



AG ALBERT
GOODMAN

Gender Pay Report

APRIL 2019

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. I am pleased to report that our mean and median pay gaps have continued to decrease since 2017. Our gender pay gap has improved by 2% in the past year, and is better than the average for our industry.

Our female colleagues now represent:

- 62% of our workforce (of which 11% 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
February 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:-

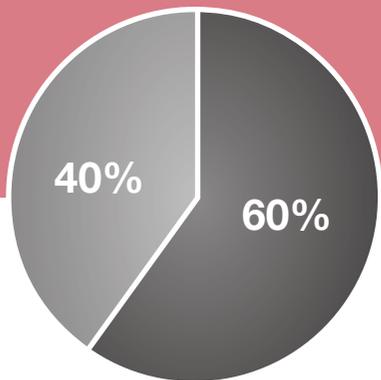
- 1.* mean gender pay gap
- 2.* median gender pay gap
- 3.* mean bonus gender pay gap
- 4.* median bonus gender pay gap
- 5.* proportion of men receiving a bonus payment
- 6.* proportion of women receiving a bonus payment
- 7.* proportion of men and women in each quartile pay band

Pay Band Distribution

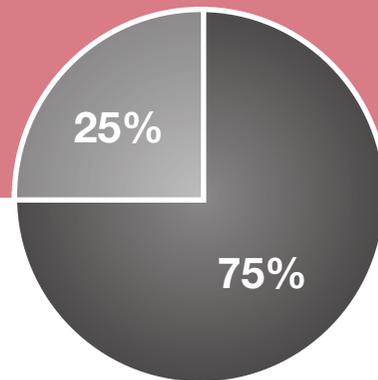
The gender distribution across four equally sized pay band quartiles is:-

- Quartile 1 40% : 60%
- Quartile 2 25% : 75%
- Quartile 3 37% : 63%
- Quartile 4 54% : 46%

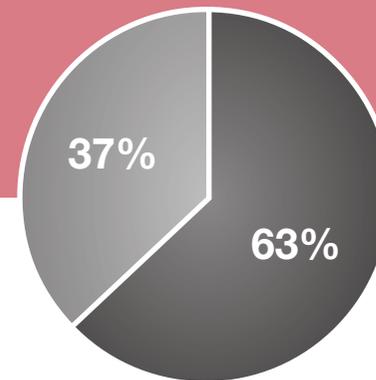
QUARTILE 1



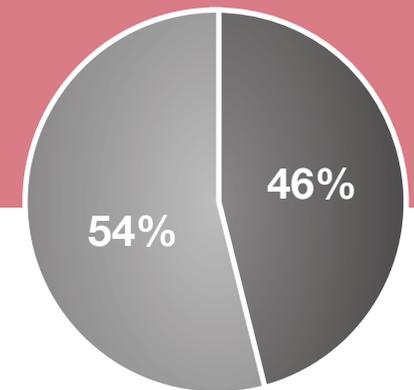
QUARTILE 2



QUARTILE 3



QUARTILE 4



■ Men ■ Women

Mean and Median Gap

For the third year running we have reduced our gender pay gap achieving a 2% improvement on both the mean and the median figures. Our mean gender pay gap is 15% and our median gender pay gap is 18%.

15%
MEAN

(2018 17%)
(2017 21%)

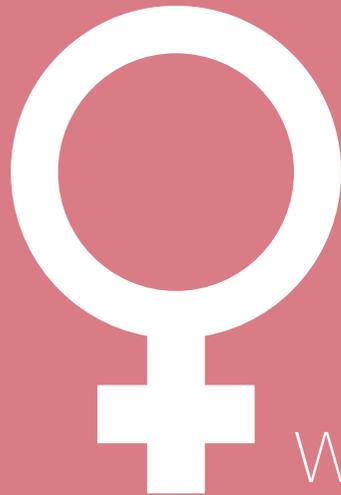
18%
MEDIAN

(2018 20%)
(2017 22%)

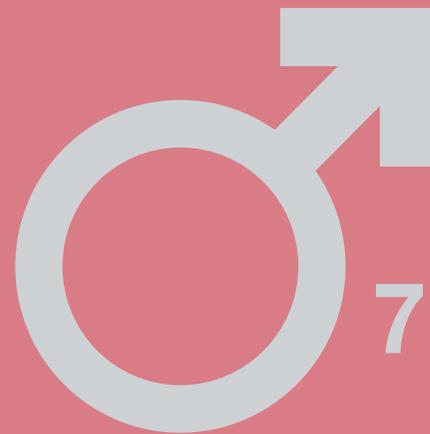
Bonus Information

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

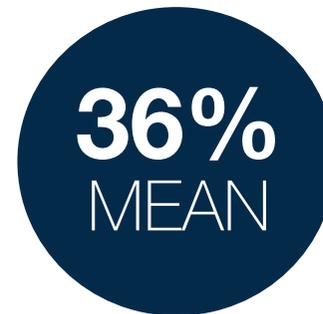
75% of women were paid a bonus compared to 77% of men. There was no median bonus gap (i.e. 0%) however there was a mean bonus gap of 36% largely as a result of a single bonus payment.



