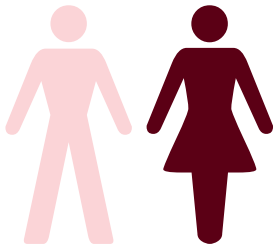


# Gender pay gap report

## What is the gender pay gap?

Like other large organisations, we're legally required to report on our gender pay gap. It highlights differences in pay distribution between men and women across an organisation. It's different to equal pay, which ensures that men and women get paid the same for the same job. Instead, the gender pay gap records the average hourly difference in earnings between men and women.

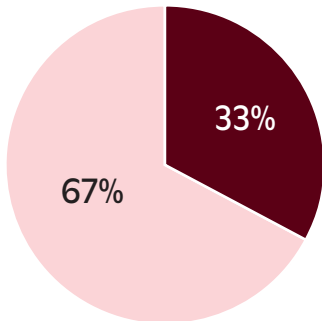


## Our gender pay gap is 7.49% (similar to our gap of 7.47% reported last year)

We have a 7.49% difference between the average earnings of our male and female colleagues across the organisation (men earning more than women). This is based on employee data from 5 April 2023.

Our median pay gap, which measures the difference between the employee in the middle of the range of male wages and the employee in the middle of the range of female wages, is 2.68%. This essentially means that men earn marginally more than women earn in the middle ranges of English Heritage.

In terms of bonuses, 4.66% of our male staff and 1.79% of our female staff received a bonus over the reporting period (12 months to 5 April 2023). Men earned 31.38% more bonus than women (an average of £4896 versus an average of £3360). The average bonus in the middle of the organisation (median) was 16.95% more for men than women (£4319 versus £3587).

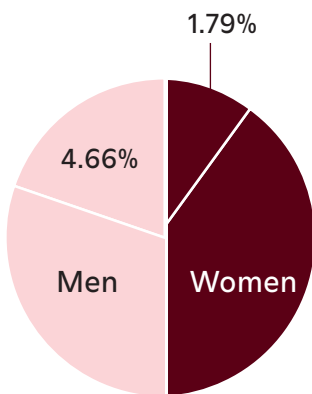


Percentage of our male and female employees

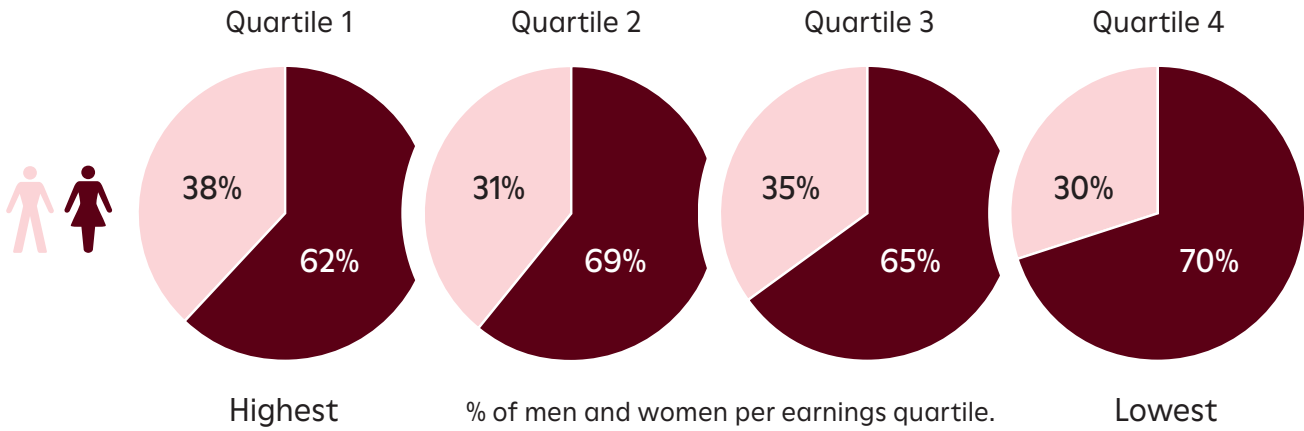
## Why do we have a gender pay gap?

We employ more women than men across the organisation (67% women, 33% men). We are pleased that we have a healthy gender balance at senior management grades where we have a 50% female / male split.

However, like many employers in the visitor attraction, retail, catering, hospitality and events sectors, we have a larger number of women than men in our more customer-facing and seasonal roles. These are lower-graded positions, and that is where we employ the most people overall (two thirds). The higher proportion of women in this category has a big impact on the balance of our average hourly pay. We also know that more female employees voluntarily reduce their salaries to buy additional annual leave.



Proportion of men and women receiving bonuses



## How we're working to reduce the pay gap

We know we don't have an equal pay issue. People doing the same job at English Heritage are paid equally. 7.49% published this year, and 7.47% published the previous year, are EH's two lowest reported gender pay gaps since we started publishing this in 2018, when the gap was more than 10%. It is improving because more men across EH's workforce, in the last 5-6 years, have worked flexibly and purchased more additional annual leave than ever before and, in that time, we have also hired more men in our lowest paid roles than before.

EH's Gender Pay Gap position fares well when compared to the national average of 14.3.

However, it is definitely true that our seasonal opening hours modus operandi impedes our ability to drastically reduce our gender pay gap further. Societally, more women than men opt for seasonal work. If we could offer all year round employment more readily, it would greatly help our gender pay gap position.

A review of EH's opening hours has recently been completed and it is good to be able to report that we will be trialling all year round opening at 2 additional larger staffed sites from autumn 2024 (Wrest Park and Bolsover Castle: 7 days – summer, 5 days - winter).



Andrew Kennedy, Head of HR and Volunteering.  
March 2024.