National Lottery Heritage Fund: Gender Pay Gap Reporting for dataset: March 2023

This report has been produced for your organisation. It includes all the figures required for Gender Pay Reporting under the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

It also provides a detailed analysis of all your datapoints mapped in the Gapsquare app. This allows your company to break down your organisation-wide metrics into smaller groups of employees - for example, you could look at employees by age, job level, business unit, or any other custom label.

Contents

Headline Figures for 2023/2024

Hourly Remuneration

Women's mean hourly rate is 6.88% less

Mean pay per hour for men: 22.06

Difference in pay: 1.52

Women's median hourly rate is 1.80 less

Median pay per hour for men: 20.61

Difference in pay: 0.37

Bonus Pay

Women's mean bonus pay is 3.18% less

Women's median bonus pay is 0.00% more

Proportion of women receiving bonus: 79.51%

Proportion of men receiving bonus: 80.68%

Pay metrics

Detailed Report Analysis By Quartiles

Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	12.35	12.84	-3.97%	-1.23%	21.95%	78.05%	-4.27%
Lower middle quartile	16.41	16.93	-3.18%	-2.7%	27.16%	72.84%	-0.51%
Upper middle quartile	21.58	21.72	-0.65%	-1.99%	25.93%	74.07%	-1.58%
Upper quartile	33.50	32.29	3.61%	6.46%	33.33%	66.67%	13.24%

