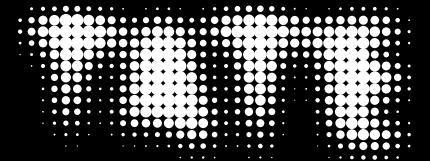


TATE ENTERPRISES GENDER PAY GAP REPORT 2023-24

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, and we recognise the benefits of a good gender balance and strive towards this, 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 male full-pay relevant employees and that of female full-pay relevant 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 male relevant employees and that paid to female relevant employees.

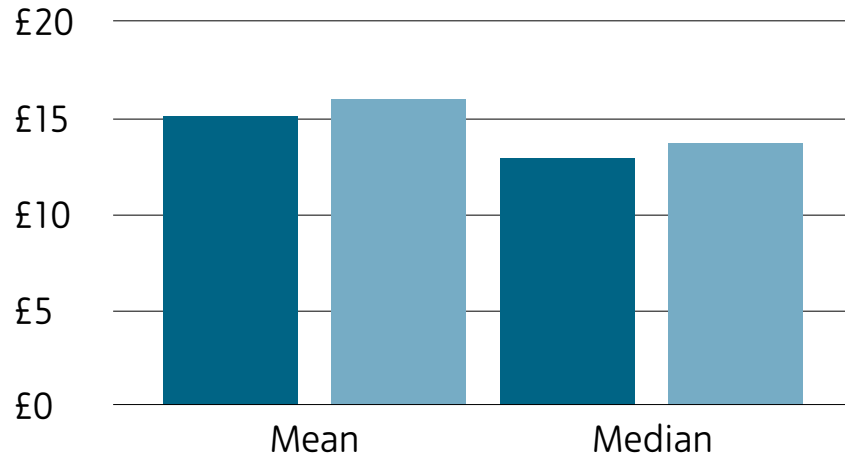
MEAN BONUS GAP: the difference between the average bonus pay paid to male relevant employees and that paid to female relevant employees.

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

QUARTILE PAY BANDS: the proportions of male and female full-pay relevant 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
6.0%	5.5%

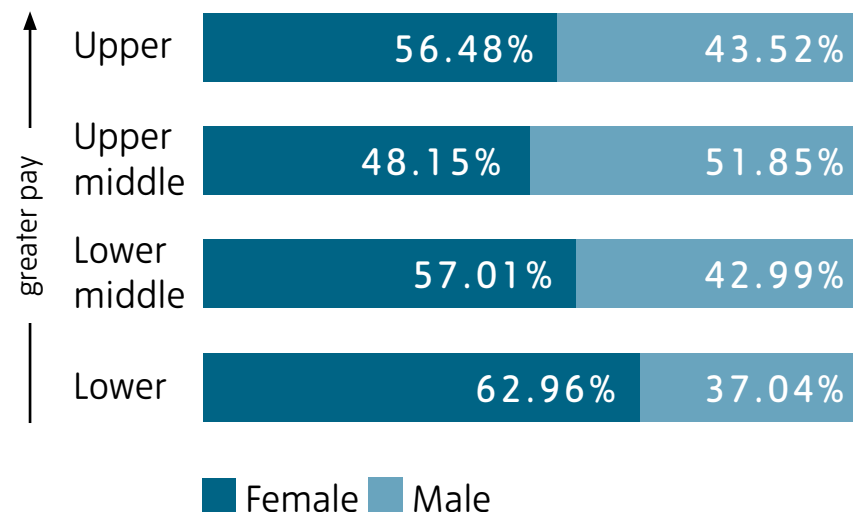
The above shows the gender pay gap as a percentage, with both the mean and median figures showing that men on average earn more than women at Tate Enterprises.

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 within Tate Enterprises, apart from the Upper Middle Quartile. The difference in the average pay is the result of there being a roughly equal proportion of men and women in the upper half of pay quartiles, but significantly more women than men in the lower quartile. This is reflected in the results of our gender pay gap reporting, as described in this document.

The figures highlight a good gender balance overall at Tate Enterprises, and importantly a roughly equal representation of women and men in the upper quartiles.



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

The figures shown here relate to contractual management bonuses for Tate Eats (a subsidiary of Tate Enterprises) which are linked to net profit targets, 'tronc' for Tate Eats employees working in areas that add service charge, quarterly performance awards for Tate Eats employees, and non-contractual long service awards for Tate Eats and Tate Commerce in the 2022–23 financial year ending 5 April 2023, which are given as gift vouchers of between £50 and £250. These vouchers are a small thank you to those who have given years of loyal service to Tate Enterprises, 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 difference in the bonus pay in this reporting period is due to the fact that the Tate Eats contractual management bonuses are proportionally higher in value than the other types of bonuses, and there is a much higher proportion of men in senior positions in Tate Eats.

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

	MEAN	MEDIAN
MALE	£2,675.32	£1,453.17
FEMALE	£2,294.39	£1,350.00

BONUS AND GIFT VOUCHER PAY GAP PERCENTAGE

MEAN	MEDIAN
14.2%	7.1%

WHAT PROPORTION OF OUR WORKFORCE RECEIVED A BONUS?

HOW MANY EMPLOYEES RECEIVED A BONUS OR GIFT VOUCHER IN 2022–3

The below charts show the proportion of women and men employed by Tate Enterprises who received a contractual bonus or gift voucher in the 2022–23 financial year ending 5 April 2023.

RECEIVED A BONUS/GIFT VOUCHER (%)

FEMALE	MALE
33%	38%

DID NOT RECEIVE A BONUS/ GIFT VOUCHER (%)

FEMALE	MALE
67%	62%

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:
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