



Gender Pay Gap Report 2023



Contents

Foreword.....	3
Mean gender pay gap	5
Median gender pay gap	6
Pay Quartiles	7
Bonus pay gap	9
Conclusion	9
Addressing our pay gaps	10

Foreword

At the RHS, Diversity and Inclusion is about creating a sense of belonging. We strive towards a diverse workplace and an inclusive culture where everyone feels that they belong, that their voice counts and that they can prosper in their career. We will work towards these aspirations through role modelling; enabling our people to use their voices; and engaging our stakeholders and communities.

Our pay gap report is one of a number of mechanisms that are crucial in helping us to measure our progress and highlight areas that need more attention.

In the 2023 reporting year, the data used is a snapshot data taken from 5th April 2023. The data fields that were used in this report were the 'sex' information of all relevant workers at the RHS. When the snapshot data was taken, the overall workforce was 1380, with 478 men and 902 women.

Despite an increase in the median gender pay gap, (6.02%, up from 1.93%) last year, we are pleased to have continued our downward trend in the mean gender pay gap measure (8.97%, down from 10.67%). Furthermore, the median pay gap between men and women at the RHS is well below the UK median average, which stands at 14.3%.

It's worth noting that when we talk about our pay gap, it is not a reflection of unequal pay. Equal pay is about how much employees are paid for doing the same or similar role or work that is considered of equal value. All our employees are paid based on their role and experience, regardless of their gender.

Our overall workforce is made up of 65.4% women, which is significantly more than the UK population as whole - 51% women. Our pay gaps are caused by the shape of our workforce, with more women at our more junior levels and more men at the more senior levels.

This year we have seen some improvement in our mean gender pay gap, which is driven by small shifts in the distribution of women across our pay quartiles. It is also heartening to note that our representation of women across different

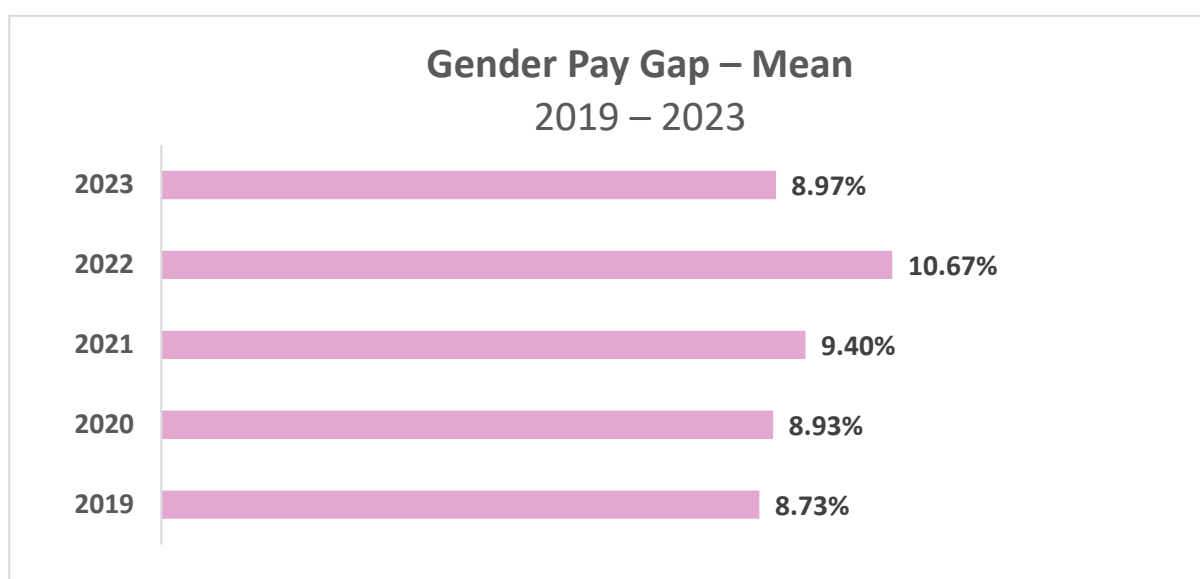
levels is encouraging. The proportion of women on our Council is 53%, 56% of our Leadership team are women and 46% of senior management are women.

