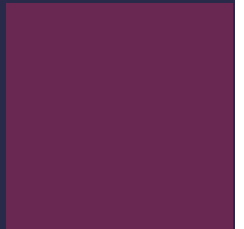


Gender Pay Gap Report



2023

Gender pay gap reporting

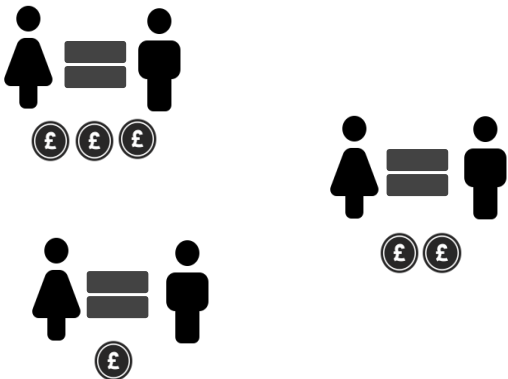
In the UK, all employers with 250+ employees are required to report on their gender pay gaps annually at a snapshot date of 5 April. For reporting purposes, pay includes the gross figures for the following: basic pay, allowances, and pay for leave. For the Royal Household this applies to the two employing entities with over 250 employees; The King's Household (formerly reported as The Late 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 King's Household (as at 5 April 2023) who directly supported RCE are included in The King's Household gender pay gap figures. The King'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 2023 mean national gender pay gap is 14.3% down from 14.9% in 2022*

*ONS October 2023

The gender pay gap in the Royal Household – 2023

In 2023, for The King’s Household, the mean gender pay gap has continued to close and currently stands at 4.16%. The reduction in the mean pay gap has been driven by an increase in the proportion of females in senior leadership and management teams which has been achieved through both external female appointments and internal moves. 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 has also reduced this year and currently stands at 0.22%.

For both reporting entities, the median pay gap is in favour of women and has increased slightly this year, standing at -12.32% for the King’s Household and -2.78% for Royal Collection Enterprises. This is a result of an increase in the proportion of men at the lower end of our pay scale.

The mean and median gender pay gap figures are shown in the table below.

	2023		2022	
	Mean	Median	Mean	Median
The King's Household	4.16%	-12.32%	5.71%	-11.43%
Royal Collection Enterprises Limited (RCE)	0.22%	-2.78%	-2.12%	-0.18%

Pay Quartiles

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

The King's Household

Quartile	Female	Male
Upper	54.2%	45.8%
Upper Middle	60.1%	39.9%
Lower Middle	35.6%	64.4%
Lower	61.9%	38.1%

Royal Collection Enterprises

Quartile	Female	Male
Upper	70.3%	29.7%
Upper Middle	76.5%	23.5%
Lower Middle	78.3%	21.7%
Lower	64.2%	35.8%

How are we closing the gap?

The Royal Household continues to work to close our 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.
- 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 and shared parental leave, as well as opportunities for flexible working enabled by digital workplace technologies to support work life balance and more agile working arrangements.
 - Our Inclusion and Diversity strategy and action plan 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. Our Diversity and Inclusion programme includes an ongoing focus on attracting, selecting and onboarding talent to enhance our diversity, ensuring we benefit from a broad range of perspectives and further develop our inclusive culture.

We confirm the data reported is accurate.



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Keith Harrison



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