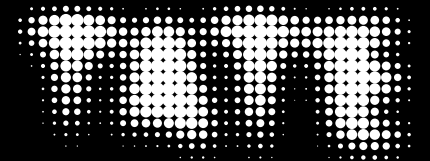


TATE GALLERY GENDER PAY GAP REPORT 2023–24

TAKEN FROM A SNAPSHOT OF DATA ON 5 APRIL 2023



INTRODUCTION

Each year we publish Gender Pay Gap Reports for Tate Gallery and Tate Enterprises. Tate is committed to creating an inclusive culture which allows everyone to thrive regardless of their gender. We want to make art available to everyone. Becoming a truly inclusive organisation with a workforce that represents the communities we serve is critical to achieving this.

We have a strong representation of women at all levels of the organisation. While we recognise the benefits of a good gender balance and strive towards this, we are proud to have a particularly strong representation of women in senior positions. This is reflected in the results of our gender pay gap reporting for 2023–24, as described in this document, where pay for women is slightly higher than for men, underpinned by a fundamental principle of equal pay for roles irrespective of gender.

WHAT WE REPORT

As of April 2017, public, private and voluntary sector organisations with 250 or more employees must report on their gender pay gaps annually. To do this, six different measures are used:

MEDIAN GENDER PAY GAP: the difference between the midpoints in the hourly rate of pay of relevant male full-pay employees and that of relevant female full-pay employees.

MEAN GENDER PAY GAP: the difference between the average hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

MEDIAN BONUS GAP: the difference between the midpoints in the bonus pay paid to relevant male employees and that paid to relevant female employees.

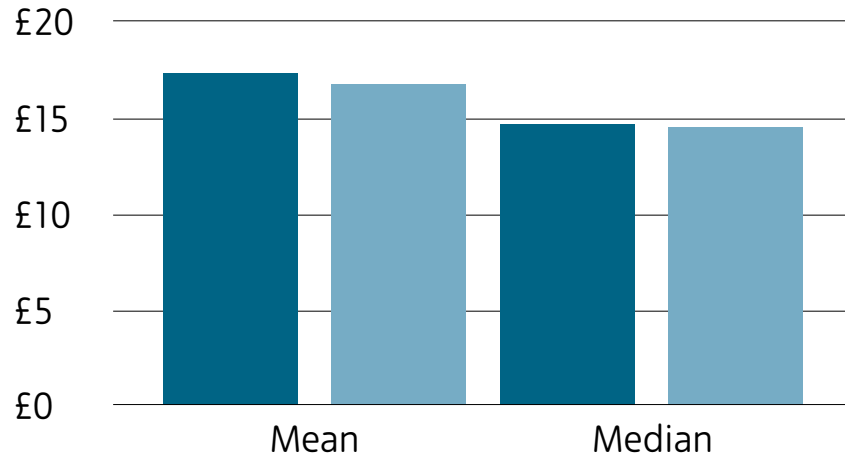
MEAN BONUS GAP: the difference between the average bonus pay paid to relevant male employees and that paid to relevant female employees.

BONUS PROPORTIONS: the proportions of relevant male and female employees who were paid bonus pay during the relevant period.

QUARTILE PAY BANDS: the proportions of relevant male and female full-pay employees in the lower, lower-middle, upper-middle and upper quartile pay bands.

HOW DOES THE AVERAGE PAY OF MEN COMPARE TO THAT OF WOMEN?

GENDER PAY GAP PER HOUR



■ Female ■ Male

The above shows the difference between the mean and median hourly rate of pay of male full-pay relevant employees and female full-pay relevant employees.

