

NAVIGATING THROUGH GENDER PAY EQUALITY.

ALBERT GOODMAN PAY GAP REPORT 2023.

WELCOME.

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

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 equivalent jobs across the Firm.

Disappointingly, our pay gap increased this year with a mean and median of 19%. This was mainly because we have made significant further investment into our apprentice scheme. More females than males have taken up these roles and since this snapshot of data has been taken, we now pay above the standard apprenticeship rate.

Our female colleagues now represent:

- 58% of our workforce
- 60% of the firm's Management Board
- 50% of our partner owners

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 best talent whilst supporting progression throughout our Firm.



Iain McVicar
Managing Partner,
Albert Goodman LLP

WHAT IS THE GENDER PAY GAP?

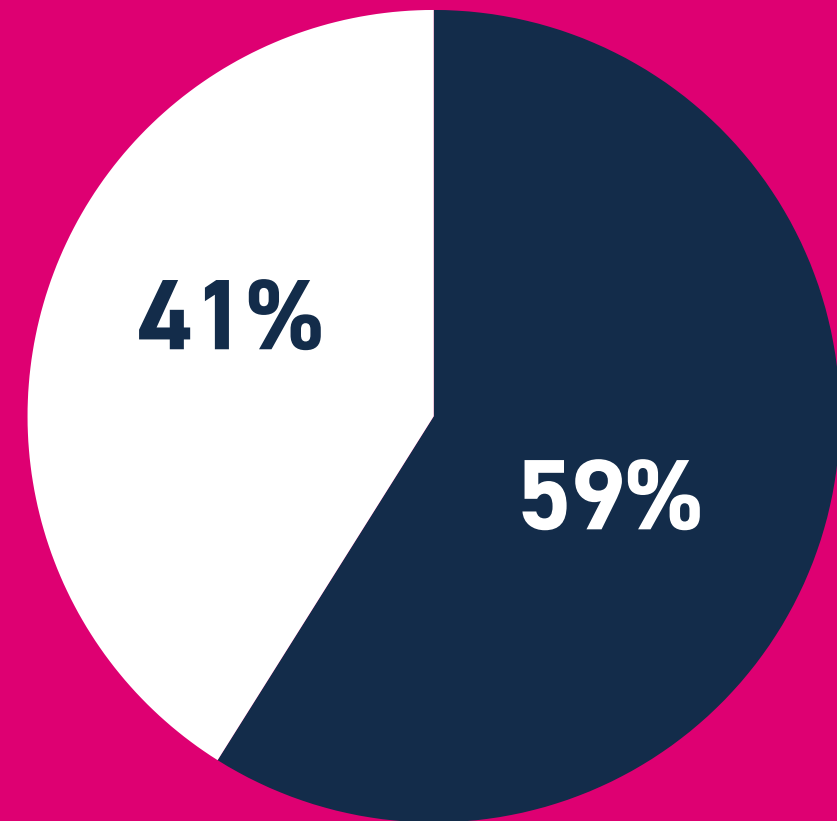
Like other private sector employers with more than 250 employees, Albert Goodman LLP has reported its gender pay gap in line with the Gender Pay Gap Reporting Regulations. The gender pay gap shows the difference between the average (mean or median) earnings of men and women.

