



AG ALBERT
GOODMAN

Gender Pay Report

APRIL 2020

Welcome

At Albert Goodman our people are our most important asset and we strive to ensure that everyone has equal opportunities, regardless of gender, race or other personal characteristics. We are committed to fostering a working environment where our people feel valued and respected, providing opportunities to ensure they fulfil their potential.

We are confident that men and women are paid equally and treated fairly for doing equivalent jobs across the firm. We have achieved another year without any rises in our gender pay gap. We have reduced our median considerably by 4%.

Our female colleagues now represent:

- 61% of our workforce (of which 12% are in senior management positions)
- 60% of the firm's Management Board
- Over 30% of our partners

We remain focused on continuing to champion a culture that prioritises fairness, openness and equality of opportunity. We are confident that our approach will help us attract and retain the right talent for the job whilst supporting progression throughout our business.



Richard Bayler

Managing Partner, Albert Goodman LLP
2020



What is the Gender Pay Gap?



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:-

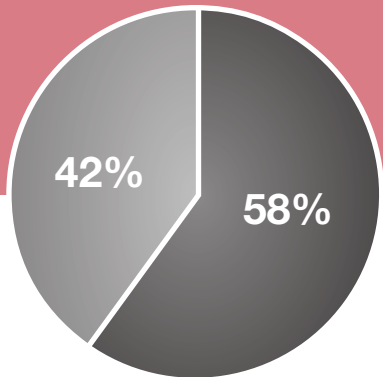
- 1.* mean gender pay gap
- 2.* median gender pay gap
- 3.* mean bonus gender pay gap
- 4.* median bonus gender pay gap
- 5.* proportion of men receiving a bonus payment
- 6.* proportion of women receiving a bonus payment
- 7.* proportion of men and women in each quartile pay band

Pay Band Distribution

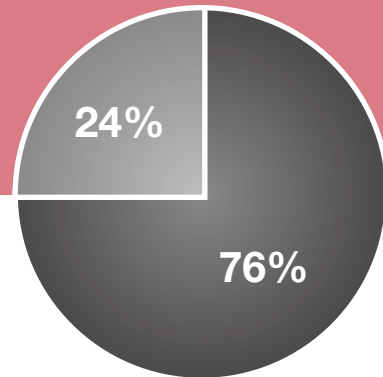
The gender distribution across four equally sized pay band quartiles is:-

- Quartile 1 42% : 58%
- Quartile 2 24% : 76%
- Quartile 3 33% : 67%
- Quartile 4 44% : 56%

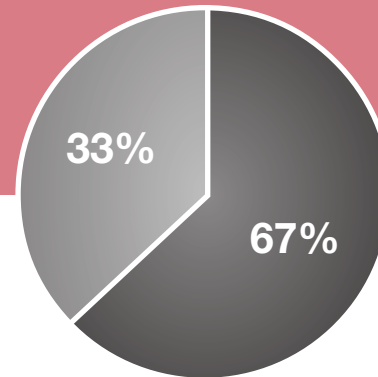
QUARTILE 1



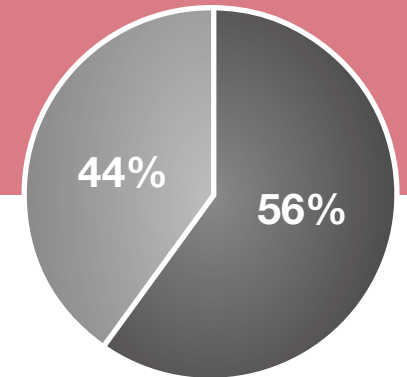
QUARTILE 2



QUARTILE 3



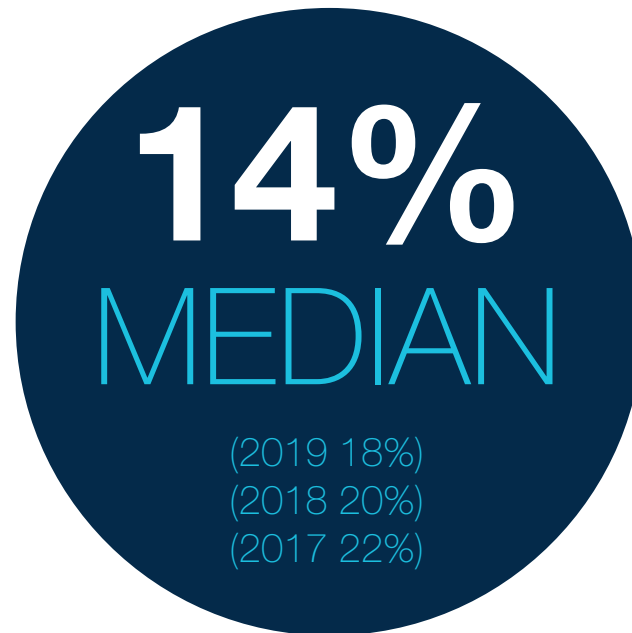
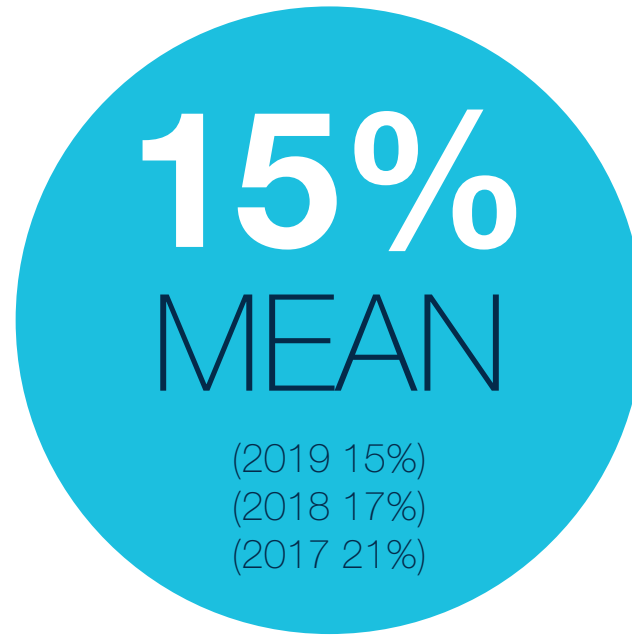
QUARTILE 4



