

Gender pay gap

REPORT 2017

In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are delighted to publish our annual gender pay gap report, based on the snapshot date of 5 April 2017.

Our gender pay gap snapshot



Pay quartiles by gender:

QUARTILE	FEMALE	MALE
UPPER	37.0%	63.0%
UPPER MIDDLE	64.8%	35.2%
LOWER MIDDLE	57.4%	42.6%
LOWER	43.5%	56.5%



Mean figure = the difference between the average of men's and women's pay

Median figure = the difference between the midpoints in the ranges of men's and women's pay

“I've just recently negotiated to work one day-a-week from home - it's a reflection of the trust the firm places in me.”

Kathryn Faulkner, Senior Manager (works 4 days a week)

Our policy of paying employees for the same or equivalent work

At Kingston Smith, we have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We are confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. We simply do not do so.

- We carry out extensive pay and benefits reviews twice a year.
- We evaluate job roles and pay grades to ensure a fair structure.

We adhere to the principle of equal opportunities and equal treatment for all employees, which is evident in our workplace culture.

Our gender pay gap compares favourably with that of other organisations and is a reflection of our team mix.

The mean gender pay gap for the whole economy (according to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.5%. Therefore at 7.3% our mean gender pay gap is, significantly lower than that for the whole economy. The median gender pay gap for the whole economy (according to the November 2016 ONS ASHE figures) is 19.2%. We are proud that our median gender pay gap is 0%.

Comparison with other organisations:

We pride ourselves on being one of only eight firms in the Accountancy Age Top 50 league table with a female Managing Partner (Accountancy Age 50+50 Survey 2016) and 26% of our current total partner population is female.



“I've had masses of support from my team and management - the fact they were so flexible made me feel valued and that they really wanted me to return from maternity leave.”

Clare Peck, Senior HR Advisor (works 9am-3.30pm five days a week)

Bonus gap

While the bonus gap is large under both measures, bonuses in total make up only 2.2% of Kingston Smith's salary costs. They do not represent a significant part of any employee's pay within the firm.

The largest proportion of those receiving a bonus payment are trainee accountants, employed on a formal training contract with a structured career progression that rewards exam success with pre-determined bonus payments. This year's figures reported here are distorted by a higher percentage of male trainees in a recent cohort which falls outside our usual norm.



Promoting gender diversity in Kingston Smith LLP:

Our gender pay gap compares favourably with that of organisations across the whole UK economy, However, we are not complacent and we are committed to doing everything we can to reduce the gap further.

To ensure gender diversity continues in future generations, we have introduced various measures, including:

- enhancing maternity pay and using that as a recruitment tool to attract female employees.
- revising our flexible working policy to promote a better work/life balance for those with caring responsibilities.
- introducing an expectant/new parent forum to support employees before, during and on return from maternity and other parental leave.
- launching a school-partnering pilot scheme with secondary schools and colleges local to our 6 offices, to raise young people's awareness of the career opportunities available within the professional services sector, and to help dispel any misperceptions and stereotypes.

I confirm that the information in this statement is accurate.

Maureen Penfold Managing Partner

We can help you with the calculations and suggest steps you can take to close the gender pay gap.