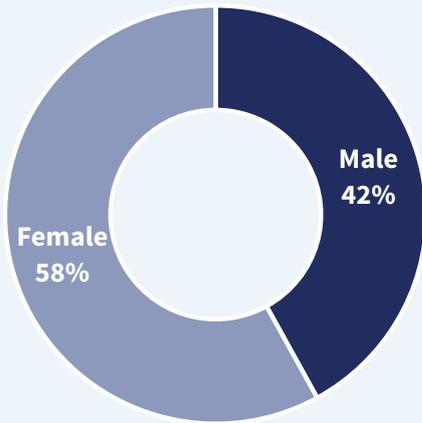




Gender Pay Gap Report 2017

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 919 employees.

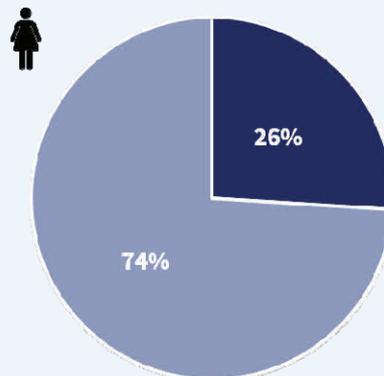
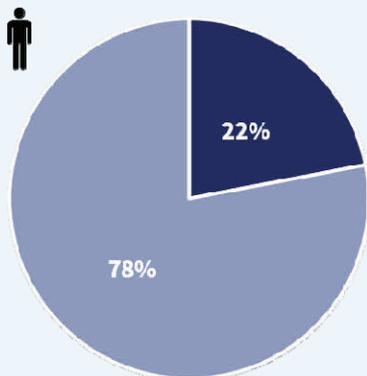
Of these employees, 892 are counted as full pay equivalent employees – those who received a full month’s pay in April (i.e. not left part way through the month, or did not receive a statutory payment throughout the month).

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 2017). It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2017, i.e. for the 2016 performance year.

Difference between Men and Women		
	Mean	Median
Hourly pay	13.36%	14.26%
Bonus pay	10.59%	-6.78%

Proportion of staff awarded a bonus for 2016

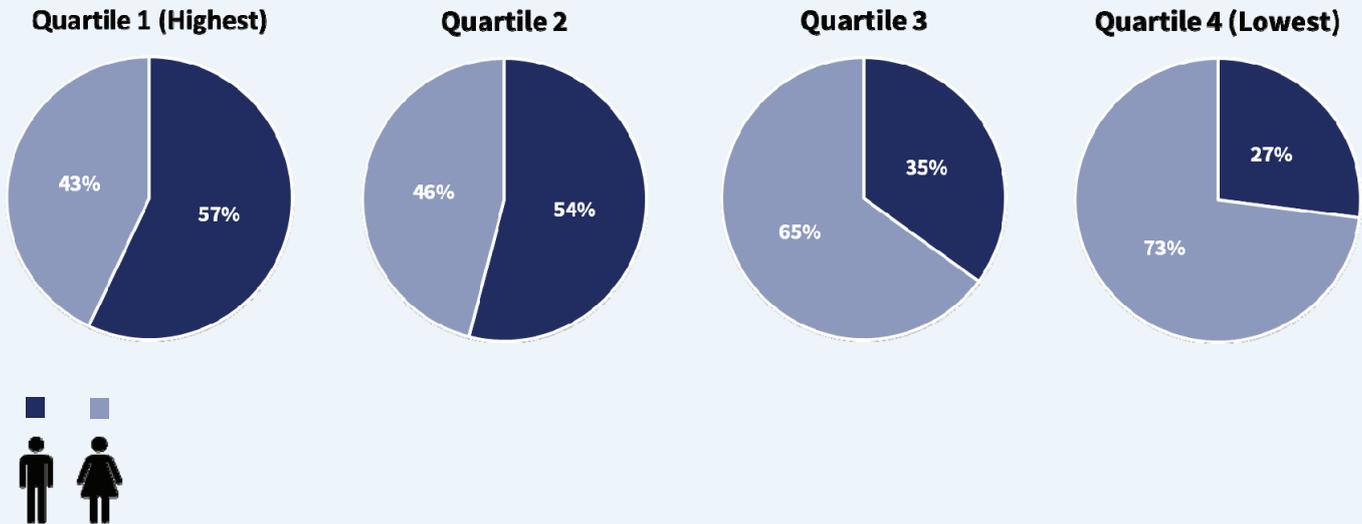


- Received a bonus
- Did not receive a bonus

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



Pay Quartiles



The above images illustrate the gender distribution at Historic England across four quartiles, each containing 223 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, although there are slightly more men than women.

We have created a comprehensive action plan which we are communicating to our people to highlight to them the areas we are working on which demonstrates we are committed to reducing our gender pay gap.

Duncan Wilson
Chief Executive

March 2018

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