

		March 2018		March 2017
	Total headcount	Diversity headcount	Diversity %	Diversity %
Gender				
	Proportion of female employees	858	485	57%
Ethnicity				
¹	Proportion of BME employees	833	148	18%

¹ Headcount excludes employees who withheld information on their ethnicity.

			%
Gender pay gap reporting			
Ordinary pay			
Mean gender pay gap			2 ¹
Median gender pay gap			-8 ²
Bonus pay: total ³			
Mean gender pay gap			44
Median gender pay gap			-9
The proportion of male and female employees paid a performance-related bonus in the 12 months ending 31/03/18	Male		32
	Female		14
Bonus pay: performance-related bonus ⁴			
Mean gender pay gap			n/a ⁴
Median gender pay gap			n/a ⁴
The proportion of male and female employees paid a performance-related bonus in the 12 months ending 31/03/18	Male		100
	Female		0
Bonus pay: non-consolidated one-off payments ⁵			
Mean gender pay gap			0 ⁶
Median gender pay gap			-9 ⁷
The proportion of male and female employees paid a bonus in the 12 months ending 31/03/18	Male		32
	Female		14

Quartile ⁸	Female %	Male %
First (lower)	52	48
Second	55	45
Third	69	31
Fourth (upper)	54	46

¹ The British Museum paid females a mean average of 2% less than males as at 31 March 2018.

² The British Museum paid females a median average of 8% more than males as at 31 March 2018.

³ Bonus pay during the year 2017/18 was made up of two components: a performance-related bonus payable to one individual, and non-consolidated one-off payments payable to employees at the top of their pay range. These two components are split out below.

⁴ Only the role of Director, which is currently occupied by a male, is eligible for a performance-related bonus.

⁵ The nature of the British Museum's 2017/18 pay award meant that some employees did not receive a fully consolidated award, instead receiving part or all of the award as a non-consolidated payment. Those payments are captured here due to the definition of 'bonus' in terms of gender pay reporting.

⁶ The British Museum had no gender gap in the payment of non-consolidated one-off payments as at 31 March 2018.

⁷ The British Museum paid females a median average of 9% more than males as non-consolidated one-off payments as at 31 March 2018.

⁸ Employees were ranked from highest to lowest paid and divided into 4 equal quartiles. This table indicates the proportion of females and males in each.