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

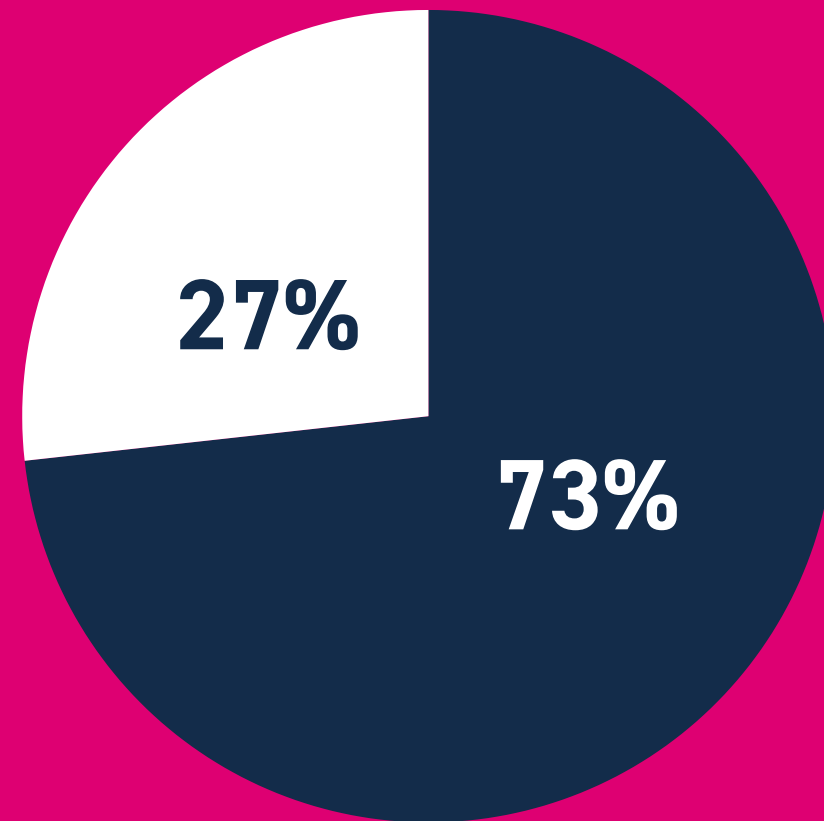
1. mean gender pay gap
2. median gender pay gap
3. mean bonus gender pay gap
4. median bonus gender pay gap
5. proportion of men receiving a bonus payment
6. proportion of women receiving a bonus payment
7. proportion of men and women in each quartile pay band

PAY BAND DISTRIBUTION.