75%
WOMEN

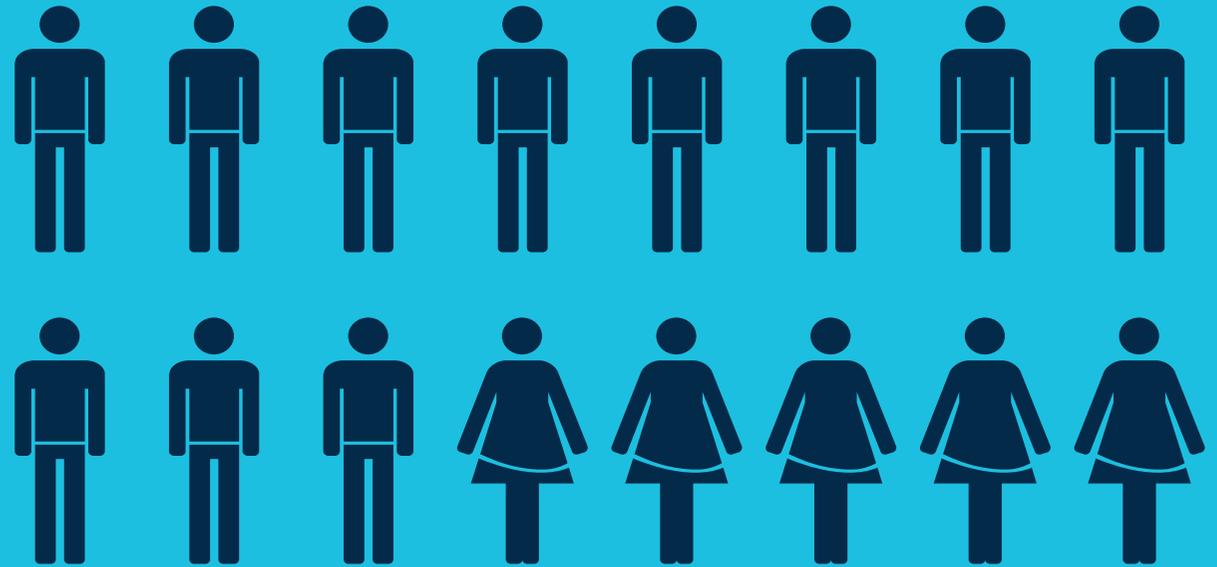


77%
MEN



The Management of Albert Goodman

Females currently make up over 30% of our partner group (11M/ 5F). This compares to an average of 18% in the 2019 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 45% have over five.

4

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

5

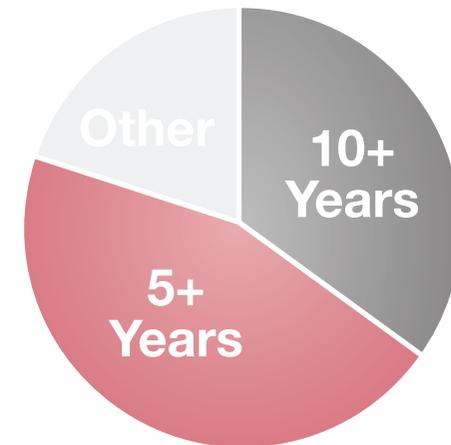
We have an inclusive approach to career progression with the opportunity for people to develop at their chosen pace and direction.

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

Flexibility is key in enabling me to demonstrate my passion for the firm and its people, and naturally myself and my family! Living like this means that no week is like another and that is just how I like it! One morning I will be working out, walking the dog and doing a school run and another I will be at a business breakfast. I am evidence that this approach to life isn't a barrier and I am pleased that I can empower others to create a blend that works for them. **Sophie Parkhouse, Partner**

During my time at Albert Goodman, I have had two children, worked part time and back to full time. What has enabled me to progress and retain a good work-life balance is the ability to flex my working hours and to work from home. This helps me juggle childcare and not miss out on sports and other important events in my children's lives. Those studying can ensure they balance their work, study and downtime effectively. As a partner, I hope I can demonstrate to others that partnership is possible and by using agile working we can all retain a good work-life balance.

Sam Kirkham, Partner

In this line of work you try to plan for everything but, no matter how good you are at planning, sometimes things crop up which you have to deal with during your normal working hours. Working at Albert Goodman, everyone is so understanding and accommodating of the fact that life can and does get in the way! I recently bought a house and anyone who has gone through that process will empathise with how stressful it already is, never mind if you have an employer who makes it more difficult for you. I was fortunate to have the flexibility to fit my hours around the numerous phone calls, appointments and tradesmen that I had to deal with. **Brodie Cook, Trainee**

Flexible working allows me to save my holiday for genuine holidays. There is no need to book holiday if I need to be somewhere else for a few hours at any point in the day, as I can flex my hours to suit. The freedom to change my working hours and/or work from home, gives me the ability to do more things during the week and has made a positive impact to my everyday life. **Megan Trick, Senior**

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