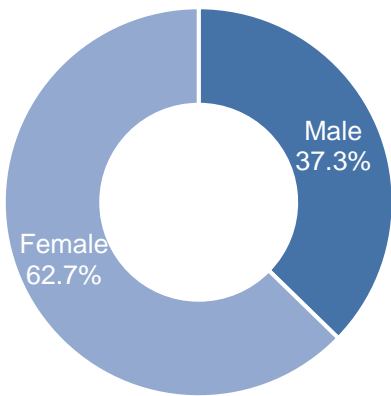


Gender Pay Gap Report 2025

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 2025, Historic England had a total of 979 employees.

Of these employees, 968 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).

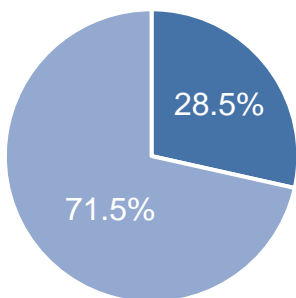
Bonus and Pay Gap

The table shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2025). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2025, i.e. for the 2024 performance year.

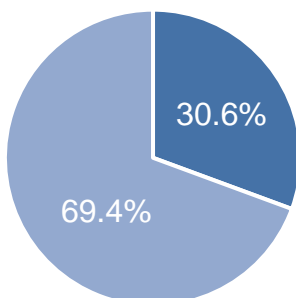
	Difference between Men and Women	
	Mean	Median
Hourly pay	7.9% in favour of men	9.6% in favour of men
Bonus pay	17.8% in favour of men	0.0% no difference between men and women

Proportion of staff awarded a bonus for 2024

Men



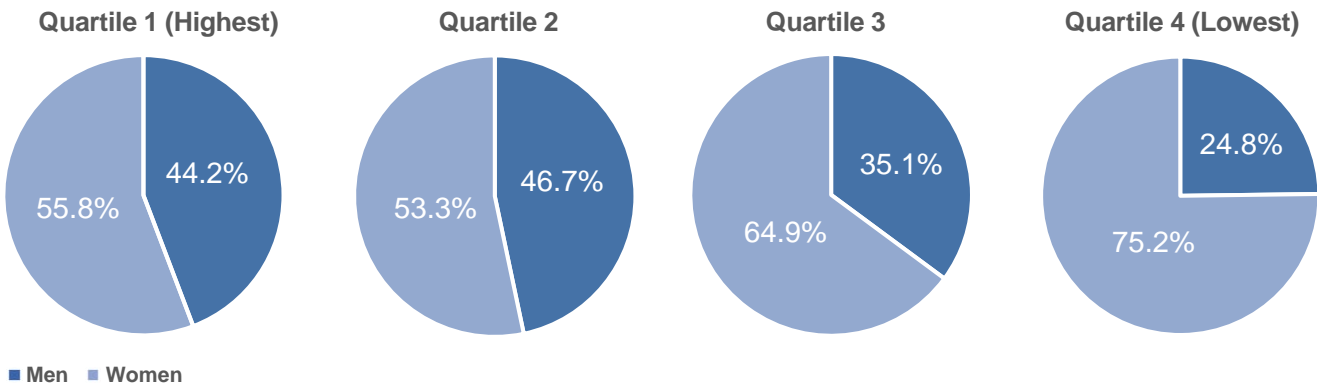
Women



■ 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. All quartiles contain 242 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 an increase in our gender pay gap, following a sustained period of improvement. We now have good representation of females in senior roles and strong controls in place to ensure equal pay for people doing the same job or work of equal value. The increase in our gender pay gap for 2025 was primarily driven by a significant increase in the under-representation of males in roles within our lower pay 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.



Claudia Kenyatta and Emma Squire
Co-Chief Executive Officers
March 2026