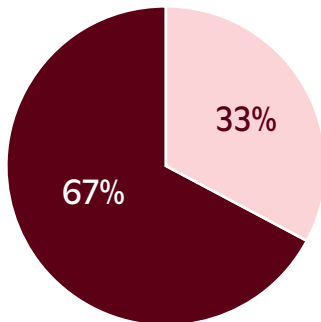
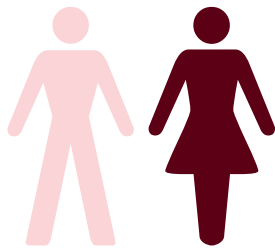




# Gender pay gap report

## 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 difference in average hourly earnings between men and women.



Percentage of our male and female employees

## Our gender pay gap is 8.6% (slightly higher than the gap of 7.49% reported last year)

We have a 8.6% 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 2024.

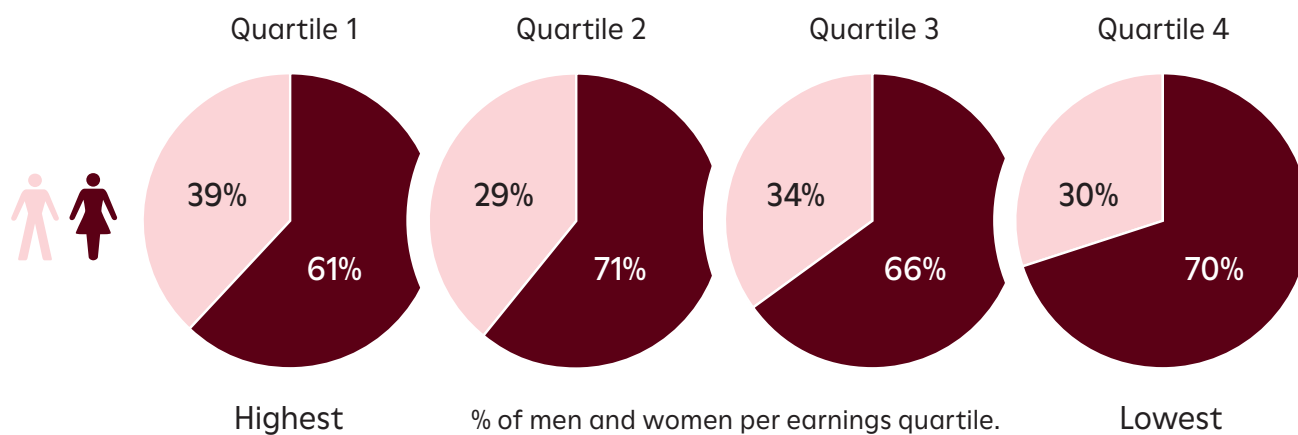
Our median pay gap, which measures the difference between the employee in the middle of the range of male wages and the employee in the middle of the range of female wages, is 1.62%. This essentially means that men earn marginally more than women earn in the middle ranges of English Heritage.

We did not pay bonuses in 2023/24, although we did make a one-off cost of living payment in December 2023 which was pro-rated by hours worked during 2022/23 and had a minimum performance criterion of Fully Meets Expectations for that period. 73.2% of our male staff and 71.9% of our female staff received a one-off payment over the reporting period (12 months to 5 April 2024). Women received 5.83% less than men (an average of £338.35 versus an average of £359.30). The average payment in the middle of the organisation (median) was 16.67% less for women than men (£333.33 versus £400.00).

## Why do we have a gender pay gap?

We employ more women than men across the organisation (67% women, 33% 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.



## 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 8.6% is lower than the national average of 13.1% (April 2024).

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.



Andrea Haug, People and Culture Director,  
April 2025.

