

The Royal Household Gender Pay Gap Report

By April 2018 the government has asked all employers with over 250 employees to report on their gender pay gap, at a snapshot date of 5 April 2017. For reporting purposes, pay includes the gross figures for the following: basic pay, allowances and pay for leave.

The legislation requires the following information to be published:

- The difference in mean hourly pay between male and female employees;
- The difference in median hourly pay between male and female employees;
- The proportion of males and females when divided into four groups ordered from lowest to highest pay.

For The Royal Household this applies to the two employing entities with over 250 employees: The Queen's Household and Royal Collection Enterprises.

What is the difference between gender pay and equal pay?

Equal pay - is men and women being paid the same for the same work

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. The mean national gender pay gap is 18.1%* (*ONS October 2016).

The Queen's Household

	Mean	Median
Gender pay gap (hourly pay)	12.39%	-8.28%

When analysing the gender pay gap for The Queen's Household we have identified that it is being driven by more men than women in the highest paid roles, within the upper quartile of the pay bands.

Royal Collection Enterprises Limited (RCE)

RCE is a wholly owned subsidiary of the Royal Collection Trust group. The principal activities of the company are the management of public access to the official residences of The Queen and the official residence of The Prince of Wales, and the sale of retail merchandise. The figures below include RCE staff only. Staff employed by The Queen's Household who directly support RCE are included in The Queen's Household gender pay gap figures, shown above.

	Mean	Median
Gender pay gap (hourly pay)	-12.15%	-0.71%

When analysing Royal Collection Enterprises' gender pay gap we have identified that it is being driven by a higher proportion of women than men in the senior leadership team, in higher paid roles.

Pay Quartiles

The Queen's Household

Quartile	Female	Male
Upper	49.3%	50.7%
Upper Middle	55.3%	44.7%
Lower Middle	45.2%	54.8%
Lower	47.9%	52.1%

Royal Collection Enterprises

Quartile	Female	Male
Upper	77.8%	22.2%
Upper Middle	69.3%	30.7%
Lower Middle	66.1%	33.9%
Lower	60.9%	39.1%

The above tables illustrate the proportion of male and female employees in each quartile pay band.

What are we doing about our gap?

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 throughout their careers. We are already taking action to close our gender pay gap, including:

- Ensuring our recruitment strategy works to reach and attract an equal pool of men and women, from entry level to leadership roles.
- Working with managers on succession plans, ensuring that equal numbers of men and women are being developed for promotions, right up to leadership roles.
- Making sure our working practices promote equal, flexible opportunities for men and women to support career progression.

We confirm the data reported is accurate.



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