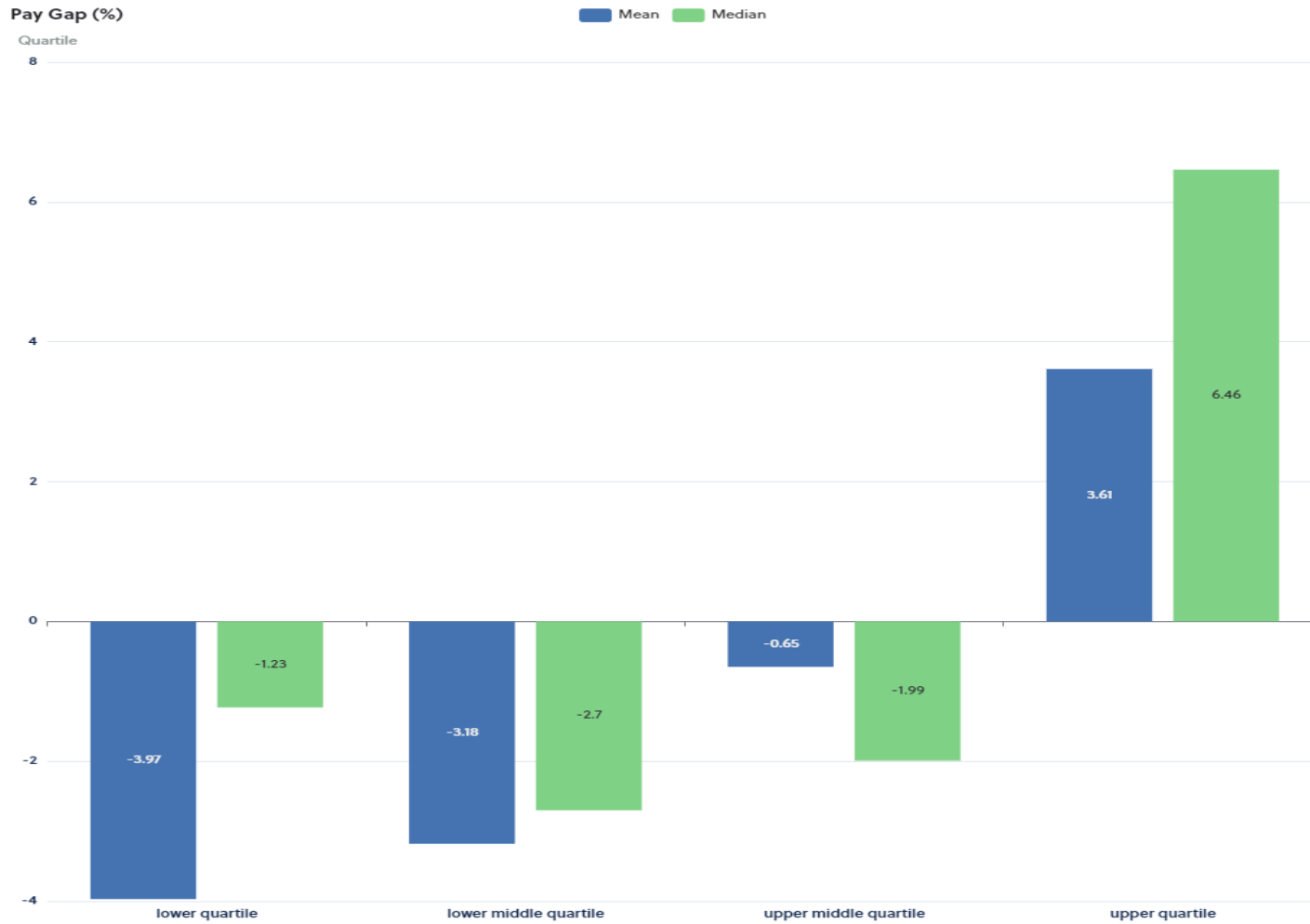# Contribution of Each Quartile to the Pay Gap
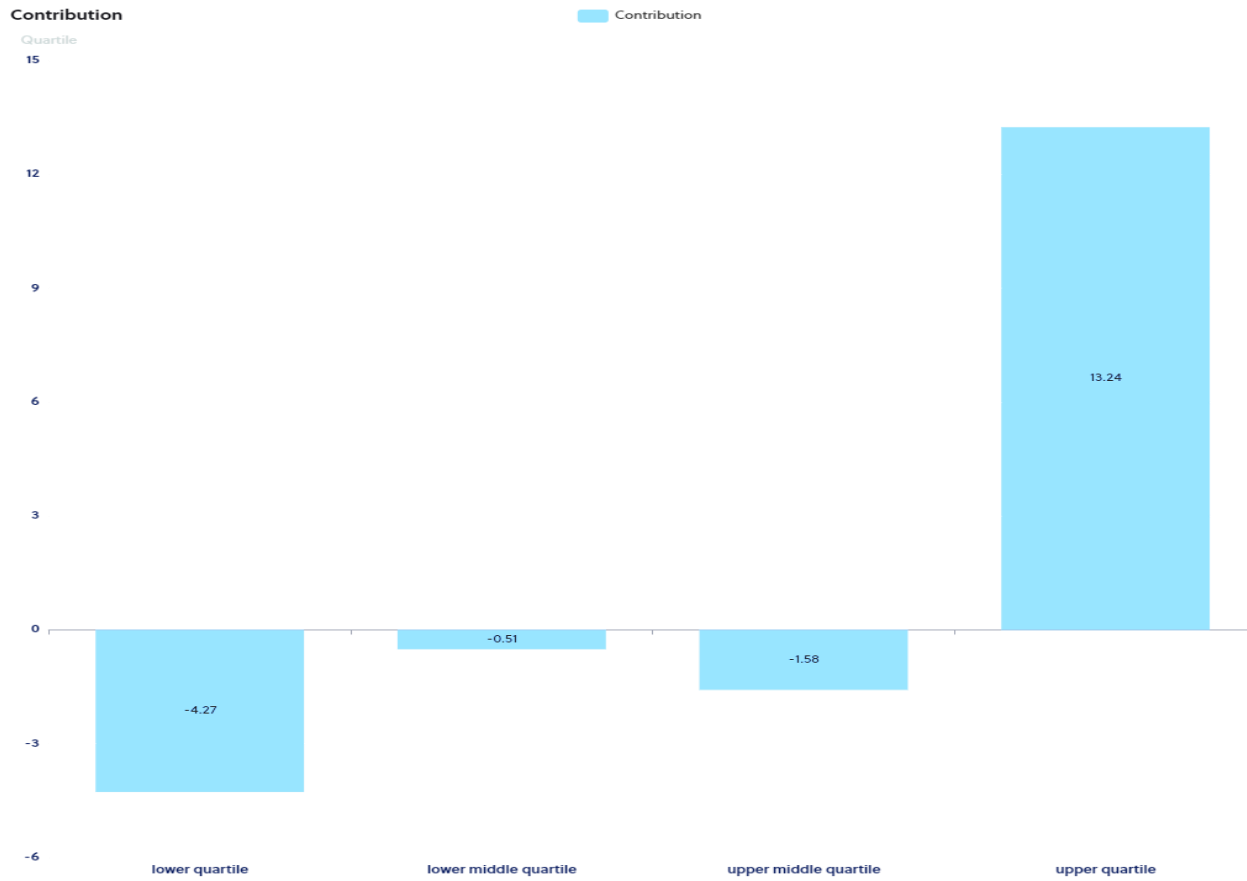
Contribution

