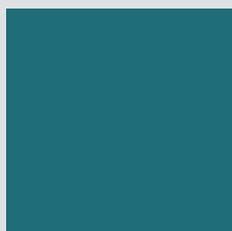
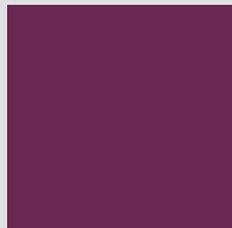
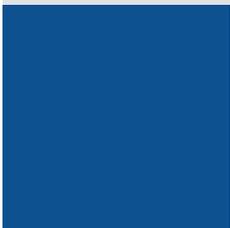
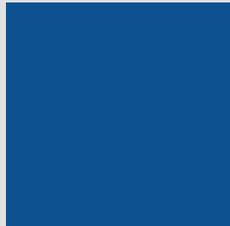




Gender Pay Gap Report



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 Queen's Household and Royal Collection Enterprises (RCE).

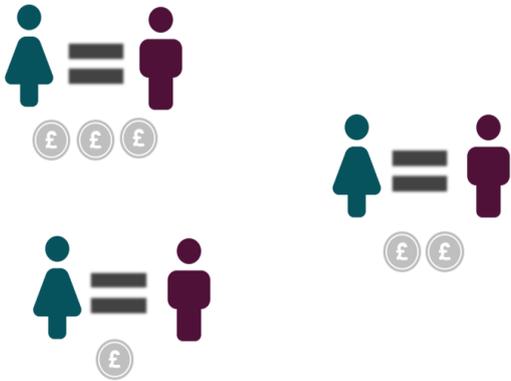
Royal Collection Enterprises is a wholly owned subsidiary of the Royal Collection Trust. The principal activities of the company are the management of public access to the official residences of The Queen and the official residence of The Prince of Wales, and the sale of retail merchandise. Staff employed 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.

This is the 5th year of gender pay gap reporting. Due to the impacts of the coronavirus pandemic, the Government Equalities Office took the decision to suspend compulsory reporting for 2019 and it was re-introduced in 2020 but with an extended deadline. We have continued to publish our gender pay gap figures throughout the pandemic.

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 mean national gender pay gap is 15.4% up from 14.9% in 2020*

*ONS October 2021

The gender pay gap in the Royal Household

This year, we have seen the gender pay gap close slightly in The Queen’s Household but widen in Royal Collection Enterprises. The Queen’s Household’s mean pay gap currently stands at 8.57%, and at -5.68% for Royal Collection Enterprises.

In The Queen’s Household the gap continues to be 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 is in favour of women. We have identified that the slight increase in the mean pay gap (1.94%) has been driven by an increase in the proportion of females in three of the four pay quartiles (upper middle, lower middle and lower). The continuing pay gap is a result of a higher proportion of women than men in the senior leadership team, in higher paid roles.

	2021		2020	
	Mean	Median	Mean	Median
The Queen's Household	8.57%	-11.76%	9.02%	-11.70%
Royal Collection Enterprises Limited (RCE)	-5.68%	-3.63%	-3.74%	-1.90%

Pay Quartiles

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

The Queen's Household

Quartile	Female	Male
Upper	52.2%	47.8%
Upper Middle	57.6%	42.4%
Lower Middle	40.7%	59.3%
Lower	51.9%	48.1%

Royal Collection Enterprises

Quartile	Female	Male
Upper	73.0%	27.0%
Upper Middle	70.2%	29.8%
Lower Middle	71.2%	28.8%
Lower	66.3%	33.7%

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 at every point in their career, from recruitment through to progression opportunities and how we retain our staff. 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.
- 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, parental and shared parental leave as well as fully flexible working enabled by digital workplace technologies support work life balance and more agile working arrangements.

We confirm the data reported is accurate.



Deputy Treasurer to The Queen

Sally O'Neill



Finance Director, RCE

Keith Harrison



Director of HR

Elisabeth Hunka