



The Royal Household

Gender Pay Report

2018



Introduction

The government has asked all employers with 250 + employees to report on their gender pay gap. 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 Queen's Household and Royal Collection Enterprises.

Last year, we published our first gender pay gap report, setting out the difference in hourly pay between men and women across The Queen's Household and Royal Collection Enterprises. It showed The Queen's Household had a mean pay gap of 12.39%, whilst Royal Collection Enterprises had a mean pay gap of -12.15%.

What we've achieved on gender pay

This year, we have seen the pay gap close in both employing entities. For The Queen's Household the mean pay gap currently stands at 7.28%, and for Royal Collection Enterprises it stands at -11.46%.

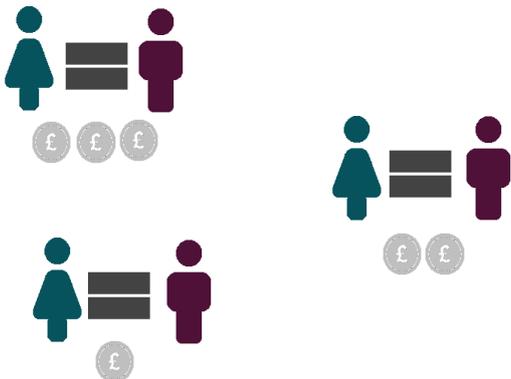
For The Queen's Household the reduction in the pay gap has predominantly been achieved through a number of senior female appointments in the last year. Looking at the reason for the continuing gap, it is still being driven by a higher proportion of men than women in the senior leadership team, in higher paid roles.

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. In the last year there has been a few changes resulting the gap closing by 0.69%.

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.

In 2018 there is a 0.16% difference in equal pay; when looking into this, it is because of length of service in roles in grade.

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 national gender pay gap is 17.9%*

*ONS October 2018

The gender pay gap in the Royal Household

RCE is a wholly owned subsidiary of the Royal Collection Trust group. The principle 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. Staff employed by The Queen's Household who directly support RCE are included in The Queen's Household gender pay gap figures. The Queen's Household and Royal Collection Enterprises Limited figures are shown below.

	2018		2017	
	Mean	Median	Mean	Median
The Queen's Household	7.28%	-9.48%	12.39%	-8.28%
Royal Collection Enterprises Limited (RCE)	-11.46%	-1.96%	-12.15%	-0.71%

Pay Quartiles

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

The Queen's Household

Quartile	Female	Male
Upper	56.5%	43.5%
Upper Middle	52.2%	47.8%
Lower Middle	44.4%	55.6%
Lower	46.6%	53.4%

Royal Collection Enterprises

Quartile	Female	Male
Upper	74.4%	25.6%
Upper Middle	70.3%	29.7%
Lower Middle	61.0%	39.0%
Lower	61.3%	38.7%

What next?

The Royal Household continues to aim for no 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 throughout their careers. In the coming year we will continue to focus on:

- 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.
- 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.

We confirm the data reported is accurate.



Sally O'Neill
Deputy Treasurer to The Queen



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