Quartile

The Contribution section shows how a given sub-category (i.e. Quartile) contributes in percentage points towards your mean pay gap.

Workforce Representation by Quartiles

Number of Employees

--O-- Male   --O-- Female

70

64
(78%)

60   59
(72.8%)

60
(74.1%)

54
(66.7%)

50

40

30   27
(33.3%)

22
(27.2%)

21
(25.9%)

20   18
(22%)

10

0

lower quartile   lower middle quartile   upper middle quartile   upper quartile

This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.

Pay Gaps by Quartiles

Pay Gap (%)

Quartile

■ Mean ■ Median

Quartile	Mean	Median
lower quartile	-3.97	-1.23
lower middle quartile	-3.18	-2.7
upper middle quartile	-0.65	-1.99
upper quartile	3.61	6.46

Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down your organisation's overall pay gap.

Bonus Metrics

Proportion of women who received bonus: 79.51%

Proportion of men who received bonus: 80.60%

Women's mean bonus pay: 3.18% less

Detailed Bonus Analysis By Quartiles

Group	Mean Bonus Pay Males	Mean Bonus Pay Females	Bonus Pay Gap (mean)	Bonus Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Bonus Pay Gap
Lower quartile	185.63	246.38	-32.73%	-68.46%	19.40%	80.60%	-8.57%
Lower middle quartile	438.02	422.47	3.55%	5%	27.27%	72.73%	1.61%
Upper middle quartile	459.00	459.00	0%	0%	30.30%	69.70%	5.07%
Upper quartile	459.00	459.00	0%	0%	30.30%	69.70%	5.07%