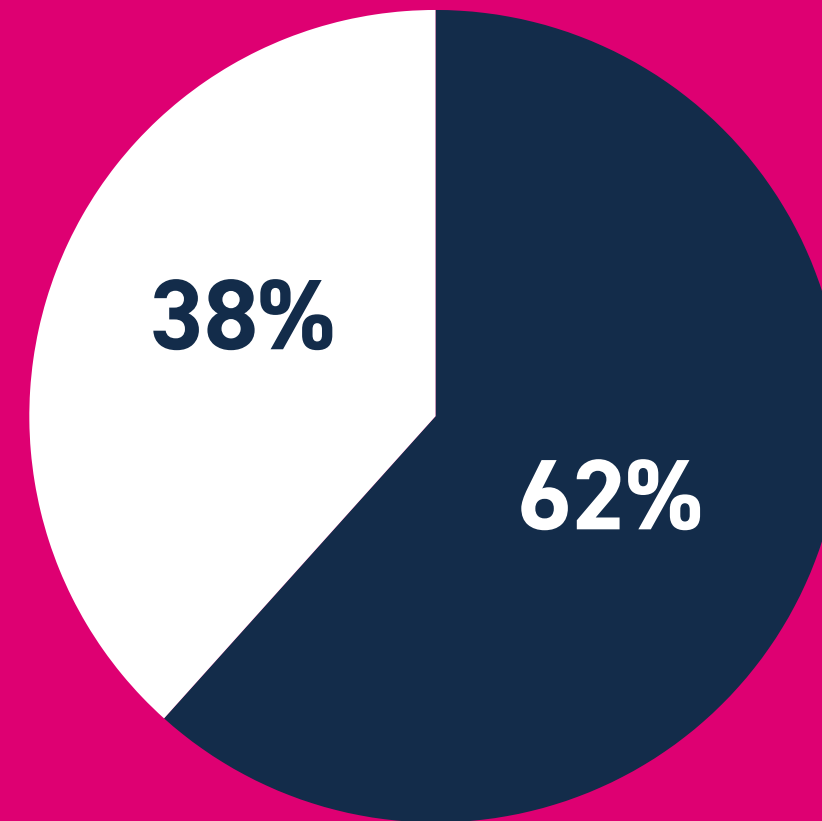
QUARTILE 1



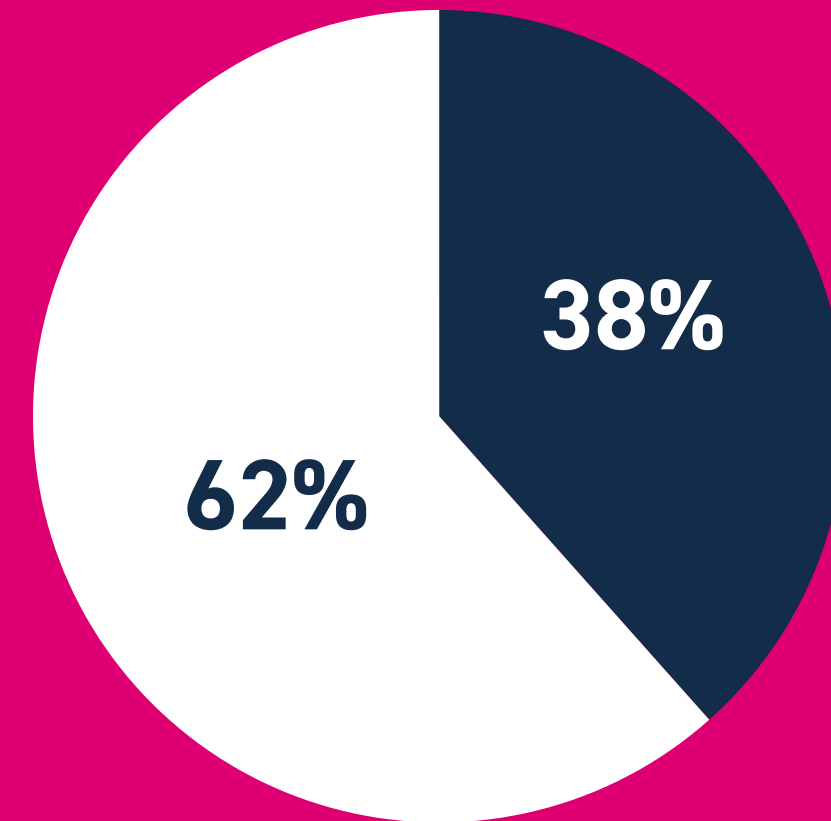
QUARTILE 2




QUARTILE 3



QUARTILE 4



 FEMALE
 MALE

MEAN AND MEDIAN GAP.

Our Mean pay gap is 21% and our Median pay gap is 21.3%, which has increased from last year. This is due to more investment in apprenticeships than previously in support areas as well as our accounting side.

