



## GENDER PAY REPORT APRIL 2018

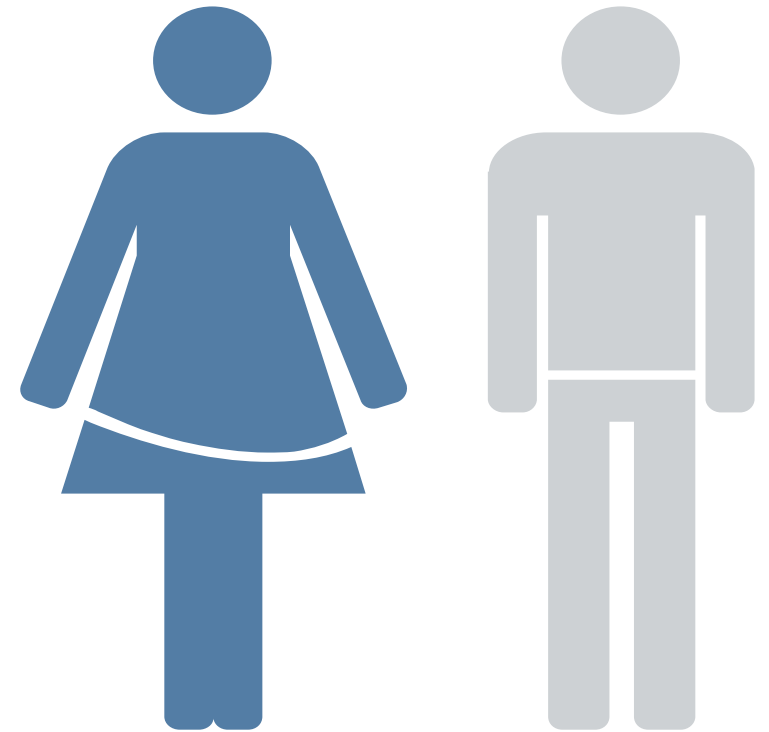
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# GENDER PAY REPORTING

Like other private sector employers with more than 250 employees, Albert Goodman LLP has reported its gender pay gap in line with the Gender Pay Gap Reporting Regulations. The gender pay gap shows the difference between the average (mean or median) earnings of men and women. Gender pay gap reporting requires employers annually from 5 April 2017 with 250 or more employees to publish the differences in the average pay of men and women over a standard time period, regardless of occupation, role, seniority, location and any other employment circumstances. The gender pay gap differs from equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. We are an inclusive firm and are confident that men and women are paid equally for doing equivalent jobs at Albert Goodman.

As part of the regulations, the following must be reported:-

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of men receiving a bonus payment
- proportion of women receiving a bonus payment
- proportion of men and women in each quartile pay band

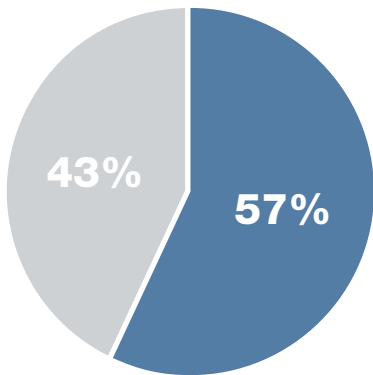


# 5 APRIL 2018 DISTRIBUTION

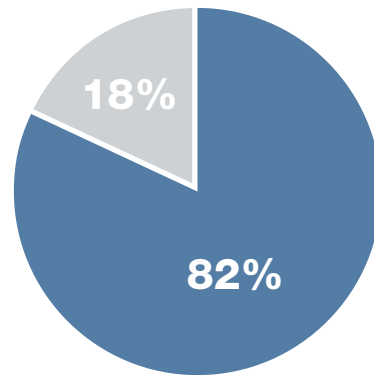
The gender distribution across four equally sized pay band quartiles is:-

- Quartile 1 43% : 57%
- Quartile 2 18% : 82%
- Quartile 3 40% : 60%
- Quartile 4 55% : 45%

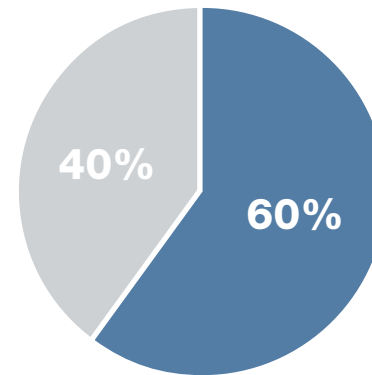
■ Women  
■ Men



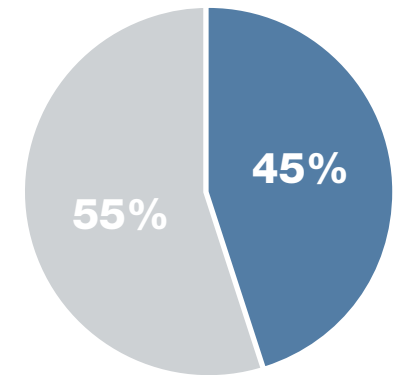
QUARTILE 1



QUARTILE 2



QUARTILE 3



QUARTILE 4

# 5 APRIL 2018 MEAN AND MEDIAN GAP

Compared to last year, the mean gender pay gap improved by 4% and median pay gap by 2%. Our mean gender pay gap is 17% and our median gender pay gap is 20%.

