

**The Royal Parks**  
**Gender Pay Gap Report**  
**April 2023**



## Introduction:

From 2017, companies employing 250 or more employees have been required to report publicly on their gender pay gap. The gender pay gap is an equality measure that shows the percentage difference in average earnings between women and men within an organisation taken at a specific point in time (the 'snapshot' date). It is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings.

## Reporting Period

The snapshot date for this report is 5<sup>th</sup> April 2023, using data for the pay period 1<sup>st</sup>-30<sup>th</sup> April 2023.

The last gender pay gap report was undertaken in April 2022 and pay gap figures from this report are shown for comparative purposes.

## Employees/Workers in scope for this report

Male	136	51%
Female	132	49%
<b>Total</b>	<b>268</b>	<b>100%</b>

## Methodology

The difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings use both the mean (the numerical average of a set of numbers) and the median (the number that is in the middle of a set of data ordered from lowest to highest) as measurements to establish average earnings.

## Female pay compared to Male pay

	Female pay compared to male pay is:	
	2023	2022
<b>Mean</b> gender pay gap – hourly pay	4% lower	7% lower
<b>Median</b> gender pay gap – hourly pay	7% lower	5.3% lower

## Percentage of males and females in each pay quartile

	Male	Female
Upper Quartile	58% (-7%)	42% (+7%)
Upper Middle Quartile	48% (-6%)	52% (+6%)
Lower Middle Quartile	46% (-1%)	54% (+1%)
Lower Quartile	51% (-5%)	49% (+5%)

The figures in brackets show the percentage change in distribution compared to April 2022

## Gender Bonus Pay Gap

The calculations for bonus pay are based on all gross bonuses paid to “relevant employees” within the 12 months to the snapshot date; April 2022 to March 2023.

The bonuses paid between April 2022 and March 2023 include any performance related bonuses as part of our “In-Year Reward Scheme”. Staff can be nominated to receive a one-off payment in recognition of a specific contribution towards improving business performance or customer service. No other bonuses were paid during this period.

## Percentage of Males and Females who received bonus pay

Male	Female
20%	16%

## Mean (average) and Median gender pay gap for bonus pay

	Female bonus pay compared to male bonus pay is:
	2023
Mean gender pay gap - bonus pay	13% lower
Median gender pay gap - bonus pay	33% lower

As no bonus payments were awarded in 2022, there is no comparative data available

## Review of Results:

The gender pay gap at TRP has narrowed significantly since we began reporting in 2021. With a mean gender pay gap of 4%, this means that on average, women earn 96 pence for every £1 that men earn. In 2022, the mean gender pay gap of 7% meant that women earned 93 pence for every £1 that men earned and in 2021, women earned 83 pence for every £1 that men earned.

The number of relevant staff employed at TRP on the snapshot date in 2023 increased by 74 compared to the snapshot date in 2022. 28 of the new intake are men and 46 are women. When looking at average pay, the gender pay gap has reduced by 3%. This is due to a higher representation of females in the upper pay quartiles compared to 2022.

## Actions to reduce the Gender Pay Gap

The Royal Parks has and continues to implement many of the evidence based actions that employers can take to close the gender pay gap in their workplaces, as highlighted in The Government's gender pay toolkit:

[https://www.gov.uk/government/publications/closing-the-gender-pay-gap-actions-for-employers.](https://www.gov.uk/government/publications/closing-the-gender-pay-gap-actions-for-employers)