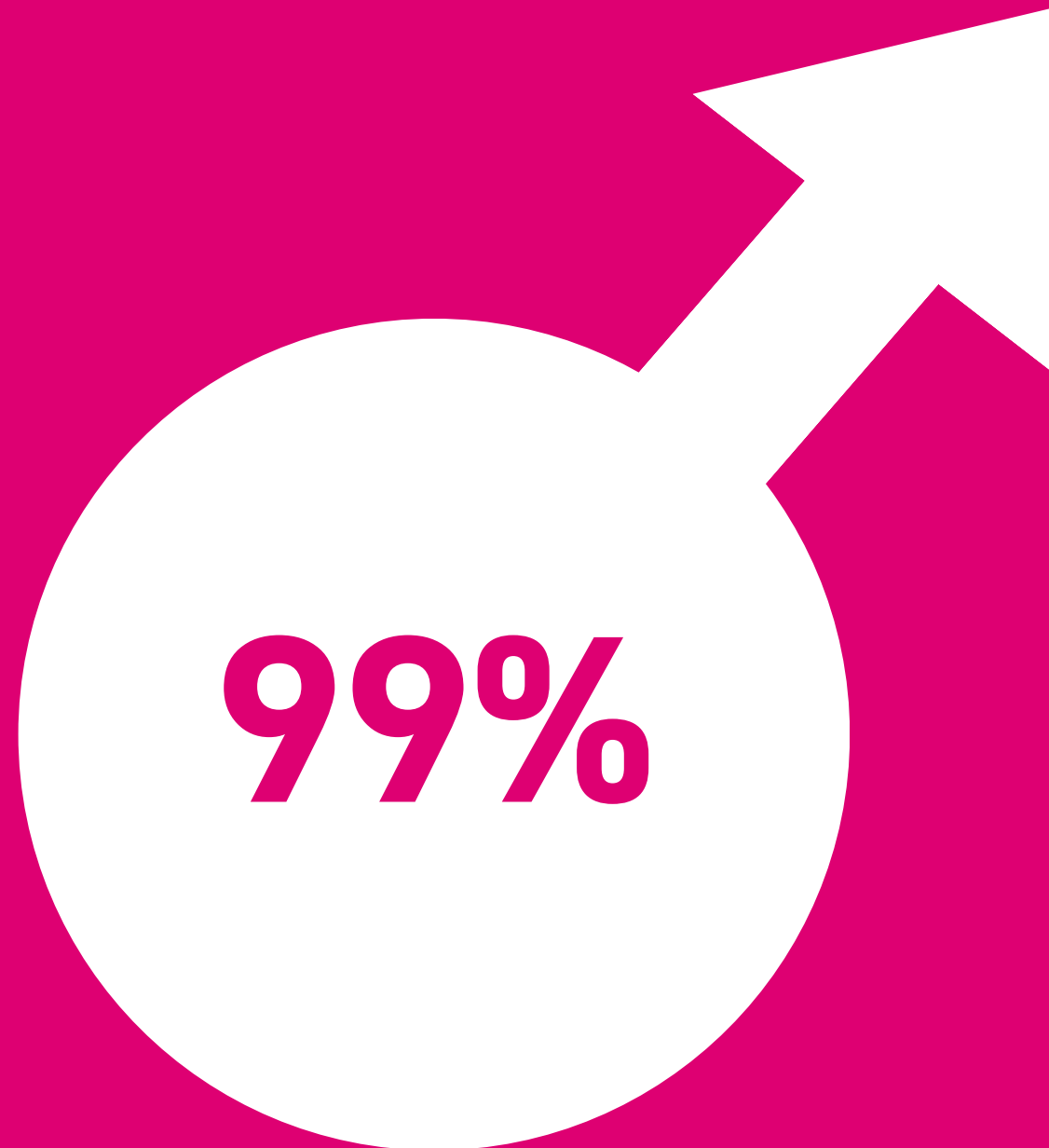
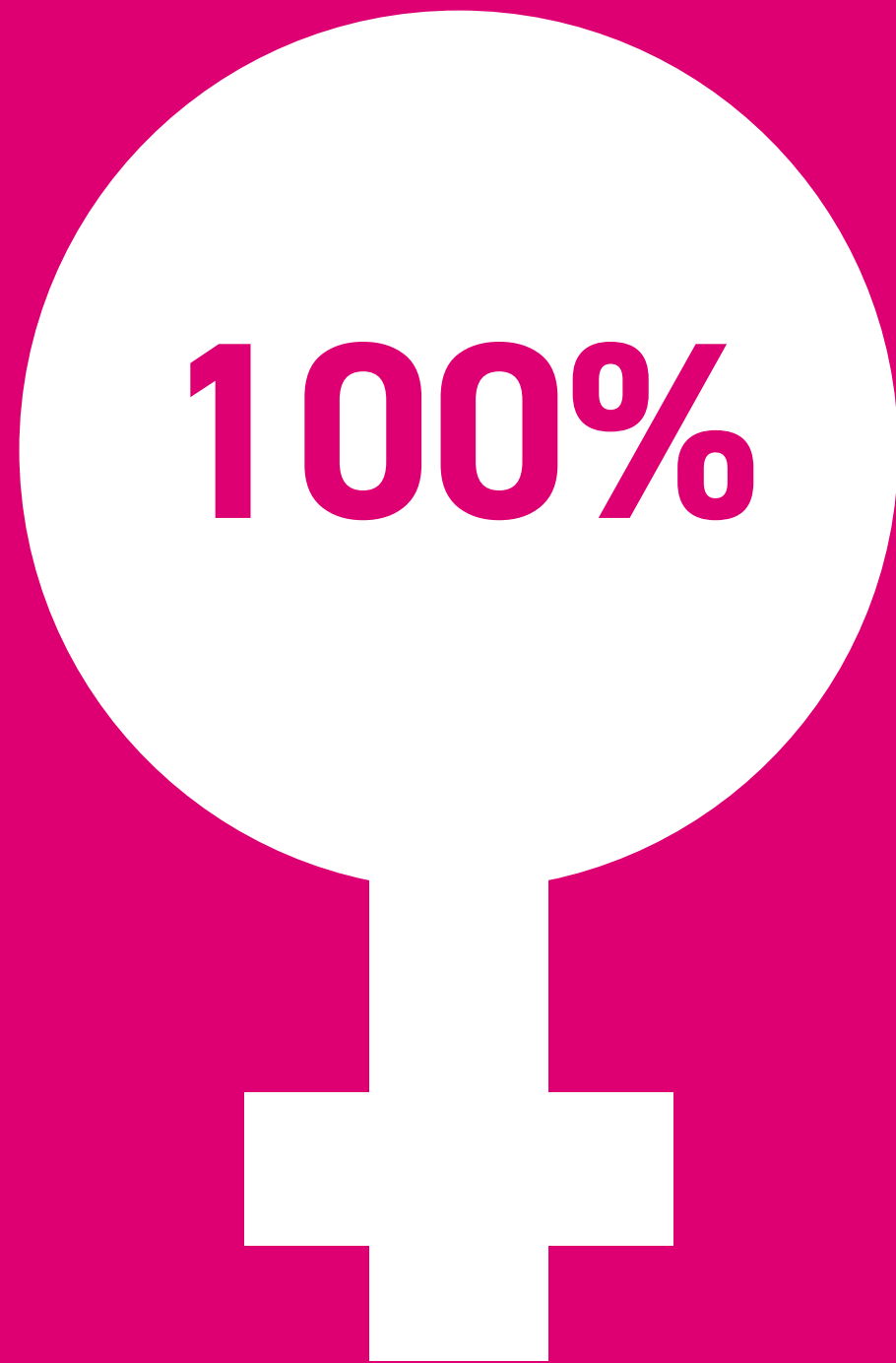
In addition to a number of our female senior management team progressing to Partners.

