



The Royal Household



Gender Pay Report 2019



What is the gender pay gap?

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.

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 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 figures are shown below.

The gender pay gap in the Royal Household

This year, we have seen the gender pay gap close across the Royal Household as a whole. The mean gender pay gap for the overall Royal Household has reduced to 7.66%, compared to 8.69% in 2018. The Queen's Household's mean pay gap currently stands at 7.54%, and at -7.07% for Royal Collection Enterprises.

For The Queen's Household, following a significant drop in the mean gender pay gap from 12.39% in 2017, this year, the mean pay gap (7.54%) remains comparable with the 2018 pay gap (7.28%). Reasons for this year's slight percentage change (0.26%) cannot be drawn as it is not 'statistically significant' according to the Office for National Statistics. The continuing gap is still being driven by a higher proportion of men than women in the senior leadership team, in higher paid roles.

For Royal Collection Enterprises, the mean gender pay gap is in favour of women but has continued to close, reducing this year by 4.39%. We have identified that this has been driven by an increase in the proportion of males in the upper middle 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.

	2019		2018	
	Mean	Median	Mean	Median
The Queen's Household	7.54%	-11.05%	7.28%	-9.48%
Royal Collection Enterprises Limited (RCE)	-7.07%	-0.28%	-11.46%	-1.96%

Pay Quartiles

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

The Queen's Household

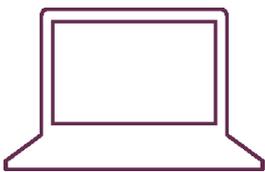
Quartile	Female	Male
Upper	56.2%	43.8%
Upper Middle	58.4%	41.6%
Lower Middle	44.6%	55.4%
Lower	52.8%	47.2%

Royal Collection Enterprises

Quartile	Female	Male
Upper	74.3%	25.7%
Upper Middle	65.7%	34.3%
Lower Middle	64.0%	36.0%
Lower	65.0%	35.0%

How are we closing the gap?

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. We are focussed 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.
 - 59.7% of our total applications in 2019 were female
 - 67.7% of our total job offers in 2019 were made to females



- Working with managers on succession plans, ensuring that equal numbers of men and women are being developed for promotions and for our leadership roles.
 - 65.4% of employees promoted in 2019 were female



- Making sure our working practices promote equal, flexible opportunities for men and women to support career progression.
 - In 2019 shared parental pay was equalised with enhanced maternity pay

We confirm the data reported is accurate.

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