GENDER PAY GAP PERCENTAGE

MEAN	MEDIAN
-2.2%	-0.6%

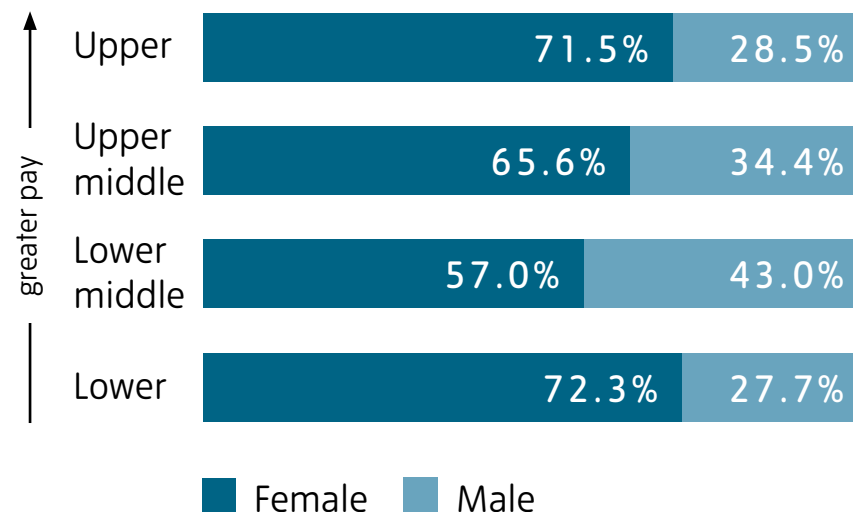
The above shows the gender pay gap as a percentage, with both the mean and median figures showing that women on average earn slightly more than men at Tate Gallery, but this difference is very small.

WHAT IS THE OVERALL REPRESENTATION OF WOMEN ACROSS OUR WORKFORCE?

THE PROPORTION OF OUR WORKFORCE OF EITHER GENDER IN EACH PAY QUARTILE

The chart above highlights that there are more women than men at all levels at Tate Gallery, together with a very strong representation of women in senior positions. This is reflected in the results of our gender pay gap reporting, as described in this document.

The slight difference in the average pay for men and women is the result of women being particularly well represented at senior levels of the organisation. The fact that the difference is so small reflects the degree to which women are well represented at all other levels too, making up on average around two thirds of the workforce.



HOW DO THE BONUSES AND GIFT VOUCHERS AWARDED TO MEN COMPARE TO THAT OF WOMEN?

The figures shown here relate to the financial year 2022–23, with a snapshot date of 5 April 2023. They include non-contractual long service awards, which are given as gift vouchers of between £50 and £150, as well as contractual bonuses for the two most senior roles within Tate Gallery. Contractual bonuses are paid approximately six months after year end, meaning that the bonuses included in this reporting period are for work completed in year ending April 2022.

Long service award vouchers are a small thank you to those who have given decades of loyal service to Tate Gallery, rising in value with length of service regardless of gender, salary or pay band. Although we do not think of them as ‘bonuses’, the Government requires them to be included in the way these figures are reported.

The significant difference in the bonus pay in this reporting period is due to the fact that both Directors eligible for a contractual bonus were female, and these payments were proportionally much higher than the payments made as long service award gift vouchers. The difference in these figures from last year’s report is because no contractual bonuses were paid in Tate Gallery for work completed in year ending April 2021.

AVERAGE AMOUNT OF BONUS AND GIFT VOUCHERS AWARDED TO MEN AND WOMEN

	MEAN	MEDIAN
MALE	£75.00	£50.00
FEMALE	£2,200.04	£50.00

BONUS AND GIFT VOUCHER PAY GAP PERCENTAGE

MEAN	MEDIAN
-2833.4%	0%

WHAT PROPORTION OF OUR WORKFORCE RECEIVED A BONUS?

HOW MANY EMPLOYEES RECEIVED A BONUS OR GIFT VOUCHER

The below chart shows the proportion of women and men employed by Tate Gallery who received a contractual bonus or gift voucher between 6 April 2022 and 5 April 2023.

17 out of 776 female employees (2.5%) received bonus pay or long service awards. 15 out of 389 male employees (3.9%) received long service awards.



- Received a bonus / gift voucher (%)
- Did not receive a bonus / gift voucher (%)

WHAT HAPPENS NEXT?

These statistics will now be published each year and any changes over time will be closely monitored. This is just one of the ways Tate monitors its practices and ensures its pay and reward processes are inclusive and fair.

You can find out more about the work we do to promote diversity and inclusion at Tate at [tate.org.uk/about-us/working-at-tate/diversity-inclusion](https://www.tate.org.uk/about-us/working-at-tate/diversity-inclusion)

I confirm that the data reported is accurate:
Marianne Dunn, Head of HR Operations & Talent
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