We know that we have more to do to improve our gender pay gaps and are committed to doing so.

Carole Goldsmith
Director of People

Mean gender pay gap

In 2023, the average gender pay gap at the RHS between men and women was 8.97% in favour of men. This figure represents a 1.7% decrease from the previous reporting year and remains lower than the UK average mean pay gap of 13.2%. Whilst the mean pay gap at the RHS continues to exist between men and women, the downward trend in this measure suggests that the pay gap is returning to levels observed in 2020.

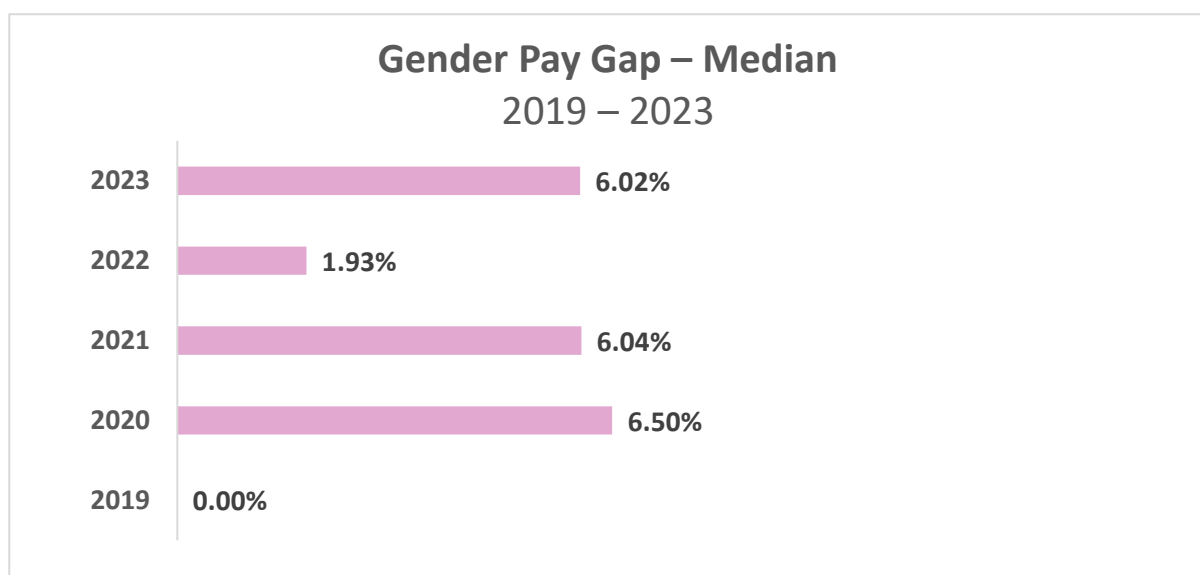


Year	Men Mean hourly pay	Women Mean hourly pay	Percentage gap (%)
2023	£18.07	£16.45	8.97%
2022	£18.48	£16.69	10.67%
2021	£17.66	£16.00	9.40%
2020	£16.69	£15.20	8.93%
2019	£16.04	£14.64	8.73%

RHS workforce profile: 2023 (Men n=478, Women n=902), 2022 (Men: n=490, Women: n=830), 2021 (Men: n=396, Women: n=677), 2020 (Men: n=469, Women: n=767), 2019 (Men: n=396, Women: n=695)

Median gender pay gap

Despite the downward trend of the mean pay gap at the RHS, the median pay gap increased by 4.09% to 6.02% over the previous reporting year. Although this measure has increased, it is lower than the UK median average of 14.3%. The increase in the median pay gap is likely due to the fact that the proportion of women who are at the lower pay quartiles has increased, whilst simultaneously the proportion of men in the lower pay quartiles has decreased which resulted in the overall median pay gap as there are more women than men in lower paid roles.