■ Men ■ Women

Mean and Median Gap

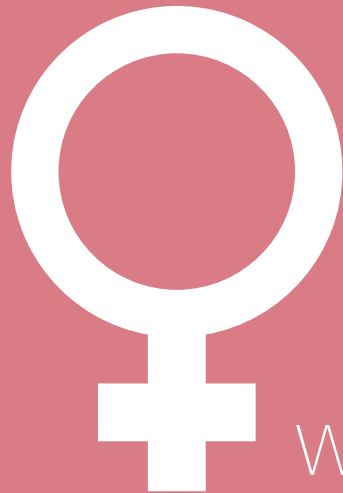
We have achieved another year without any rises in our gender pay gap. We have reduced our median considerably by 4%. Our Mean pay gap is 15% and our Median pay gap is 14%.



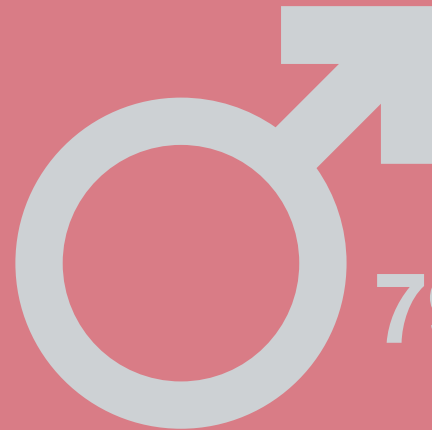
Bonus Information

Christmas bonus payments of equal value are paid to all members of staff, including those who have completed their probationary period by the 1st of December. We also have schemes available to staff where additional payments are made, for example for introducing new employees or clients to the firm.

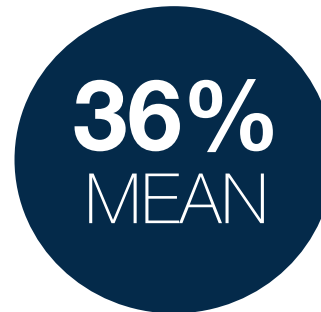
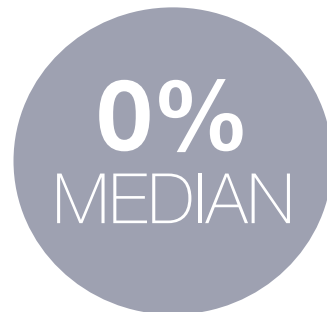
83% of women were paid a bonus compared to 79% of men. There was no median bonus gap (i.e. 0%) however there was a mean bonus gap of 36% largely as a result of a single bonus payment.



