

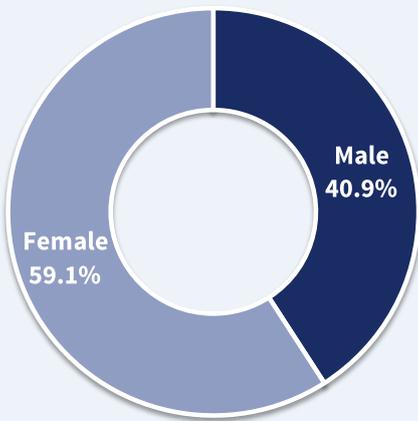


Gender Pay Gap Report 2021

We are committed to minimising the gender pay gap. Our approach to pay seeks to reward all staff fairly, regardless of gender, and we have systems in place to ensure we meet equal pay requirements.

It is important to remember that the ‘gender pay gap’ is not the same as “equal pay”. The gender pay gap looks at the difference in average pay between all males and females in the workforce, whereas equal pay relates to the pay differences between males and females doing the same job or work of equal value. To manage any potential equal pay risk we routinely analyse our pay structure and make changes to ensure this does not occur.

Gender make up of Historic England



At the time of reporting Historic England had a total of 939 employees.

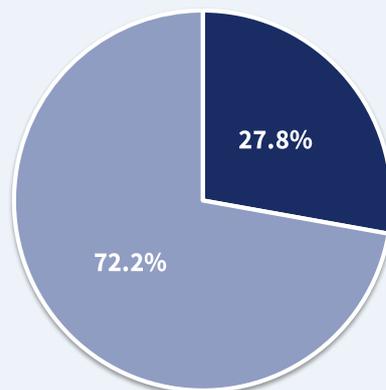
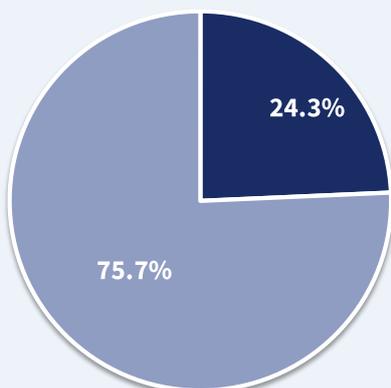
Of these employees, 931 are counted as full pay equivalent employees – those who received a full month’s pay in April (i.e. not left part way through the month, or did not receive a statutory payment throughout the month).

Bonus and Pay Gap

The table shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2020). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2021, i.e. for the 2020 performance year.

	Difference between Men and Women	
	Mean	Median
Hourly pay	9.1% in favour of men	10.0% in favour of men
Bonus pay	17.9% in favour of men	1.2% in favour of men

Proportion of staff awarded a bonus for 2020



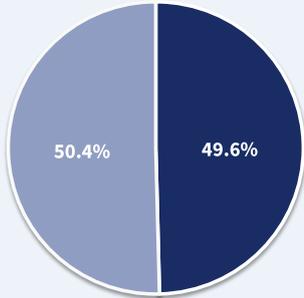
- Received a bonus
- Did not receive a bonus

Bonuses are awarded through our fair and open recognition scheme which is accessible to all employees who have passed their probationary review.

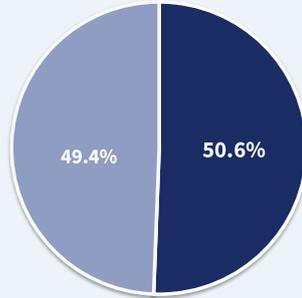


Pay Quartiles

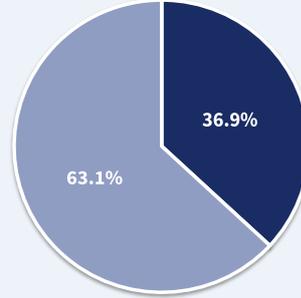
Quartile 1 (Highest)



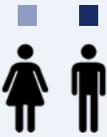
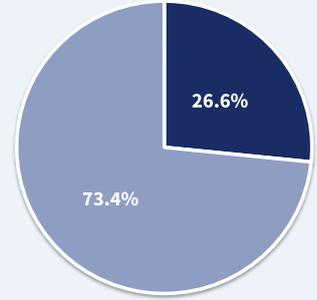
Quartile 2



Quartile 3



Quartile 4 (Lowest)



The above images illustrate the gender distribution at Historic England across four quartiles, quartiles 1, containing 232 members of staff and quartiles 2, 3 and 4 each containing 233 members of staff. The data confirms that men are under-represented and women over-represented in the lower pay quartiles; however, in Quartiles 1 and 2 distribution between men and women is more consistent.

This year once again shows improvement in our Gender Pay gap, which is a result of our commitment to our comprehensive gender pay action plan. We will continue to work with our people to highlight our action plan and communicate our equality and diversity policies in order to continue to reduce our gender pay gap.

Duncan Wilson
Chief Executive
March 2022