

# GENDER PAY REPORT

APRIL 2021

# Welcome

At Albert Goodman our people are our most important asset and we strive to ensure that everyone has equal opportunities. 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:

- 58% of our workforce
- 60% of the firm's Management Board
- Over 37% 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 Firm.



*Richard Bayle*

Managing Partner, Albert Goodman LLP



# WHAT IS THE GENDER PAY GAP?



Albert Goodman LLP has committed to report its gender pay gap even though at the snapshot date it did not have 250 employees. It has been reported in line with the Gender Pay Gap Reporting Regulations. This is to represent its commitment to gender inclusivity. 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:-**

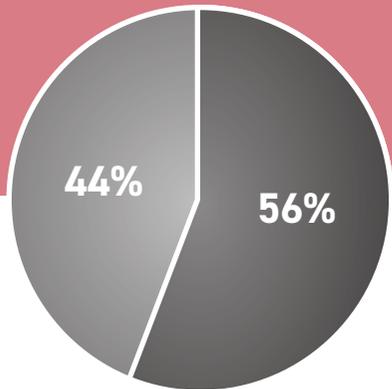
- 1.* mean gender pay gap
- 2.* median gender pay gap
- 3.* mean bonus gender pay gap
- 4.* median bonus gender pay gap
- 5.* proportion of men receiving a bonus payment
- 6.* proportion of women receiving a bonus payment
- 7.* proportion of men and women in each quartile pay band

# PAY BAND DISTRIBUTION

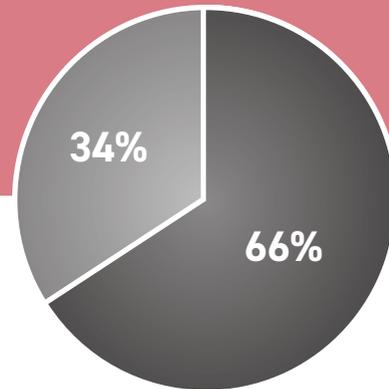
The gender distribution across four equally sized pay band quartiles is:-

- Quartile 1 44% : 56%
- Quartile 2 34% : 66%
- Quartile 3 32% : 68%
- Quartile 4 59% : 41%

