Gender pay gap

28/03/2019

See all updates

All organisations with 250 or more employees are required to publish data on their gender pay gap (the difference in hourly pay between male and female employees) each year.

Equality, diversity and inclusion

Gender pay gap report 2025–2026

Gender pay gap report 2024–2025

Gender pay gap report 2023–2024

Gender pay gap report 2022–2023

Gender pay gap report 2021–2022

Gender pay gap report 2020–2021

Gender pay gap report 2019–2020

Like most public bodies, our gender pay gap is calculated from data taken at the snapshot date of 31 March 2025 and is reported by 30 March 2026.

At the Heritage Fund, we're committed to progressing equality, diversity and inclusion within the organisation. Our gender pay analysis is important to us and we use the services of an external specialist, Brightmine (formerly XpertHR), to support us.

The gender pay gap is the difference in pay between all men and women in a workforce. This is not the same as equal pay, which refers to pay differences between men and women doing the same job or work of equal value. The Heritage Fund uses a robust pay range framework to ensure men and women are paid at the same pay range for the same work.

You can download reports going back to 2019–2020 from this page.

Our 2025 gender pay gap

Our gender pay gap is calculated from hourly pay data taken at the snapshot date (31 March 2025).

- Our median gender pay gap is 3.36 %, a decrease from 4.18% in 2024.
- The mean gender pay gap is 7.31% a decrease from 8.93% in 2024.

As we are a workforce of around 350 people, changes including new starters and leavers will have more of an impact than you might see in a larger organisation. This means we would expect to see slight fluctuations in our gender pay gap year to year and our overall trend still shows this is decreasing (see below).

Our gender pay gap over time

Since 2019, we have seen an overall trend of our gender pay gap decreasing.

	Heritage Fund gender pay gap	
Year	**Median gender pay gap**	**Mean gender pay gap**
2019	17.4%	19.0%
2020	12.1%	11.5%
2021	13.1%	13.7%
2022	8.45%	12.2%
2023	1.8%	6.88%
2024	4.18%	8.93%
2025	3.36%	7.31%

Our bonus gap

Under the Heritage Fund's bonus scheme, all staff eligible to receive the full bonus, receive the same payment regardless of their pay range. There is no differentiation of payments to men and women who receive the full award. Our mean bonus pay gap is 8.13%, an increase from 3.24% in 2024/25. This is due to pro rata payments for new starters and situations where zero bonus is paid to ineligible staff. The median bonus pay gap is 0%. 86.3% of women received a bonus in 2025/26 compared to 80.2% of men.

Further data

More detail on our 2025 gender pay gap analysis can be found in the PDF report on this page.

Key details of our gender pay gap can be accessed on the Gender Pay Gap Service website.