

# Gender Pay Gap Report



2025

# Gender pay gap reporting

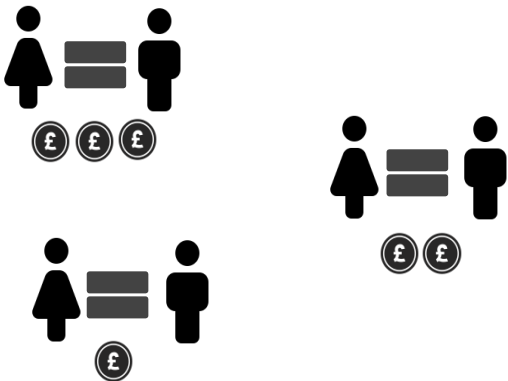
In the UK, all employers with 250+ employees are required to report on their gender pay gaps annually at a snapshot date of 5 April. For reporting purposes, pay includes the gross figures for the following: basic pay, allowances, and pay for leave. For the Royal Household this applies to the two employing entities with over 250 employees; The King's Household 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. Employees of The King's Household (as at 5 April 2025) 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 2025 median national gender pay gap is 12.8% down from 13.1% in 2024\*

\*ONS October 2025

## The gender pay gap in the Royal Household – 2025

In 2025, for The King’s Household, the mean gender pay gap has increased slightly to 4.29%. This change reflects a higher proportion of men in senior roles following leadership appointments during the reporting year. Although the gap has widened marginally, it remains significantly lower than when we first reported in 2017, when it stood at 12.39%, an overall reduction of 8.1%. The remaining gap continues to be driven by greater representation of men in higher-paid senior leadership positions.

The median pay gap in The King’s Household remains in favour of women and has reduced this year, now standing at -7.41%. This shift is linked to an increase in the proportion of men at the upper end of our pay scale.

For Royal Collection Enterprises, the mean gender pay gap currently stands at 1.86%, remaining broadly consistent with the 2024 figure of 0.90%. The median pay gap has narrowed this year and continues to be in favour of women, now standing at -2.97%. This shift reflects an increase in the proportion of women at the lower end of our pay scale.

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

	2025		2024	
	Mean	Median	Mean	Median
The King's Household	4.29%	-7.41%	2.23%	-11.17%
Royal Collection Enterprises Limited (RCE)	1.86%	-2.97%	0.90%	-8.14%

## Pay Quartiles

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

### The King's Household

Quartile	Female	Male
Upper	54.3%	45.7%
Upper Middle	58.3%	41.7%
Lower Middle	53.1%	46.9%
Lower	49.0%	51.0%

### Royal Collection Enterprises

Quartile	Female	Male
Upper	72.8%	27.2%
Upper Middle	73.5%	26.5%
Lower Middle	72.8%	27.2%
Lower	70.5%	29.5%

## How are we closing the gap?

We will continue to review our data and take steps to address any gaps, making sure that our policies, procedures and working practices provide equal opportunities for men and women throughout their career. This covers recruitment, development, progression and retention.

- We will continue to work with managers on succession planning to ensure balanced development opportunities for men and women, particularly for promotion pathways.
- We will ensure our working practices support equal and flexible opportunities for men and women and that our leadership continues to foster an inclusive culture supporting career progression for all.
  - This includes maintaining and promoting Family-Friendly policies, such as enhanced paid maternity, paternity and shared parental leave, as well as supporting flexibility through digital workplace tools.
  - Our Inclusion and Diversity strategy underpins this work, ensuring inclusion is embedded across all aspects of the organisation.
- We are strengthening our menopause support offer, including access to resources for employees experiencing menopause, practical guidance for managers on supporting their teams and awareness-raising to ensure colleagues feel supported to remain and progress in their roles.
- Our Inclusion and Diversity strategy continues to focus on attracting, selecting and onboarding talent from a broad range of backgrounds, helping us to strengthen diversity of thought and build an inclusive culture. We will also ensure our recruitment strategy, policies and practices attract a balanced pool of male and female candidates at all levels, from entry level to leadership roles
- We will continue to strengthen manager capability through training and guidance to ensure fair, consistent and inclusive decision-making across recruitment, development, performance and progression.

We confirm the data reported is accurate.



Director of the Royal Collection  
Tim Knox



Director of HR  
Elisabeth Hunka