MEAN
21%

MEDIAN
21.3%

BONUS INFORMATION.

The average commission bonus was greater in respect of females than males in that financial year.



-11.3%

MEAN

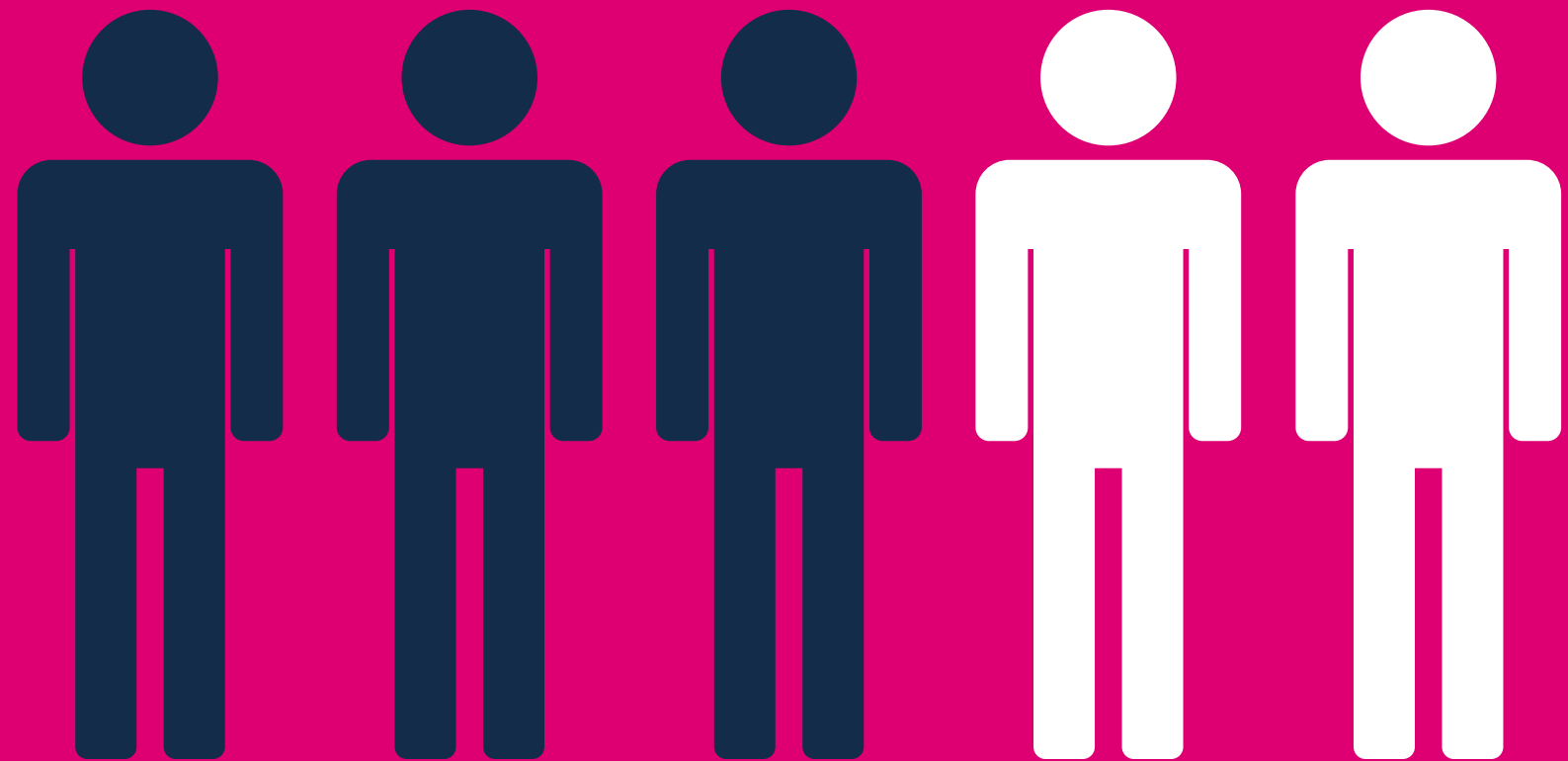
0%

MEDIAN

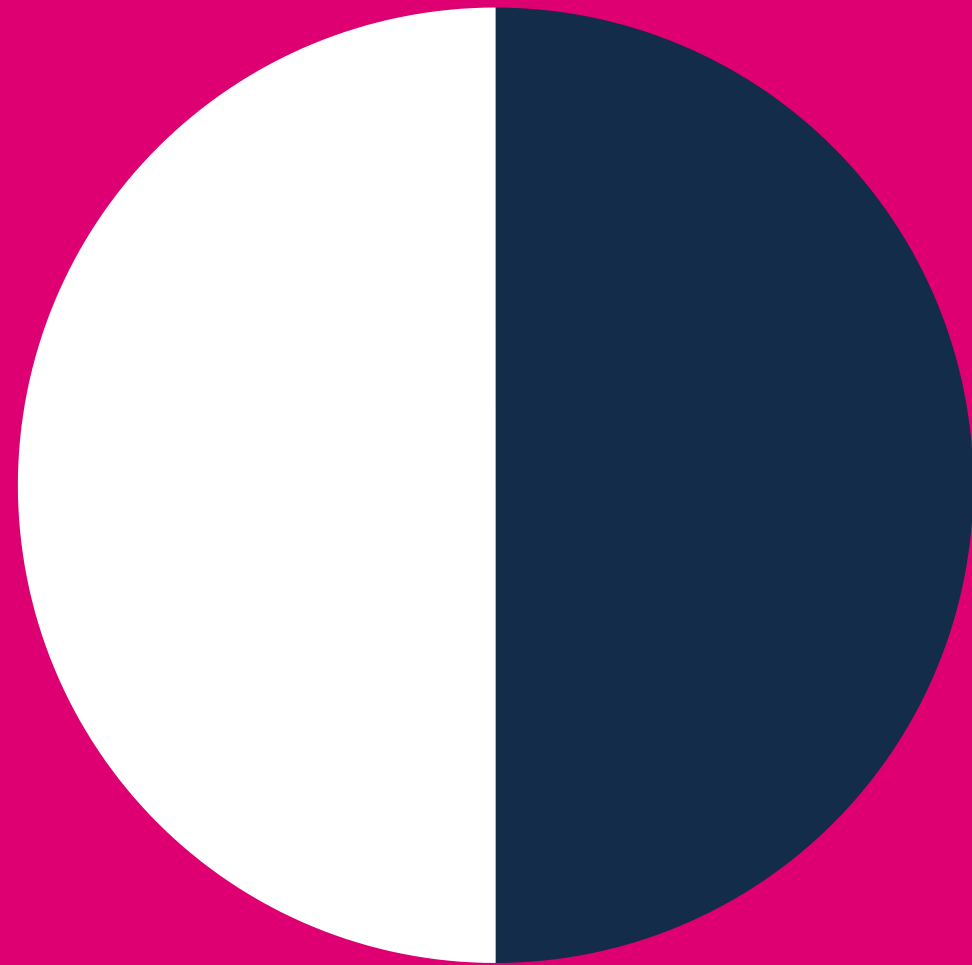
MANAGEMENT OF ALBERT GOODMAN.



