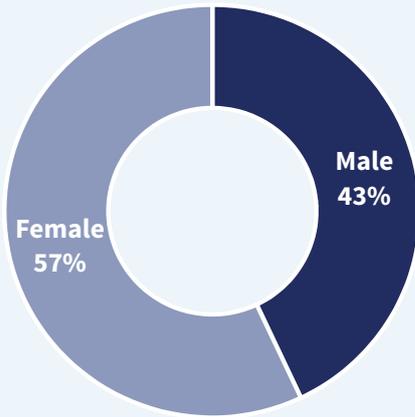




# Gender Pay Gap Report 2019

We are committed to minimising the gender pay gap and our approach to pay seeks to reward all staff fairly, regardless of gender.

## Gender make up of Historic England



At the time of reporting Historic England had a total of 851 employees.

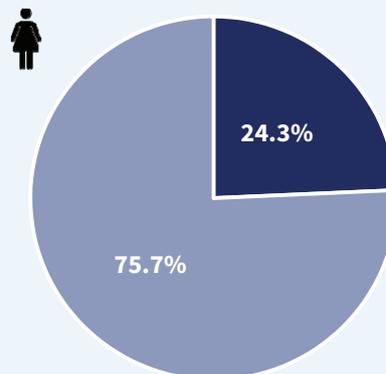
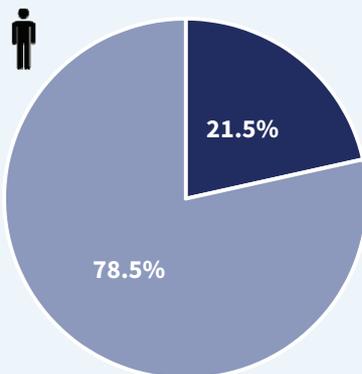
Of these employees, 830 are counted as full pay equivalent employees – those who received a full month’s pay in April (i.e. not left part way through the month, or did not receive a statutory payment throughout the month).

## 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 2019). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2019, i.e. for the 2018 performance year.

	Difference between Men and Women	
	Mean	Median
Hourly pay	11.0% in favour of men	12.6% in favour of men
Bonus pay	0.8% in favour of women	1.0% in favour of men

## Proportion of staff awarded a bonus for 2018



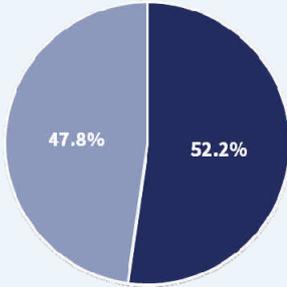
- Received a bonus
- Did not receive a bonus

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

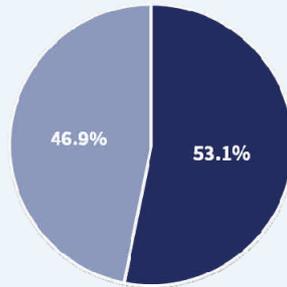


## Pay Quartiles

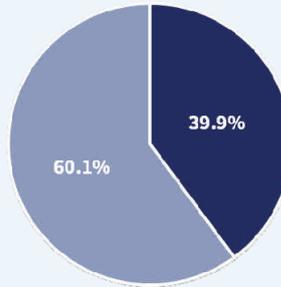
Quartile 1 (Highest)



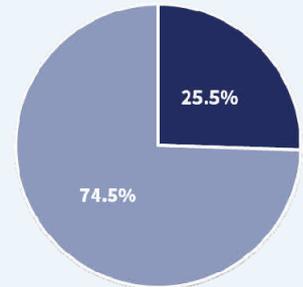
Quartile 2



Quartile 3



Quartile 4 (Lowest)



The above images illustrate the gender distribution at Historic England across four quartiles, quartiles 1 and 2 each containing 207 members of staff and quartiles 3 and 4 each containing 208. 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, although there are slightly more men than women in quartile 1.

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

November 2019