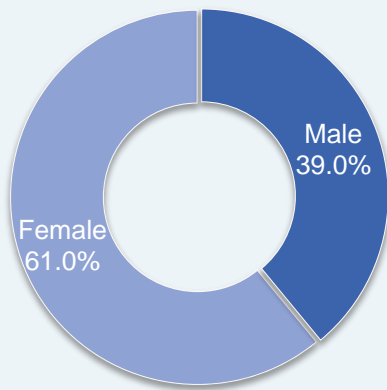


# Gender Pay Gap Report 2024

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



On 5 April 2024, Historic England had a total of 1020 employees.

Of these employees, 990 were counted as full pay equivalent employees – those who received a full month’s pay in April (i.e. had not left part way through the month or did not receive a statutory payment throughout the month).

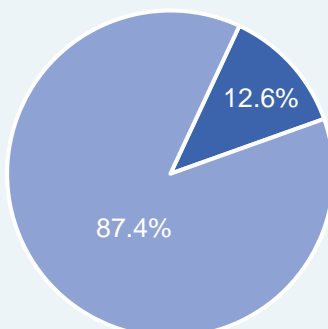
## Bonus and Pay Gap

The table shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2024). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2024, i.e. for the 2023 performance year.

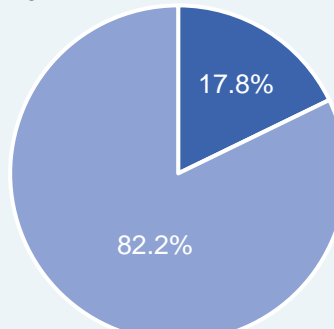
Difference between Men and Women		
	Mean	Median
Hourly pay	5.7% in favour of men	8.7% in favour of men
Bonus pay	26.7% in favour of men	0.0% no difference between men and women

## Proportion of staff awarded a bonus for 2023\*

Men



Women

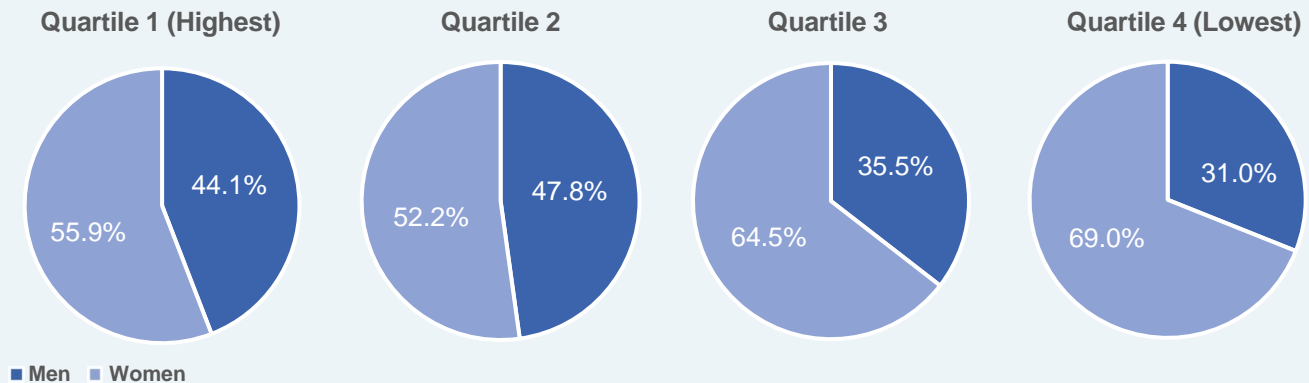


\*The number of bonuses awarded in this year was significantly lower than normal. This was due to a one-off Cost of Living payment that was made during the 2022/23 financial year and reflected in last year’s Gender Pay Gap report. This repurposing of the budget meant we did not provide recognition scheme bonuses relating to this reporting year until November 2023.

■ Received a bonus  
■ Did not receive a bonus

Our biannual recognition scheme bonuses are awarded through our fair and open recognition scheme which is accessible to all employees.

## Pay Quartiles



The above images illustrate the gender distribution at Historic England across four quartiles. Quartiles 1 and 2 contain 247 members of staff and quartiles 3 and 4 contain 248 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, the distribution between men and women is more even.

Our results this year identified a very slight increase in our gender pay gap, following five years of consistent decreases. This is primarily due to an increase in the proportion of females in roles within our lower bands. We will continue to work with our people to highlight our action plan and communicate our inclusion and equality policies to reduce our gender pay gap.



Duncan Wilson  
Chief Executive  
March 2025