Contribution of Each Quartile to the Bonus Gap
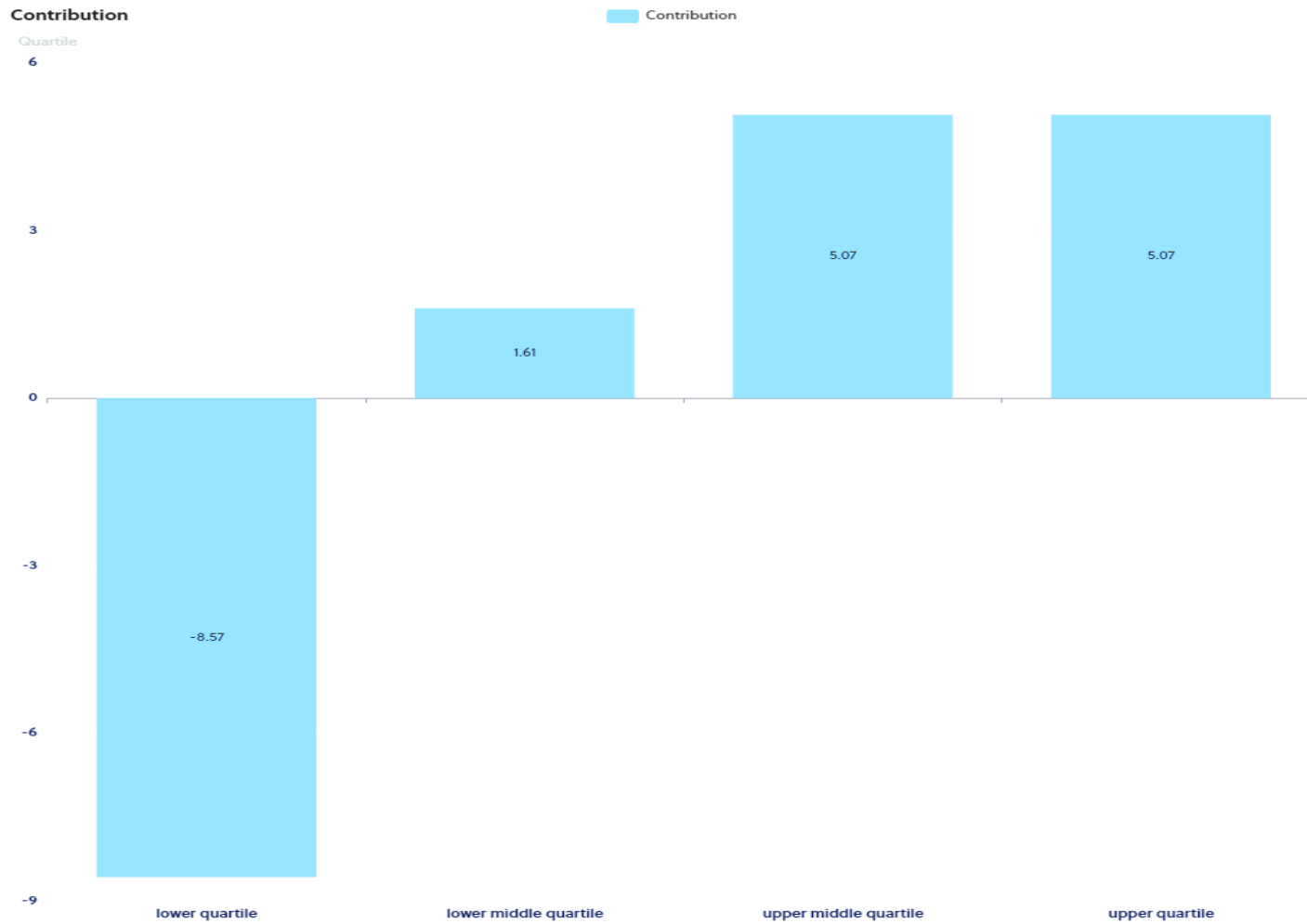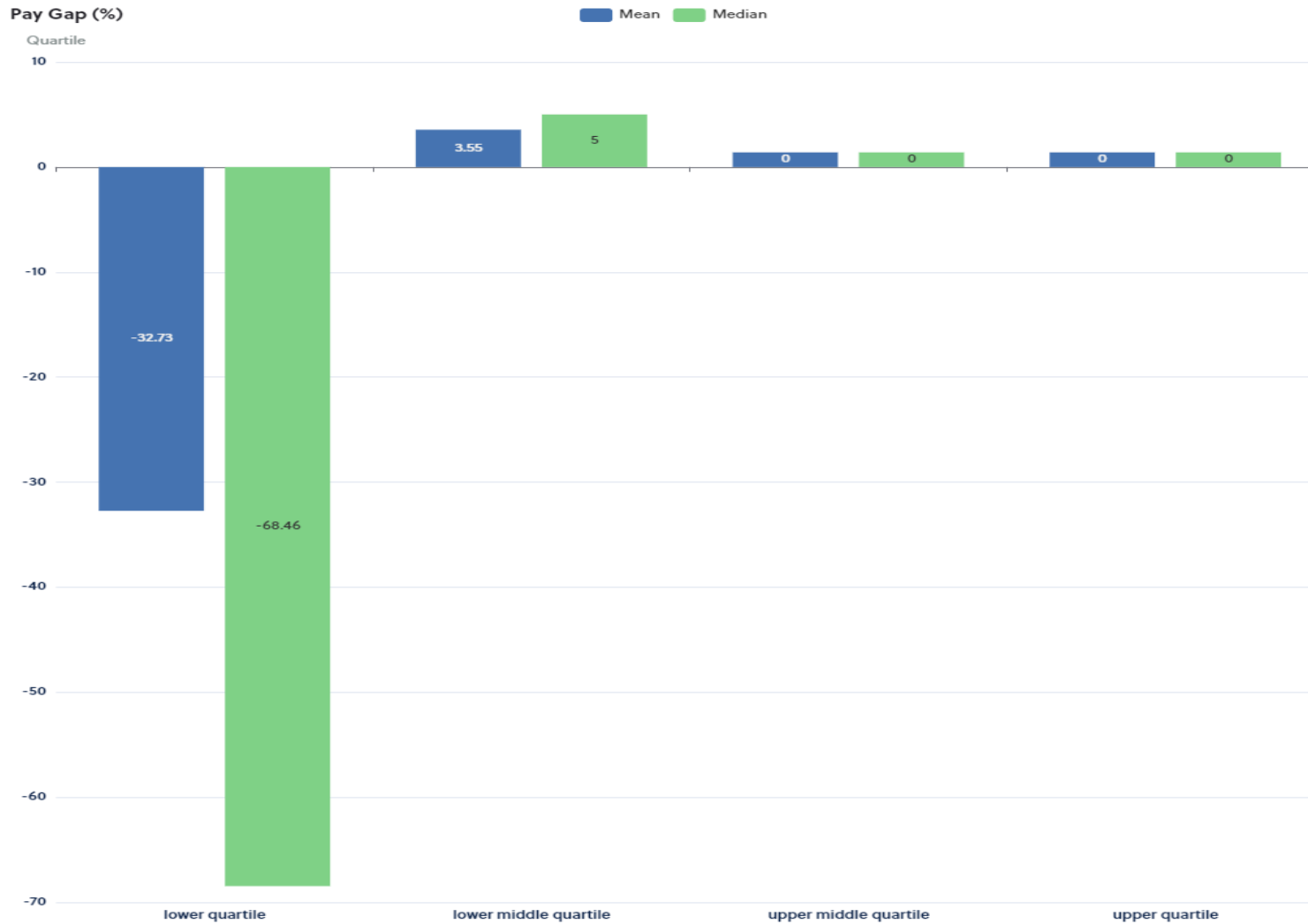
Contribution

