investing in specific leadership development workshops on race and senior leader impact
- Continuing to implement our Race Equality Action Plan across the organisation
- Continuing to work towards the seven calls to action set within the Race at Work Charter
- Continuing our reciprocal mentoring scheme for Strategic Leaders and Black, Asian, mixed race and other ethnically diverse colleagues.

Disability
- Investing in career development opportunities for disabled colleagues
- Investing in specific leadership development workshops on disability and senior leader impact
- Organising disability awareness sessions for both staff and managers covering a range of topics
- Implementing 'reasonable adjustment' passports at the British Library
- Continuing to work towards becoming a Disability Confident Leader and implementing the associated actions
- Carrying out research to gain feedback from people with disabilities about their experiences at work and making improvements.

All
- Improving our data monitoring and disclosure rates for protected characteristics in order to generate more specific and targeted analysis of experiences
- Implementing the recommendations from the inclusive recruitment review to remove barriers for applicants and improve experiences
- Continuing our early careers training placements providing opportunities for disabled people, people from lower socio-economic backgrounds, Black, Asian, Mixed Race and other ethnically diverse people entering the sector
- Continuing to embed diversity and inclusion in all new training programmes
- Continuing to collaborate and work with Trade Union colleagues and our staff networks.

Key Information

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.

A pay gap is a measure of the difference between one group's average earnings across an organisation as a whole over a period of time, regardless of role or seniority. It is not a like-for-like comparison of employees of different gender, ethnicities, or disability. 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.

Terminology

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.

We have calculated the ethnicity pay gaps based on the list of high-level ethnic groups as found on the 2021 census and recommended by the Ethnicity facts and figures guidance on gov.uk. These are 'Asian or Asian British', 'Black, Black British, Caribbean or African', 'mixed or multiple ethnic groups', 'other ethnic group' and 'white'. This contrasts with using terms such as 'BAME' (Black Asian and minority ethnic) and calculating only one pay gap.

By reporting on separate Asian and Black pay gaps we aim to highlight the different experiences of these groups and therefore develop more targeted and effective measures to address each of these gaps.

Statistical robustness

The government recommends any group needs a minimum of 50 individuals to be reported on as a separate category. This ensures anonymity of data – ethnicity and disability are a protected category of data under GDPR, and we have a duty under the law to protect this data. It also allows for statistical validity, meaning that there are enough data points within the overall data set to trust the results.

Due to this statistical robustness, there are only two ethnic groups that we can draw a pay gap for; Asian or Asian British and Black, Black British, Caribbean or African. This has also meant that we have grouped disability categories into one overall category to calculate the disability pay gap.

The individual categories that contribute to the disability pay gap are:

Long term chronic/ progressive conditions	**Neurodiverse**
	Other
Hearing	**Physical**
Learning	**Speech**
Mental health	**Sensory**
Mobility	**Visual**