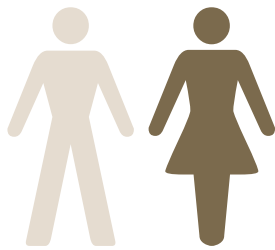


GENDER PAY GAP REPORT

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.

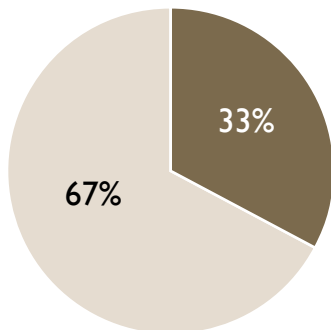


Our gender pay gap is 7.47% (down from 7.82% reported last year)

We have a 7.47% 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 2022.

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 1.52%. This essentially means that men earn marginally more than women earn in the middle ranges of English Heritage.

In terms of bonuses, 6.10% of our male staff and 2.86% of our female staff received a bonus over the reporting period (12 months to 5 April 2022). Men earned 29.56% more bonus than women (an average of £1910 versus an average of £1346). The average bonus in the middle of the organisation (median) was 12.48% more for men than women (£1455 versus £1274).

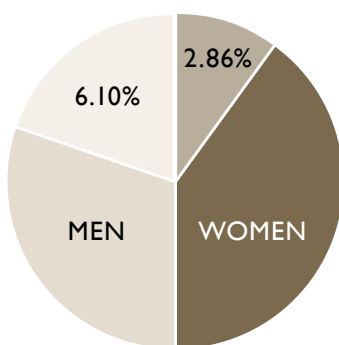


Percentage of our male and female employees

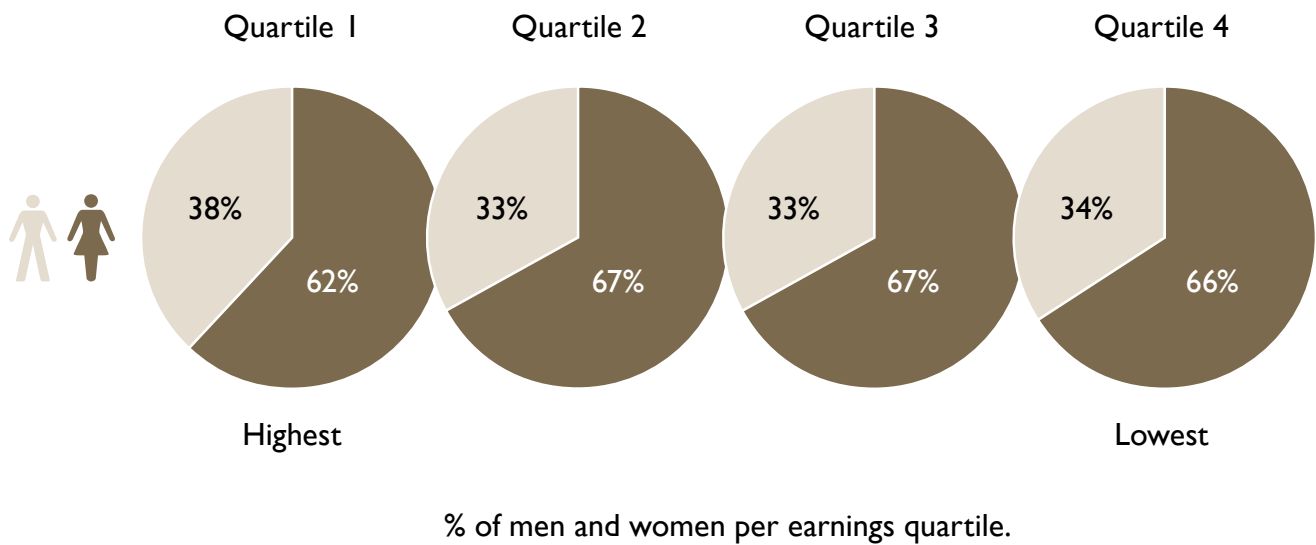
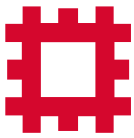
Why do we have a gender pay gap?

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: we have a female Chief Executive who manages 2 male executive directors and 4 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 (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. Although our gender pay gap of 7.47%, as at 5 April 2022, is better than the national position at this date of 14.9%, 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 than ever before in the last reporting year across our workforce, and we hired a greater proportion of men into operational grade roles in that 12 month period than in previous years. We will continue to discuss with our unions what we can do to keep reducing our gender pay gap.