Quartile

The Contribution section shows how a given sub-category (i.e. Quartile) contributes in percentage points towards your mean bonus pay gap.

Bonus Workforce Representation by Quartiles

This graph shows the data broken down into 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate bonus pay quartiles.

Bonus Gaps by Quartiles

Pay Gap (%)

Quartile

Legend: Mean, Median

Values shown:
- lower quartile: Mean -32.73, Median -68.46
- lower middle quartile: Mean 3.55, Median 5
- upper middle quartile: Mean 0, Median 0
- upper quartile: Mean 0, Median 0

Y-axis: 10, 0, -10, -20, -30, -40, -50, -60, -70

Each Quartile has its own separate bonus pay gap, comparing them shows what levels of bonus pay present the key imbalances and breaks down your organisation's overall bonus pay gap.

Glossary of terms

Group: The name of the groups is taken from your data, using the same terms you have mapped in the Gapsquare app.

Mean Pay Gap: The raw difference between men's average pay and women's average pay, usually expressed as a percentage. This can be affected by outliers.

Median Pay Gap: The difference in pay between the middle-paid man and middle-paid woman in your organisation, usually expressed as a percentage. This is less affected by outliers.

Quartile: A division of your entire organisation into four groups of equal numbers, starting from the lowest-paid group (lower quartile) to your highest-paid group (upper quartile).

Contribution to Pay Gap: The number of percentage points a group contributes to your overall mean pay gap, whereby summing all your contributions per group will give you the mean pay gap. Using this, you will see which group contributes most to your organisation's pay gap.