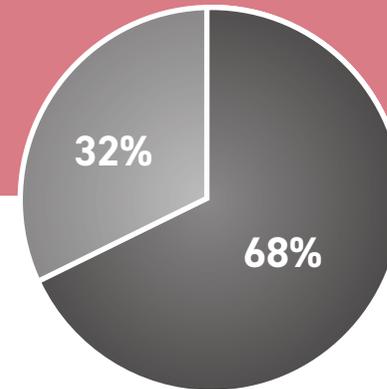
QUARTILE 1



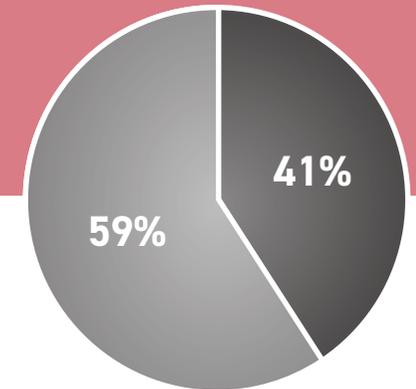
QUARTILE 2



QUARTILE 3



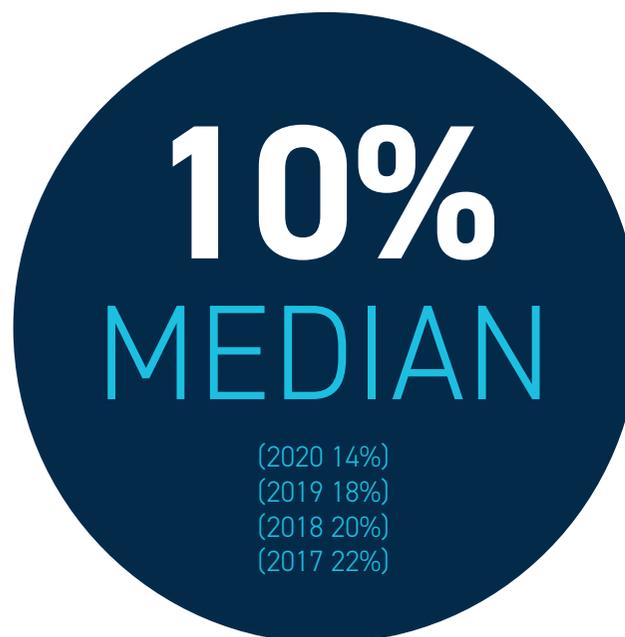
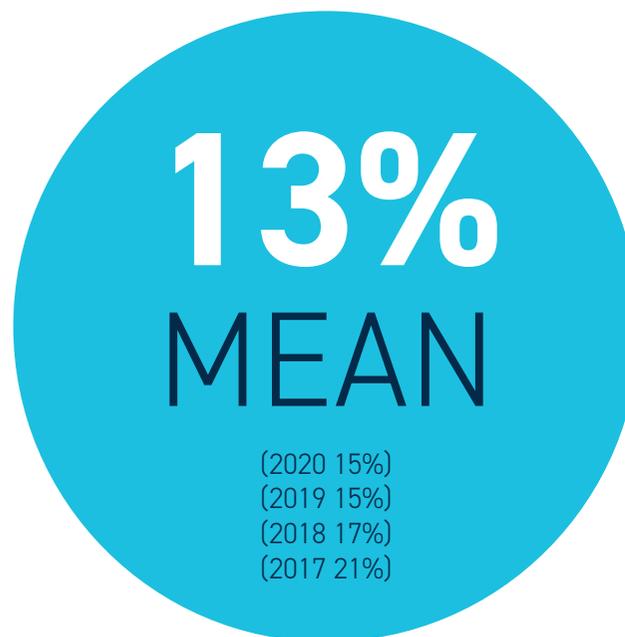
QUARTILE 4



■ Men ■ Women

# MEAN AND MEDIAN GAP

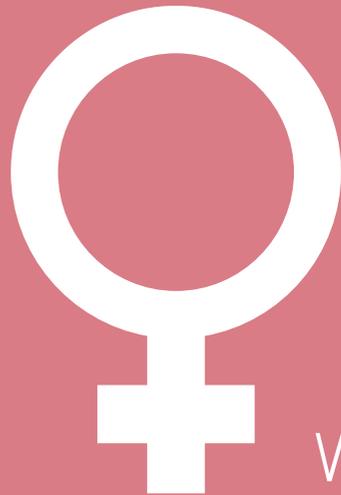
We have achieved another year without any rises in our gender pay gap. We have reduced our median considerably by 4%. Our Mean pay gap is 13% and our Median pay gap is 10%.



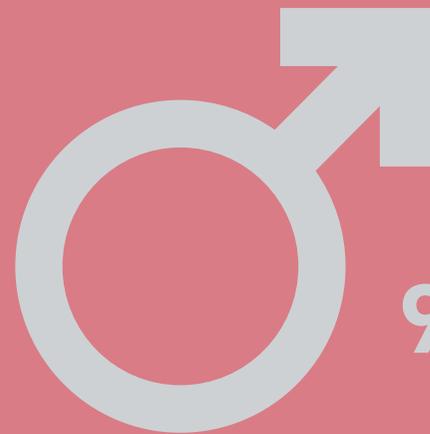
# BONUS INFORMATION

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

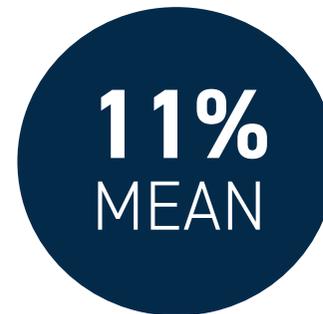
97% of women were paid a bonus compared to 96% of men. There was a median bonus gap of 5% and there was a mean bonus gap of 11% largely as a result of a single bonus payment.