**17%**

MEAN

(2017 21%)

**20%**

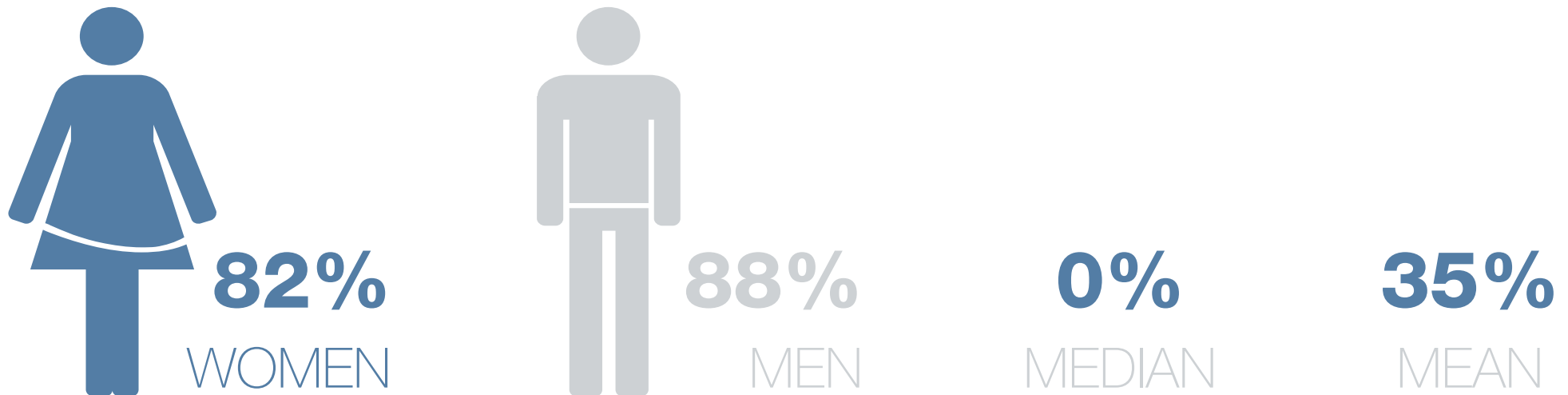
MEDIAN

(2017 22%)

# 5 APRIL 2018 BONUS INFORMATION

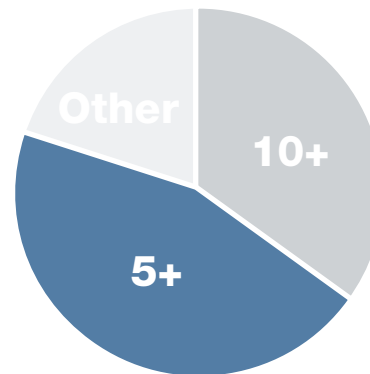
Christmas bonus payments of equal value are paid to all members of staff who have completed at least 1 years' service. We also have schemes available to staff where additional payments are made, for example for introducing new employees to the firm.

82% of women were paid a bonus compared to 88% of men. There was no median bonus gap (i.e.0%) however there was a mean bonus gap of 35% compared to 61% in the previous year.

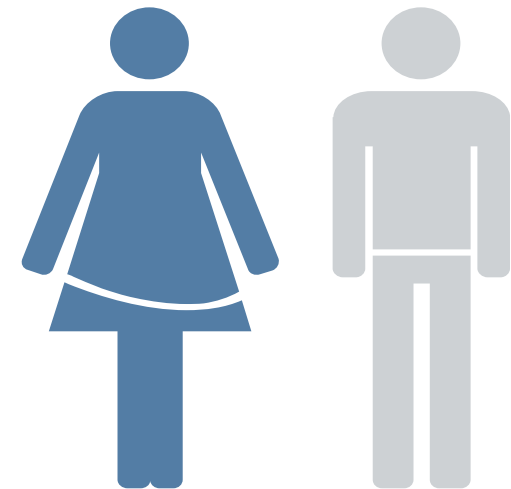


# OUR COMMITMENTS

- We want to be an employer of choice and have achieved 1\* “Very good place to work” rating in the annual 2019 Best Companies survey and a top 75 company to work for in the South West.
- We are committed to investing in long term careers - 35% of our people have more than ten years’ service and 45% have more than five years’ service.
- Every member of staff receives “equal opportunities / equality and diversity” training.
- We have an inclusive approach to flexible working and career progression with the opportunity for people to develop at their chosen pace and direction.
- We are a member of the 5% club, an organisation of employers who want to make a difference to people’s life chances with “earn and learn” skills training opportunities.
- We reward fairly and equally.



LONG TERM CAREERS



Our vision is to be the firm  
that contributes most to  
our clients' success.

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