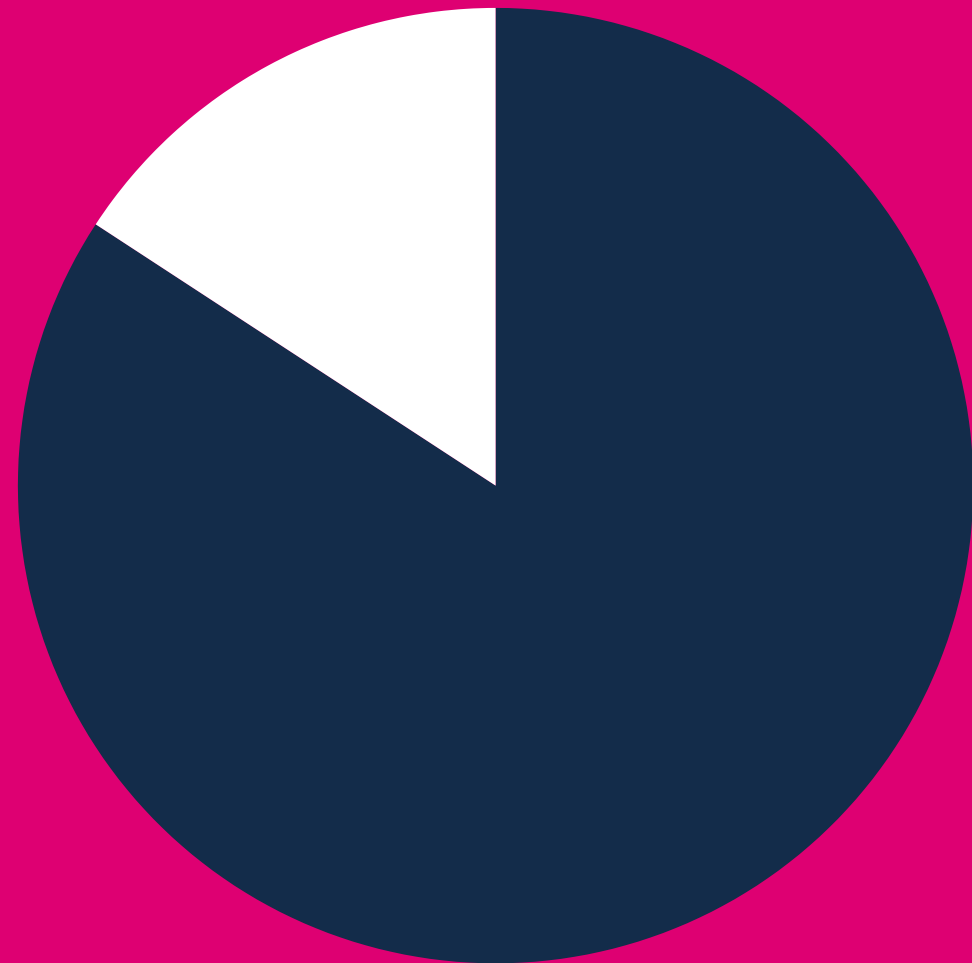
PARTNERS.
45% FEMALE.



**MANAGEMENT
BOARD.**
3/5 FEMALE.



MENTORS.
50% FEMALE.



**MENTAL HEALTH
FIRST AIDERS.**
81% FEMALE.



OUR ACHIEVEMENTS.

- 1 For two years running, we have achieved Best Companies 2 * Outstanding place to work & No1. Accountancy Firm to work for in the UK.
- 2 Continue to embed our new values into all our development processes.
- 3 Continuing to support the Menopause pledge.
- 4 Member of 30% club.
- 5 We are immensely proud to become one of the very first accountancy firms in the South West to secure 'B Corp' status.
- 6 An established mentor scheme with over 50% mentors being female.
- 7 More Mental Health First Aiders trained.
- 8 Providing a suite of soft skills training.

COMMENTS FROM OUR PEOPLE.



Since working at Albert Goodman, I have worked both part time & full time and was easily able to switch between the two. I worked a 4 day week, when studying for my ACCA qualification, to enable me to balance my work, study and family life. I am currently working full time now qualified but am able to flex my hours to fit around important events for my children where needed. The ability to work from home twice a week, when possible, also helps this flexibility.



I joined Albert Goodman because they were able to support me in working term-time only, allowing me the privilege of spending previous time with my children throughout the school holidays. During term-times, I am able to work incredibly flexibly, both in terms of hours and location, making the otherwise impossible act of juggling a big, busy family and a fast-paced career, possible.



Albert Goodman provided me with the training and support I needed to get through my ACA studies. When I realised my love for tax, Albert Goodman encouraged me to explore this by setting up a secondment into the tax department and they are now currently supporting me throughout my CTA studies, giving me the tools and knowledge I need to succeed within my role.

01823 286096

www.albertgoodman.co.uk

