

THE

NATIONAL

ARCHIVES



Gender Pay Gap Report

31 March 2021

Introduction

In 2017, the Government introduced world-leading legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. Government departments are covered by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 that came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty and require relevant organisations to publish their gender pay gap by 30 March annually. This includes the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the proportions of male and female employees in each pay quartile.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Difference in Hourly Rate

Women's mean hourly rate is 2.9% lower than men's

Women's median hourly rate is 5.8% lower than men's

Proportion of Women in Each Pay Quartile

Upper (Highest Paid)



Upper Middle



Lower Middle



Lower (Lowest Paid)



50%

Who Received Bonus Pay

19.8% of women

20.2% of men

Difference in Bonus Pay

Women's mean bonus pay is 10.4% lower than men's

Women's median bonus pay is 0% lower than men's

What Our Data Shows

The mean and median differences in hourly rate suggest that we have a small gender pay gap in favour of men, however the gap has fallen by 1.2% in the mean and 1.6% in the median since last year.

Women continue to make up the largest percentage of the middle quartiles with slightly more men in the upper and lower quartiles. These are largely unchanged since last year, however the proportion of women in the lower middle quartile has increased by 2.4%.

In grades below the Senior Civil Service, the bonus awarded by The National Archives is the same for all employees whose performance was assessed as being exceptional. The mean difference for most employees is therefore 0%. The reason why the mean bonus pay is higher for men is because the amount and timing of bonuses awarded to the Senior Civil Service varies.

Action We Are Taking

Last year we took steps to address a number of pay issues across The National Archives, one of the aims of which was to reduce the likelihood of gender pay disparities from occurring. This appears to have had a positive effect and we continue to explore further improvements that are within our control. We are confident that we have no structural issues that would cause systematic, unjustifiable disparities in pay between men and women.

Otherwise the main factors we believe influence our relatively low gender pay gap are our positive approach to flexible working patterns, in particular those that do not have an impact on pay. These are particularly beneficial for those returning from maternity leave or with caring responsibilities as it increases the likelihood of them remaining full time. Over the last year we have also introduced hybrid working, which allows employees to work flexibly at home or in the office within certain parameters as their individual role permits. In addition, we operate 'anonymised recruitment' at the

application stage and offer all roles with the option of flexible working to ensure an inclusive recruitment experience.

We hold moderation meetings to guard against discrimination or favouritism and to help ensure all performance markings are fair and consistent. We are continuing to develop our diversity and inclusion training and awareness weeks and offer wellbeing initiatives throughout the year. Our Employee Assistance Programme gives advice and support on a range of issues and provides a professional counselling service.