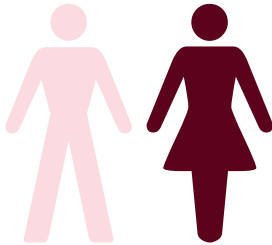




Gender pay gap report

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 equal work. Instead, the gender pay gap records the difference in average hourly earnings between men and women.



Our gender pay gap is 6.2% (a decrease on the gap of 8.6% reported last year)

We have a 6.2% 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 2025.

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 0%. This means that men and women earn the same in the middle ranges of English Heritage.

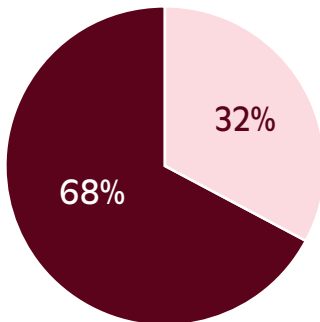
We did not pay bonuses in 2024/25.

Why do we have a gender pay gap?

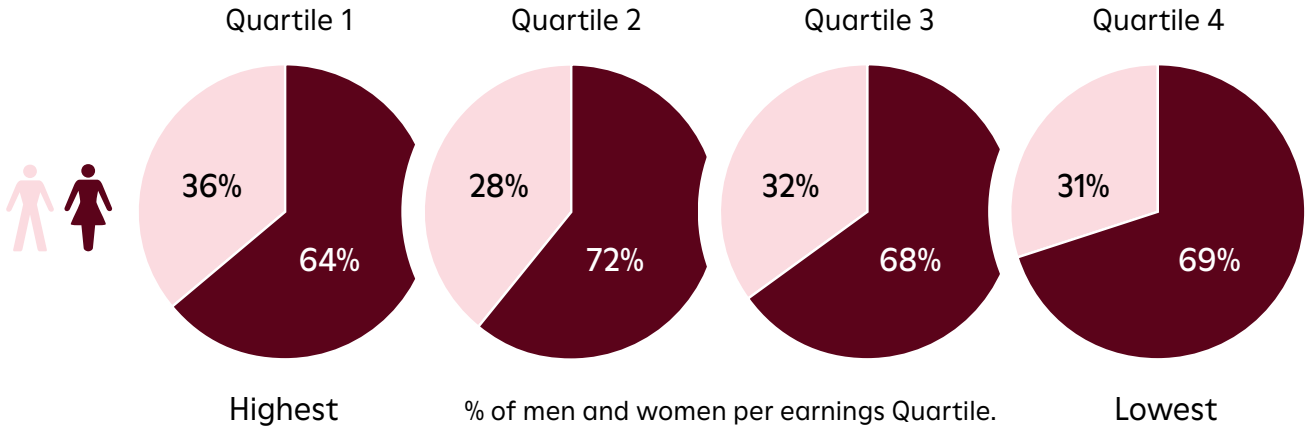
We employ more women than men across the organisation (68% women, 32% men).

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 customer-facing and seasonal roles. The higher proportion of women in this category has a big impact on the balance of our average hourly pay: as these are lower-graded positions in which we employ the most people overall. We also know that more women voluntarily reduce their salaries to buy additional annual leave.

The average gender pay gap, has reduced from last year's figure of 8.6% to the current level of 6.2%. This change reflects the change in the distribution of males and females in the four quartiles, as females have increased their presence in each of the top three quartiles this year i.e. the upper hourly pay quartile was 61% female last year and is now 63.9% whilst the lower hourly pay quartile was 70.0% female last year and is now 69.1%.



Percentage of our male and female employees



Andrea Haug, People and Culture Director, March 2026.

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. Our gender pay gap at 6.2% is lower than the national average of 12.8% (April 2025, the latest figure) and is a decrease on last year's figure (when it was 8.6%).

Our seasonal opening hours contributes to our gender pay gap as fewer men opt for seasonal work. We continue to advertise vacancies widely to attract a diverse candidate pool.

