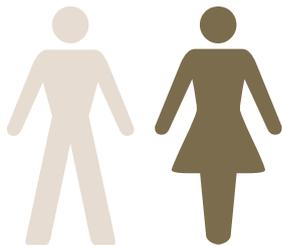


GENDER PAY GAP REPORT

What is the gender pay gap?

Like other large organisations, we're legally required to report on the 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.

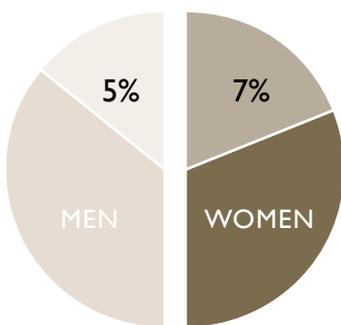


Our gender pay gap is 9.7% (down from 10.1% reported last year)

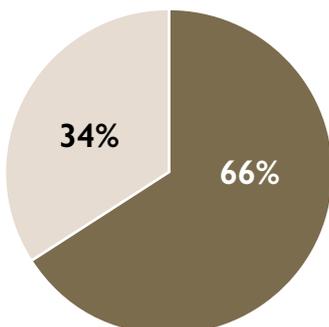
We have a 9.7% difference between the average earnings of our male and female colleagues across the organisation (men earning more than women). This is based on employee data from 5 April 2018.

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 3.5%. This essentially means that men earn more than women earn in the middle ranges of English Heritage.

In terms of bonuses, 7% of our female staff and 5% of our male staff received a bonus over the reporting period. However, although more women earned a bonus than men, men earned 32% more bonus than women (an average of £118 versus an average of £81). The average bonus in the middle of the organisation (median) was 44% more for men than women (£692 versus £391).



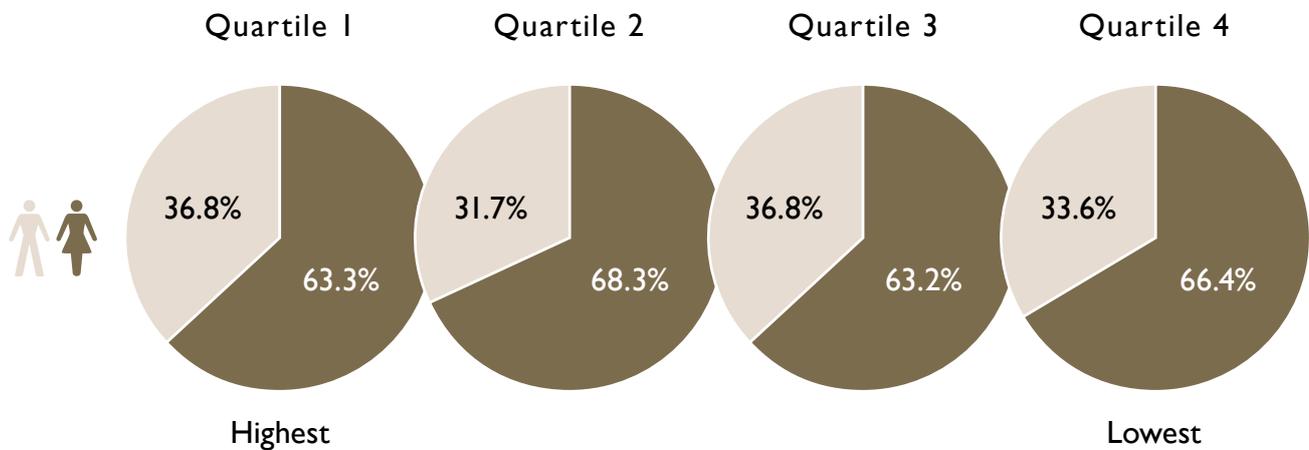
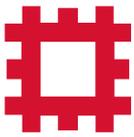
Proportion of men and women receiving bonuses



Percentage of our male and female employees

Why do we have a gender pay gap?

We employ more women than men across the organisation. Although we're pleased that we have a healthy gender balance at senior management grades, 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. The higher proportion of women in this category has a big impact on the balance of average hourly pay.



% of men and women per earnings quartile.

We also know that 70% more female employees than male ones voluntarily reduce their salaries either to buy childcare vouchers or to buy additional annual leave. That being said, we are pleased that our position has improved from that reported 12 months ago (the gap has reduced from 10.1% to 9.7%) and we are also pleased that our position is significantly better than the national average of c18%.

How we're working to reduce the pay gap

Although we are happy that our top and middle levels of management are balanced from a gender perspective (and it is good to see that there was a 10.3% growth in women operating at the top quartile of the organisation in the last year), we know we have to do more to create a better balance across the organisation as a whole (albeit, we are pleased that there was an 8.2% growth, in the last year, in men operating at the lowest quartile of the organisation).

We don't have an equal pay issue. People doing the same job are paid equally. But we do need to make sure that every position is equally attractive and accessible to people, no matter what their gender and we will keep working with the unions and staff to achieve this. That being said, we have seen a 10% growth, in the last year, in the number of flexible working requests received, which we are always happy to support, where possible.

We will continue to look at our recruitment and employer brand practices, making sure that we do more to attract a diverse workforce, especially for seasonal roles; and look at our internal communications, making sure that the opportunities for flexible working are clear to everyone.

Andrew Kennedy, Head of HR and Volunteering.
April 2019

