

The Royal Parks
Gender Pay Gap Report
April 2024



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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.

The government guidance on gender pay gap reporting recommends the following measures to provide a well-rounded understanding of any disparities:

1. Mean (average) and Median gender pay gap using hourly pay
2. Percentage of male and female employees / workers in each hourly pay quarter
3. Percentage of male and female employees / workers who received bonus pay
4. Mean (average) and Median gender pay gap for bonus pay

TRP has followed this guidance and methodology contained within it to provide the organisation with an accurate snapshot of TRP's gender pay gap as at April 2024.

Reporting Period:

The snapshot date for this report is 5th April 2024, using data for the pay period 1st-30th April 2024.

The last gender pay gap report was undertaken in April 2023 and pay gap figures from this report are shown for comparative purposes.

Employees/Workers in scope for this report:

The data that must be collected on the snapshot date is hourly pay data for "full pay relevant employees". These are employees who:

- are in employment on the snapshot date, and
- are receiving full pay on the snapshot date.

This means the hourly pay data for any employees who are receiving less than full pay, such as those on statutory maternity pay or unpaid sickness absence, should not be collected. In accordance with the gender pay gap reporting methodology, any member of staff who falls into the following categories has been excluded from the scope of this report:

- Fee Paid workers who were not "live" on payroll at snapshot date
- Employees on an unpaid Career Break
- Employees on Maternity Leave
- Employees who have not self-identified as either gender

Number of employees / workers in scope for Gender Pay Gap Calculations

Male	178	52%
Female	166	48%
Total	344	100%

Methodology:

Calculations are based on an hourly rate of pay including allowances as of April 2024, after any salary sacrifice has been deducted. Salary sacrifice deductions include employee contributions to the defined contribution pension scheme and childcare vouchers.

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.

1. Mean (average) and Median gender pay gap using hourly pay:

	Female pay compared to male pay is:	
	2024	2023
Mean gender pay gap – hourly pay	1% lower	4% lower
Median gender pay gap – hourly pay	3% lower	7% lower

	2024		2023	
	Male	Female	Male	Female
Mean hourly pay	£21.89	£21.63	£27.25	£26.13
Median hourly pay	£19.52	£18.99	£25.36	£23.64

2. Percentage of male and female employees / workers in each hourly pay quarter:

	Male	Female
Upper Quartile	58% (-%)	42% (-%)
Upper Middle Quartile	49% (+1%)	51% (-1%)
Lower Middle Quartile	34% (-12%)	66% (+12%)
Lower Quartile	66% (+15%)	34% (-15%)

The figures in brackets show the percentage change in distribution compared to April 2023

The table below shows the headcount of employees / workers in each quartile:

	Male	Female
Upper Quartile	50 (39)	36 (28)
Upper Middle Quartile	42 (32)	44 (35)
Lower Middle Quartile	29 (31)	57 (36)
Lower Quartile	57 (34)	29 (33)

The figures in brackets show the headcount in April 2023

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 2023 to March 2024.

“Relevant employees” are all employees / workers who have a contract of employment or agreement on the snapshot date, 5th April 2024, and have self-identified as either male or female.

The bonuses paid between April 2023 and March 2024 include any performance related bonuses as part of our “Annual Performance Reward Scheme” and “In-Year Reward Scheme”.

Number of employees/workers in scope for Gender Bonus Pay Gap Calculations		
Male	180	51% of relevant employees are Male
Female	170	49% of relevant employees are Female
Total	350	

3. Percentage of Males and Females who received bonus pay:

Male	Female
57%	57%

The figures below show the headcount of employees / workers who received bonus pay:

Male	Female
103	97

4. Mean (average) and Median gender pay gap for bonus pay:

	Female bonus pay compared to male bonus pay is:
	2024
Mean gender pay gap - bonus pay	11% lower
Median gender pay gap - bonus pay	1% lower

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 1%, this means that on average, women earn 99 pence for every £1 that men earn. In 2023, the mean gender pay gap of 4% meant that women earned 96 pence for every £1 that men earned and in 2022, women earned 93 pence for every £1 that men earned.

The number of relevant staff employed at TRP on the snapshot date in 2024 increased by 76 compared to the snapshot date in 2023 (42 men and 34 women). When looking at average pay, the gender pay gap has reduced by 3%. This is due to a lower representation of females in the lower pay quartile compared to 2023.

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>.