

# GENDER PAY GAP REPORT

5 APRIL 2017/18/19

Under legislation that came into force in April 2017, employers with more than 250 employees are required to publish gender pay gap information by reporting the percentage difference in pay between their male and female employees annually.

Our aim at PKF Francis Clark is to create an inclusive firm where we embrace difference; where every individual feels valued, is encouraged to develop and to be the best version of themselves they can be.

PAY SUMMARY	APRIL 2017	APRIL 2018	APRIL 2019
MEAN GENDER PAY GAP IN HOURLY PAY	10.6%	12.7%	12.6%
MEDIAN GENDER PAY GAP IN HOURLY PAY	11.7%	13.1%	18.9%

  

QUARTILE SUMMARY	Male	Female	Male	Female	Male	Female
LOWER QUARTILE	40.1%	59.9%	38.1%	61.9%	32.5%	67.5%
LOWER MIDDLE QUARTILE	39.4%	60.6%	39.5%	60.5%	38.2%	61.8%
UPPER MIDDLE QUARTILE	38.0%	62.0%	40.8%	59.2%	39.9%	60.1%
UPPER QUARTILE	56.2%	43.8%	53.7%	46.3%	55.6%	44.4%

These figures show our overall median and mean gender pay gap and the percentage of male and female employees in each quartile band of pay as at the snapshot dates of 5 April 2017, 5 April 2018 and 5 April 2019.

This shows us that in 2017 there was a 10.6% difference in mean and a 11.7% difference in the median pay between our male and female employees. In 2018 there was a 12.7% difference in mean and a 13.1% difference in the median pay between our male and female employees. In 2019 there was a 12.6% difference in mean and a 18.9% difference in the median pay between our male and female employees.

Analysis of our workforce shows that the median gender pay gap arises because, whilst there are similar numbers of men and women at more senior levels, there are fewer men at more junior levels. In 2018 and 2019 we appointed proportionately more women than men into more junior roles. This is reflected in the quartile summary.

BONUS SUMMARY	APRIL 2017	APRIL 2018	APRIL 2019
PROPORTION OF MALE RELEVANT EMPLOYEES WITH BONUS PAY	17.2%	25.0%	24.0%
PROPORTION OF FEMALE RELEVANT EMPLOYEES WITH BONUS PAY	17.0%	17.2%	17.0%
MEAN GENDER PAY GAP IN BONUS PAY	71.8%	55.7%	82.1%
MEDIAN GENDER PAY GAP IN BONUS PAY	71.8%	56.3%	67.2%

These figures confirm that the proportion of male and female employees that received a bonus in the year ended 5 April 2017 was almost identical at 17.2% and 17.0% respectively. In the year ended 5 April 2018 25.0% of men received a bonus and 17.2% of women received a bonus. In the year ended 5 April 2019 24% of men received a bonus and 17% of women.

The mean gap in the actual bonus awarded was significant at just over 71.8% in 2017 but dropped to 55.7% in 2018 increasing again to 82.1% in 2019. The median gap in actual bonus awarded was 71.8% in 2017 and fell to 56.3% in 2018 increasing to 67.2% in 2019. Whilst some improvements have been made since 2017, the factors behind this continue to be as follows:

- We employ significantly more women than men in the first 3 quartiles, and typically bonuses in these quartiles are lower.
- Awards in the first 3 quartiles are often in relation to client or employee introductions, which are generally considerably lower than for performance related bonuses.
- A small number of departments in the firm where performance bonuses are more common have an imbalance of male employees.

PKF Francis Clark will continue to monitor the data and to take actions to eradicate any gender pay gap. Whilst structural changes will take some time, our policy is that we create an environment where every employee is compensated fairly based on their contribution to the firm, regardless of gender.