**97%**  
WOMEN



**96%**  
MEN

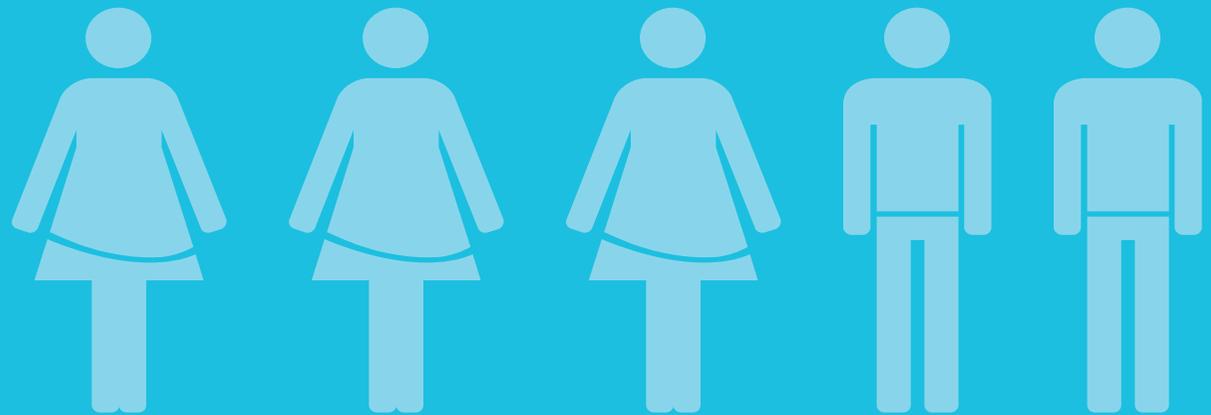


# THE MANAGEMENT OF ALBERT GOODMAN

Females currently make up over 37% of our partner group (10M/ 6F). 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. We have incorporated extra holiday allowance and an additional family day by the whole firm being awarded Christmas eve off.

# 2

2\* Outstanding place to work, awarded Accountancy's 10 Best Firms to work for and the South West's top 50 Best Companies to work for.

# 3

We are committed to supporting and investing in long term careers. 30% of our people have more than ten years' service and 51% have over five.

# 4

Every employee 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 and we reward fairly and equally.

# 6

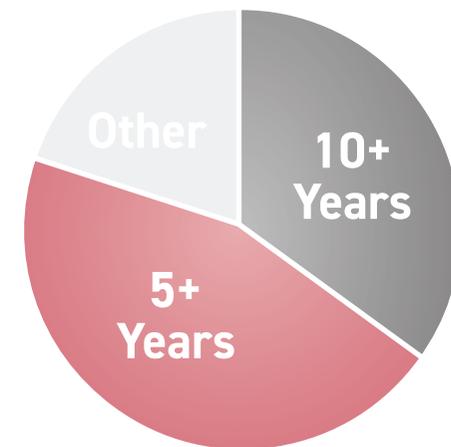
We are a member of The 5% Club, an organisation of employers who want to make a difference to people's life chances with "earn and learn" skills training opportunities.

# 7

We arrange inclusive social events through zoom including comedy nights to ensure employees know that they are appreciated for their hard work.

# 8

We encourage our people to dress for their day promoting a comfortable environment.



## LONG TERM CAREERS

# COMMENTS FROM OUR PEOPLE

During my ten years at Albert Goodman I have progressed from trainee accountant to director 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* DIRECTOR

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*

As both my career and home life have changed since joining nearly 14 years ago, so too has AG. The firm has always been supportive and willingly happy to accommodate changes in working hours to suit family life, but since the pandemic it is great to see a change in policy to formally set out the availability of home-office working. This in conjunction with the flexi working policy are incredibly useful and I am not sure I could manage the day to day juggling act without them. *Kelly Di Notaro*



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