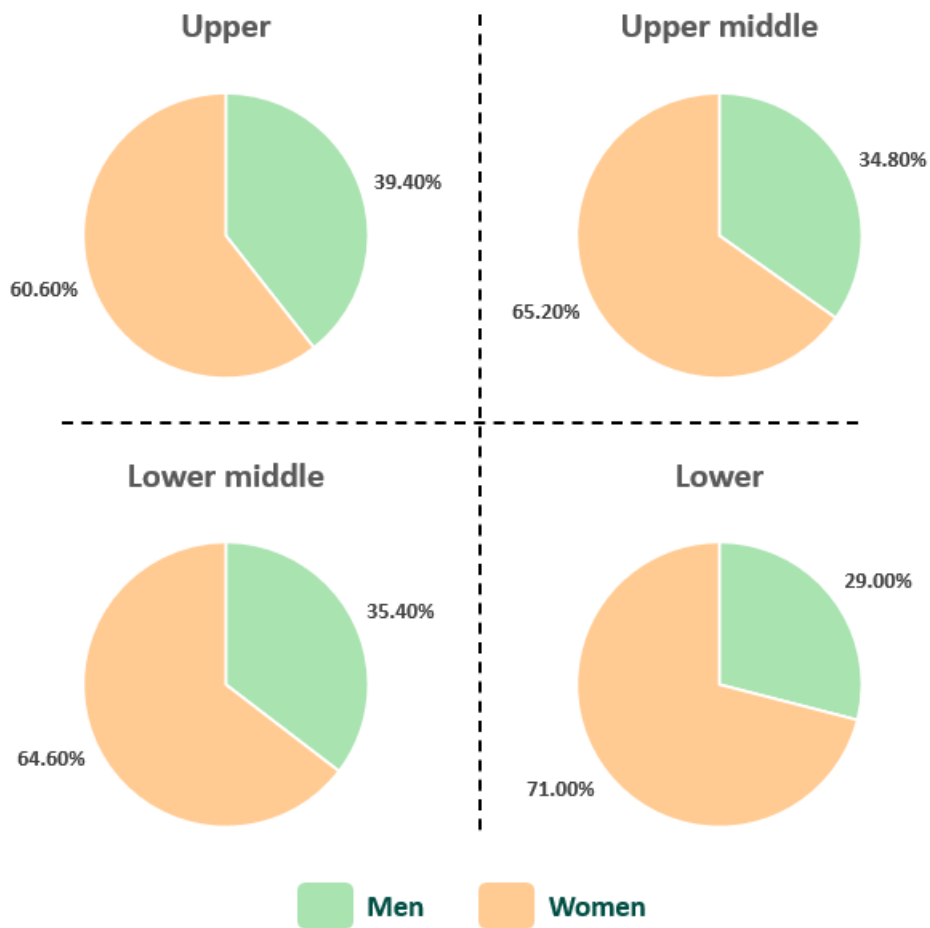


Year	Men Median hourly pay	Women Median hourly pay	Percentage gap (%)
2023	14.61	£13.73	6.02%
2022	£14.29	£14.02	1.93%
2021	£14.41	£13.54	6.04%
2020	£14.01	£13.10	6.50%
2019	£12.73	£12.73	0%

RHS workforce profile: 2023 (Men n=478, Women n=902), 2022 (Men: n=490, Women: n=830), 2021 (Men: n=396, Women: n=677), 2020 (Men: n=469, Women: n=767), 2019 (Men: n=396, Women: n=695)

Pay Quartiles

The pay quartiles help demonstrate the proportion of men and women who are in the lowest and highest pay quartiles at the RHS.



Pay quartile	2023		2022		2021		2020		2019	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Upper quartile	39.40%	60.60%	46.40%	53.60%	45%	55%	46%	54%	46.40%	53.60%
Upper middle	34.80%	65.20%	31.50%	68.50%	34%	66%	36%	64%	33.30%	66.70%
Lower middle	35.40%	64.60%	36.40%	63.60%	38%	62%	39%	61%	36.70%	63.30%
Lower	29.00%	71.00%	34.20%	65.80%	32%	68%	31%	69%	35.20%	64.80%

RHS workforce profile: 2023 (Men n=478, Women n=902), 2022 (Men: n=490, Women: n=830), 2021 (Men: n=396, Women: n=677), 2020 (Men: n=469, Women: n=767), 2019 (Men: n=396, Women: n=695)

As with previous reporting years, women continue to represent a majority of the workforce at the RHS and in 2023, women account for 65.4% of the total workforce. Compared to 2022, the proportion of women in the upper and lowest pay quartiles have both increased. The reverse trend can be observed for men in 2023, where the proportion of men at the upper and lowest pay quartiles both decreased to its lowest level since 2020.

