

# Gender pay gap report

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### 1. Introduction

Gender pay reporting legislation under the Equality Act 2010 requires employers with over 250 staff to carry out and publish statutory data on an annual basis showing the pay gap between their female and male staff expressed as a percentage.

The data required to be published is detailed below:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- Proportion of females and males receiving a bonus
- Proportion of females and males in each quartile band.

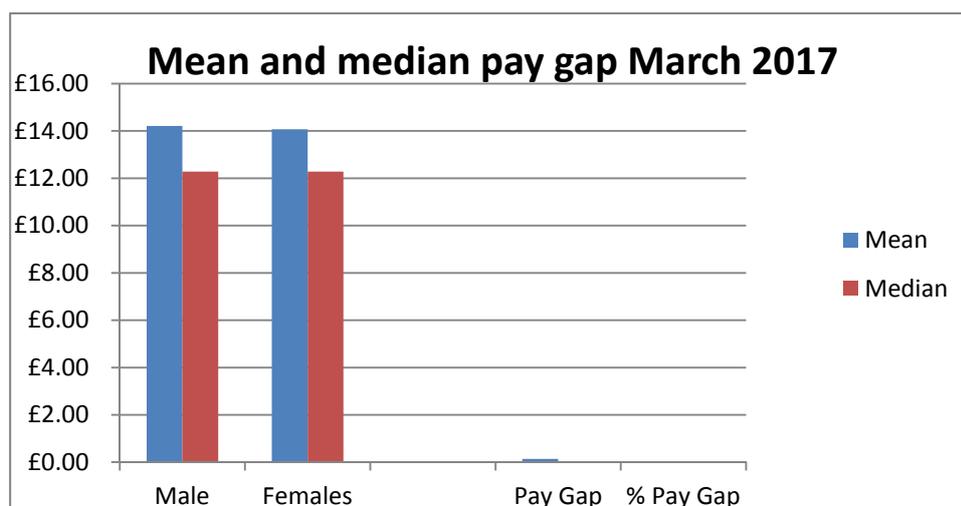
As at 31 March 2017, the Library employed 310 staff.

### 2. The mean and median gender pay gap

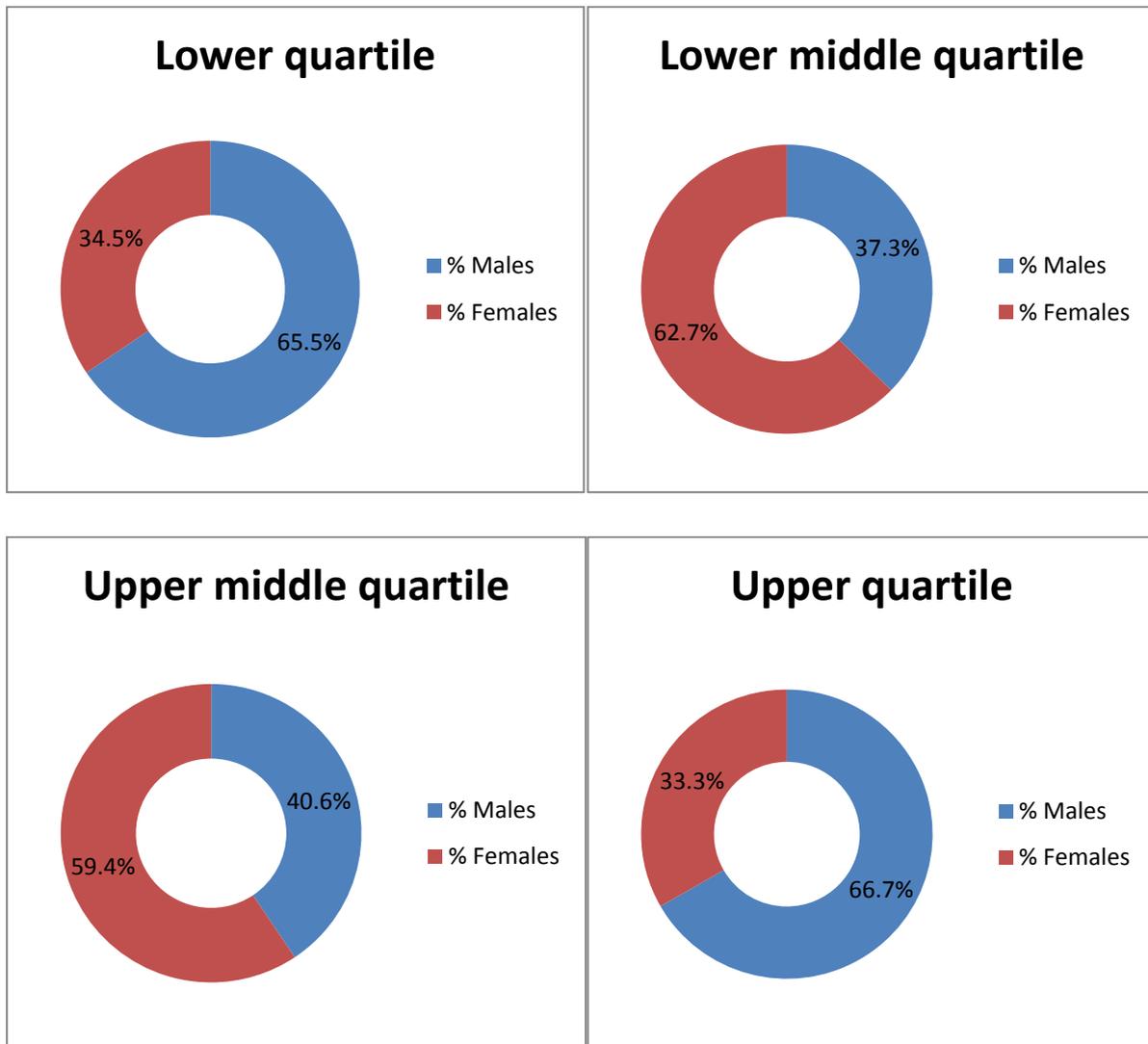
It should be noted that bonuses are not paid to any staff at the Library, therefore there is no data in relation to this requirement.

Based on the data held on 31 March 2017:

- Our mean gender pay gap is 0.94% in favour of men
- Our median gender pay gap is 0.00%.



### 3. Gender distribution by salary quartiles



We believe the factors that influence these results include:

- A fair and open recruitment and selection process
- A robust pay and grading system
- All posts are subject to a job evaluation system where gender is not a determining factor
- Flexible working for staff at all levels in the Library
- The Board and Library Leadership Team membership is represented equally with regard to gender.

Further details of our progress and action plan in relation to equality are available on our website – see <https://www.nls.uk/about-us/corporate-documents#equalities>.