

Gender Pay Gap Report

April 2026

1. Introduction

As an organisation with over 250 employees Beamish Museum is required, under The Equality Act 2010 (Gender Pay Gap Information) regulations 2017, to publish a report showing the organisations gender pay information as of 6th April 2025 (snapshot data period).

Who counts as an employee for the purpose of gender reporting is defined in the above act. For the purpose of gender reporting each part time worker counts as one employee, if there are any job share arrangements in place then both employees count individually.

2. Number of employees on the 6th April 2025

| | |
|-----------------|-----|
| Male | 226 |
| Female | 273 |
| Total Employees | 499 |

Our workforce is 55% female staff and 45% male staff.

3. Required reporting

There are six calculations we must publish:

1. the difference in the mean pay of full-pay men and women, expressed as a percentage;
2. the difference in the median pay of full-pay men and women, expressed as a percentage;
3. the difference in mean bonus pay of men and women, expressed as a percentage;
4. the difference in median bonus pay of men and women, expressed as a percentage;
5. the proportion of men and women who received bonus pay;
6. the proportion of full-pay men and women in each of four quartile pay bands.

All figures in this report have been calculated in accordance with the statutory gender pay gap reporting mechanisms

4. The Results

1. Our Mean gender pay difference is 0.95%
2. Our Median gender pay difference is 0.39%
3. Not Applicable – no bonus paid
4. Not Applicable – no bonus paid
5. Not Applicable – no bonus paid
6. Proportion of full-pay men and women in each of four quartile pay bands

| | Male | Female |
|-----------------------|------|--------|
| Lower Quartile | 34% | 66% |
| Lower Middle Quartile | 46% | 54% |
| Upper Middle Quartile | 58% | 42% |
| Upper Quartile | 44% | 56% |

5. Results in detail

- 1 Mean hourly rate of 226 men
 $3150.87 \div 226 = \text{£}13.94$
Mean hourly rate of 273 women
 $3827.79 \div 273 = \text{£}14.02$
 $(\text{£}13.94 - 14.02) \div 13.94 \times 100 = -0.57\%$ in favour of women
- 2 Median hourly rate for men is **£12.84** and women is **£12.79**
 $((\text{£}12.84 - 12.79) \div 12.84) \times 100 = 0.39\%$ in favour of men
- 3 Our organisation at the snapshot date 6th April 2025 had a ratio of 55% women to 45% men.

Our mean difference figure of **-0.57%** indicates near gender parity in hourly pay across the workforce. This reflects strong representation of women across senior level and higher paid positions.

This mean percentage does not indicate that men and women are paid the same pay rate for the same job, it reflects an organisation wide comparison of earnings across all roles, levels and departments.

Our median difference of 0.39% suggests strong gender pay equality at the median point, with only a minor imbalance which may relate to specific job families, for example, technical roles which attract higher pay.

5. Understanding our Gender Pay Gap

The gender pay gap shows the difference in average pay between men and women. It is not the same as equal pay: at Beamish we pay men and women the same rate for doing the same job taking in to account their experience and skills.

We have a pay structure which provides for roles to be paid equally.

As an inclusive employer we offer gender-neutral roles with no barrier or restrictions regarding age or gender.

Parents and carers often experience disadvantage in the labour market, so Beamish works proactively to remove barriers through flexible working, maternity/paternity/shared parental leave policies, and support for carers.

The reported figures include both fixed and variable hour employee's, there were **348** weekly employees and **151** monthly employees. All weekly employees were in the lower 3 quartiles and all monthly employees were predominantly in the Upper Quartile and Upper Middle quartile.

For 2025 we are reporting a mean pay difference of 0.57% between men and women in favour of women. This compares favourably with the 2025 national average of 7% in favour of men.

6. Continuous Improvement

Whilst we compare favourably to national gender pay gap rates we remain committed to the principles of Equity Diversity and Inclusion (ED&I) in all that we do. Over 2026/27 we plan to:

- Continue ED&I training and embed the Arts Council's Investment Principles on inclusivity and relevance.
- Analyse gender-related data, including age-related trends affecting the pay gap.
- As part of a planned review of our pay structure ensure it is robust, equitable, and free from gender bias.
- Continue reviewing the impact of our online recruitment system (introduced in 2024) on accessibility and gender balance.
- Review leavers' data for any indications of gender bias.

7. Limitations

Gender pay reporting is a snapshot in time and does not reflect seasonal workforce fluctuations of an open air museum or differences in working hours. National research suggests:

- Male-dominated roles often attract higher pay.
- Women continue to take on a greater share of caregiving responsibilities.

As a result, women may be more likely to work part-time, take career breaks, or enter lower-paid roles—factors not visible within the gender pay gap calculation but still influential.

8. Declaration

I, Deborah Heron, Director of People and Culture, confirm that the information in this statement is accurate.

4th April 2026

<https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers/preparing-your-data>

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworki nghours/bulletins/genderpaygapintheuk/2024>