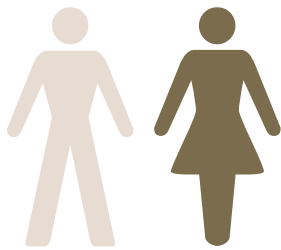


# GENDER PAY GAP REPORT

## 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.

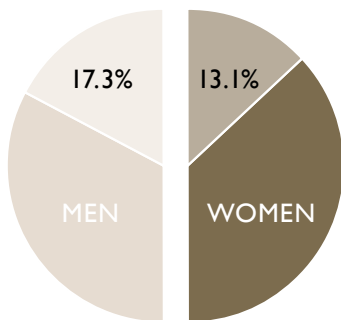


## Our gender pay gap is 10.34% (up from 8.55% reported last year)

We have a 10.34% 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 2020.

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 3.89%. This essentially means that men earn more than women earn in the middle ranges of English Heritage.

In terms of bonuses, 17.3% of our male staff and 13.1% of our female staff received a bonus over the reporting period (12 months to 5 April 2020). Men earned 28.7% more bonus than women (an average of £1485 versus an average of £1058). The average bonus in the middle of the organisation (median) was 49.6% more for men than women (£1000 versus £506).

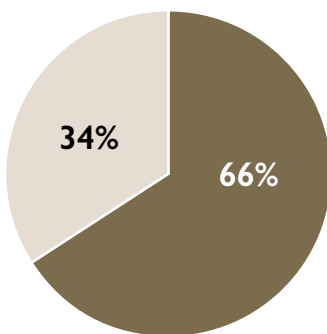


Proportion of men and women receiving bonuses

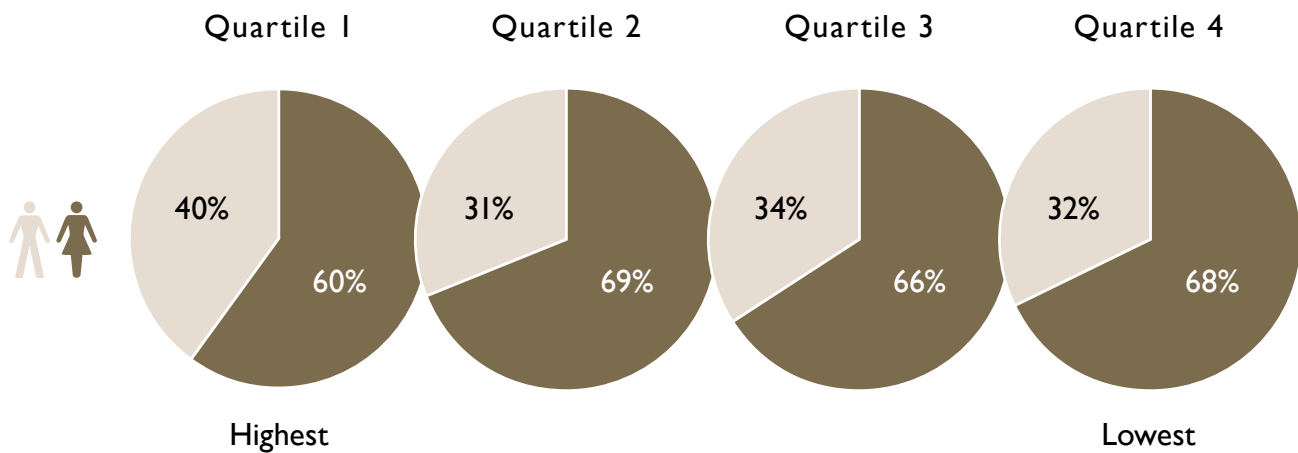
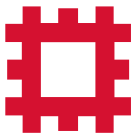
## Why do we have a gender pay gap?

We employ more women than men across the organisation (66% women, 34% men). We are pleased that we have a healthy gender balance at senior management grades: we have a female Chief Executive who manages 3 male executive directors and 3 female executive directors, and we have a 50% female / male split at Head of Department level.

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 (65%). 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 than male ones voluntarily reduce their salaries to buy additional annual leave.



Percentage of our male and female employees



% of men and women per earnings quartile.

## 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. Although we know that our gender pay gap of 10.34%, as at 5 April 2020, is better than the national position at this date of 17.3%, we know we have to do more to create a better balance across the organisation and to make sure that every position is equally attractive and accessible to all people, no matter their gender.

We are pleased to report, however, that more flexible working requests were received from men across our workforce in the last reporting year than ever before, and we hired a greater proportion of males into operational grade roles, in that same period, than in previous years. We therefore expect our gender pay gap to close significantly when we report our figures again in April 2022. We will continue to discuss, with our unions, what other things we can do to improve our Gender Pay Gap.