The distribution of women across the pay quartiles at the RHS is comparable to the overall workforce. Women continue to represent a high proportion of traditionally lower paid roles such as catering and retail compared to leadership roles, which are typically higher paid, and this is a contributing factor to the gender pay gap.

Bonus pay gap

The bonus pay gap examines all bonuses paid in the last 12 months prior to the snapshot date and the proportion of men and women who received any bonus pay. In 2023, 10.7% of all men and 11.1% of all women at the RHS received a bonus payment.

Mean bonus pay gap

The mean bonus pay gap between men and women in 2023 was 14.3% in favour of women.

Median bonus pay gap

The median bonus disparity between men and women at the RHS in 2023 was 0.01%.

Conclusion

The 2023 gender pay gap reports suggests that overall, a pay disparity continues to exist between men and women at the RHS, which is in favour of men. Whilst the mean measure of the gender pay gap decreased, the median measure increased, both figures represent levels that are in line with the disparities observed throughout the COVID-19 pandemic.

The pay quartiles observed the largest changes for both men and women at the upper and lowest pay quartiles, with the proportion of women increasing in these quartiles, whilst the proportion of men in the same quartiles decreased. Amongst the middle quartiles for both men and women, there were small shifts compared to the previous reporting year, however this difference remains in line with the historic distribution in these quartiles.

Addressing our pay gaps

We're working to actively recruit, retain and progress a diverse workforce at all levels and nurture and support diverse talent into the wider horticultural industry.

Our actions to support this include:

Introducing our inclusive recruitment process for all hires – this includes training all our People Managers on inclusive recruitment including implementing best practice on job descriptions, undertaking structured interviews, using interview panels, and assessing candidates on our behavioural framework.

Launching the next phase of our people development programmes: The Growing Managers Academy, which will shortly be followed by a suite of development initiatives for everyone in our organisation. The programme is part of our Learning and Development offering that links to our behaviour framework and strategy, to unlock our potential. Its aim is to support and develop our People Managers to perform at their very best and help deliver against our strategy.

Inclusive culture

We're taking steps to create an inclusive and supportive culture to ensure everyone is enabled to perform at their best. This includes:

Inclusive policies and benefits – We have a range of policies and benefits to make sure that all our people are supported.

Our expanding range of people networks, which are led by our people and supported by the DIW team, help us to create an inclusive culture where everyone can thrive and have a rewarding career. There are currently three established networks covering LGBTQ+, Menopause, and Neurodiversity and our ambition is to have a further two in place by the end of this year. Each network has a dedicated budget and a sponsor from our leadership team who champions the network at executive level.

Data led approach

To make sure our D&I activity is impactful, we are led by data and evidence of what works in everything that we do, and this helps us to be transparent about our efforts. In practice, this means our actions are informed by:

Tracking recruitment data trends – we track gender trends for candidates at each of the four main stages of recruitment: application, first interview, second interview and selection. Doing this helps us to understand how diverse our candidates are, and to see what else we need to do to promote more diversity across the recruitment process.

Sharing our diversity data with all colleagues – our diversity dashboard allows us to understand the representation of employees by gender in different areas and levels of our organisation. All senior managers can view the dashboard for their functional areas to understand how diverse they are through anonymised data such as recruitment and promotion trends and identify where best to focus their action. .

Implementing targeted D&I and Wellbeing Action Plans – following the launch of our D&I and Wellbeing Steering Group in April 2023, each of our divisional areas is responsible for developing a targeted action plan focusing in on the area most relevant to them based on their data and DIW priorities.