83%
WOMEN

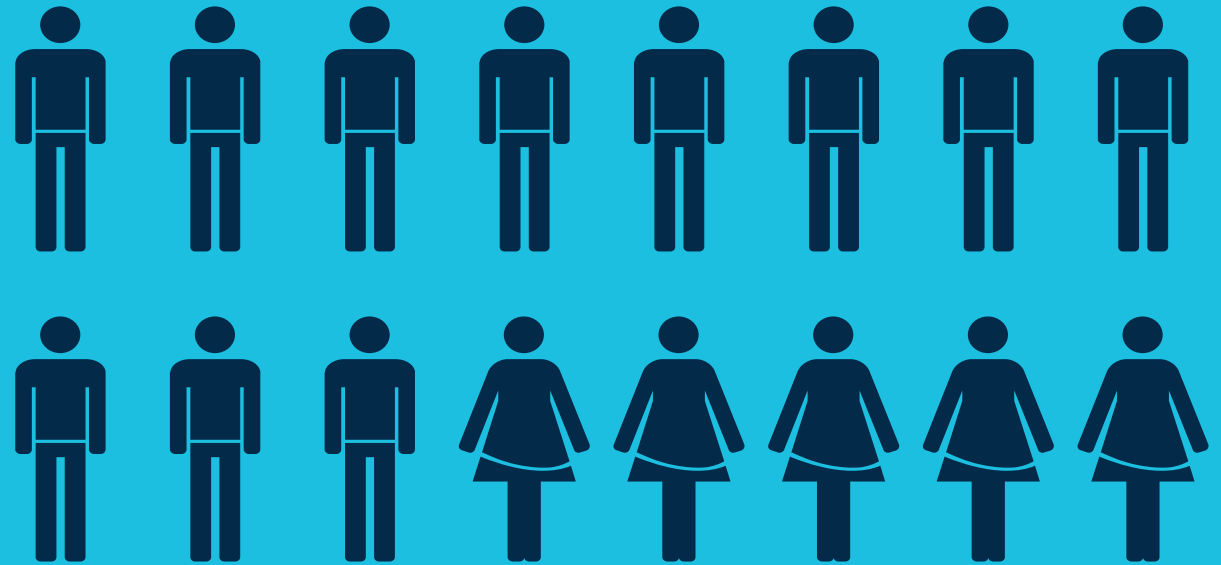


79%
MEN

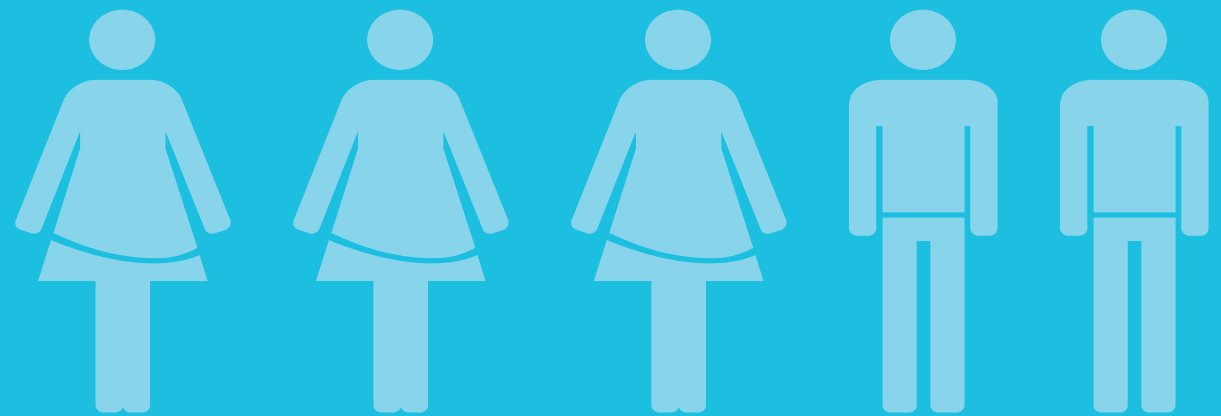


The Management of Albert Goodman

Females currently make up over 30% of our partner group (11M/ 5F). This compares to an average of 21% in the 2020 Accountancy Age Top 100.



3 of the 5 members of the firms Management Board are female.



Our Achievements

1

We recognise the importance of helping our people balance their work and home life by offering flexible and home working arrangements.

2

We want to be an employer of choice and have achieved a 1* "Very Good Place To Work" rating for two consecutive years in the annual Best Companies survey. In 2019 we were ranked among The Best Companies to Work For in the South West.

3

We are committed to supporting and investing in long term careers. 35% of our people have more than ten years' service and 49% have over five.

4

Every member of staff receives equal opportunities / equality and diversity training.

5

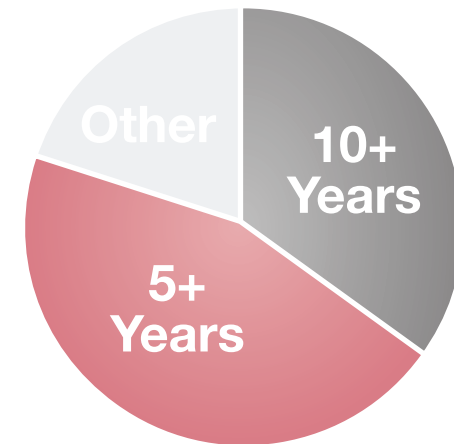
We have an inclusive approach to career progression with the opportunity for people to develop at their chosen pace and direction.

6

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.

7

We reward fairly and equally.



LONG TERM CAREERS

Comments from Our People

During my ten years at Albert Goodman I have progressed from trainee accountant to senior manager and during that time I have always been encouraged to maintain a healthy work life balance. I believe flexible working is a key part of this, enabling me to flex my hours when needed thus also ensuring that annual leave is saved for genuine holidays to maximise rest and relaxation during time off.

Lyndsay Blackshaw **SENIOR MANAGER**

The firm has accommodated my request to work term-time only, allowing me to be at home with my children during the school holidays. I have also since been able to amend my hours to suit my individual progression and the ever-changing needs of my family. Being able to illustrate the importance of a good work/home life balance has been invaluable.

Sam Gunning

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