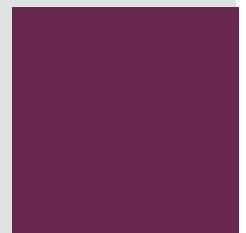
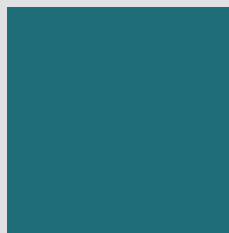
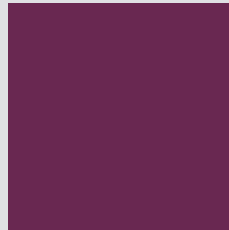
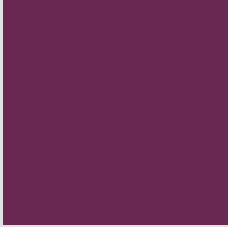




Gender Pay Gap Report



Gender pay gap reporting

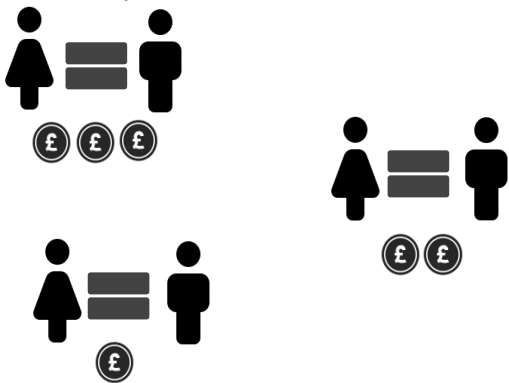
In the UK, all employers with 250+ employees are required to report on their gender pay gaps annually at a snapshot date of 5 April. For reporting purposes, pay includes the gross figures for the following: basic pay, allowances, and pay for leave. As at 5 April 2022 for The Royal Household this applied to the two employing entities with over 250 employees; The Queen's Household and Royal Collection Enterprises (RCE).

Royal Collection Enterprises is a wholly owned subsidiary of the Royal Collection Trust. The principal activities of the company are the management of public access to the official residences of the Sovereign and the sale of retail merchandise. Staff employed by The Queen's Household (as at 5 April 2022) who directly supported RCE are included in The Queen's Household gender pay gap figures. The Queen's Household and Royal Collection Enterprises figures are shown below.

Gender pay compared to equal pay

EQUAL PAY...

is men and women being paid the same for work of equal value



For many years we have completed an annual, equal pay audit and can confirm that men and women across the Royal Household are paid equally for roles of equal value.

THE GENDER PAY GAP...

is the difference between the gross hourly earnings for both men and women in any given population



One of the main reasons, nationally, for the Gender Pay Gap, is men in more senior roles.



The 2022 mean national gender pay gap is 14.9% from 15.1% in 2021*

*ONS October 2022

The gender pay gap in the Royal Household - 2022

2022 saw the pay gap close in both employing entities. For The Queen's Household (as at 5 April 2022) the mean pay gap stands at 5.71% and at -2.12% for Royal Collection Enterprises.

For The Queen's Household, the reduction in the mean pay gap (2.86%) has been driven by an increase in the proportion of females in the senior leadership and management teams. The continuing gap is still being driven by a higher proportion of men than women in higher paid roles in the senior team.

For Royal Collection Enterprises, the mean gender pay gap is in favour of women, but has continued to close, this year by 3.56%. We have identified that this has been driven by an increase in the proportion of males in senior management positions within the upper pay quartile. The continuing pay gap is still a result of a higher proportion of women than men in the senior leadership team, in higher paid roles.

	2022		2021	
	Mean	Median	Mean	Median
The Queen's Household	5.71%	-11.43%	8.57%	-11.76%
Royal Collection Enterprises Limited (RCE)	-2.12%	-0.18%	-5.68%	-3.63%

Pay Quartiles

The tables below indicate the proportion of males and females when divided into four groups ordered from highest to lowest pay.

The Queen's Household

Quartile	Female	Male
Upper	53.4%	46.6%
Upper Middle	56.9%	43.1%
Lower Middle	45.9%	54.1%
Lower	52.6%	47.4%

Royal Collection Enterprises

Quartile	Female	Male
Upper	73.1%	26.9%
Upper Middle	74.0%	26.0%
Lower Middle	71.4%	28.6%
Lower	71.4%	28.6%

How are we closing the gap?

The Royal Household continues to aim for no gender pay gap. To achieve this, we continue to monitor and take action to address any gaps and to make sure that our policies, procedures and working practices allow men and women to have equal opportunities at every point in their career, from recruitment through to progression opportunities and how we retain our staff. We are focussed on:

- Working with managers on succession plans, ensuring that equal numbers of men and women are being developed for promotions and for our leadership roles.
 - 58% of employees promoted in 2022 were female
- Making sure our working practices promote equal, flexible opportunities for men and women to support career progression and that our leadership encourages an inclusive culture.
 - Family Friendly policies, including enhanced paid maternity, parental and shared parental leave, as well as fully flexible working enabled by digital workplace technologies to support work life balance and more agile working arrangements.
 - Our Inclusion & Diversity strategy aims to ensure inclusion is embedded in everything we do. .
- Ensuring our recruitment strategy, policies and practices work to reach and attract an equal pool of men and women, from entry level to leadership roles. Recruitment has provided the opportunity to attract new talent from a diverse range of candidates. Support for the work programme associated with Inclusion and Diversity will include an ongoing focus on attracting, selecting, and onboarding so that we enhance our diversity representation and create an inclusive culture
 - 65.3% of our total job offers in 2022 were made to women

We confirm the data reported is accurate.



Finance Director, RCE

Keith Harrison



Director of HR

Elisabeth Hunka