

SHIFTING

THE SCALES

GENDER PAY REPORT 2022



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.



A handwritten signature in black ink, appearing to read 'Iain McVicar'.

Iain McVicar
Managing Partner, Albert Goodman LLP



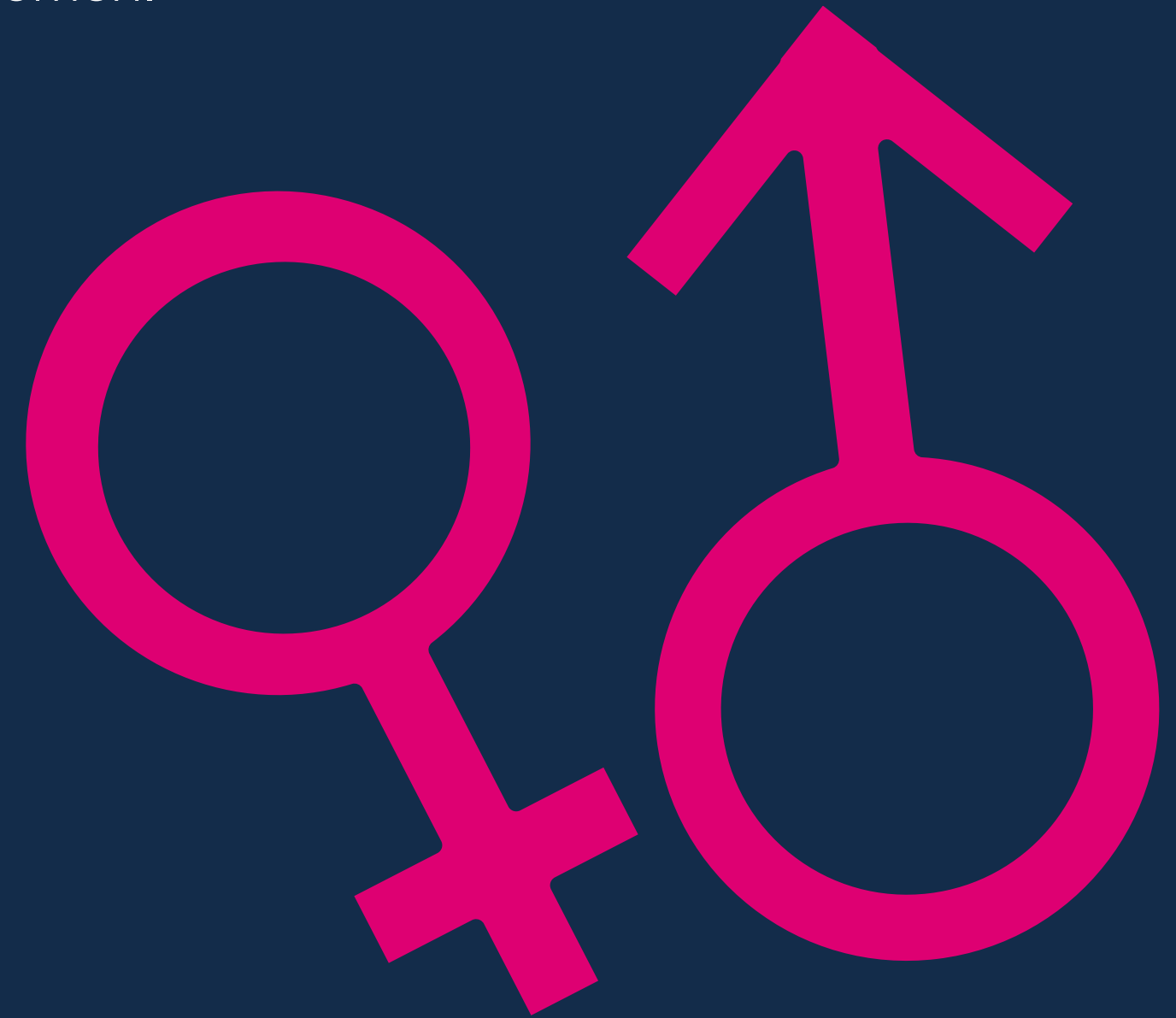
WHAT IS THE

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:-

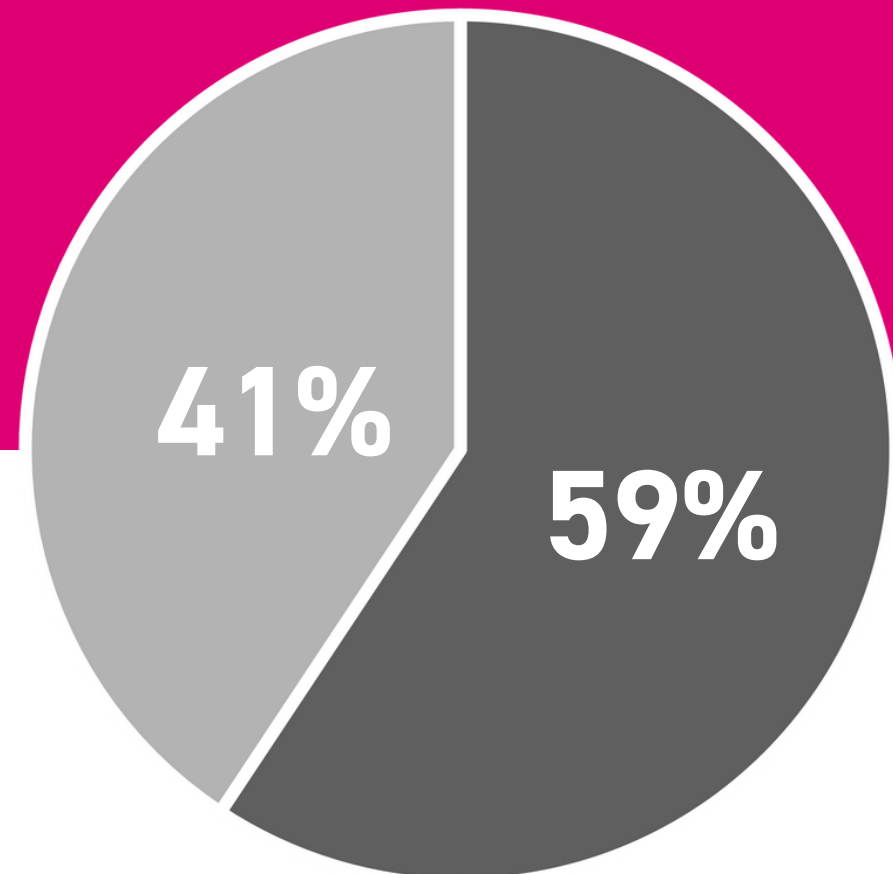
1. mean gender pay gap
2. median gender pay gap
3. mean bonus gender pay gap
4. median bonus gender pay gap
5. proportion of men receiving a bonus payment
6. proportion of women receiving a bonus payment
7. proportion of men and women in each quartile pay band



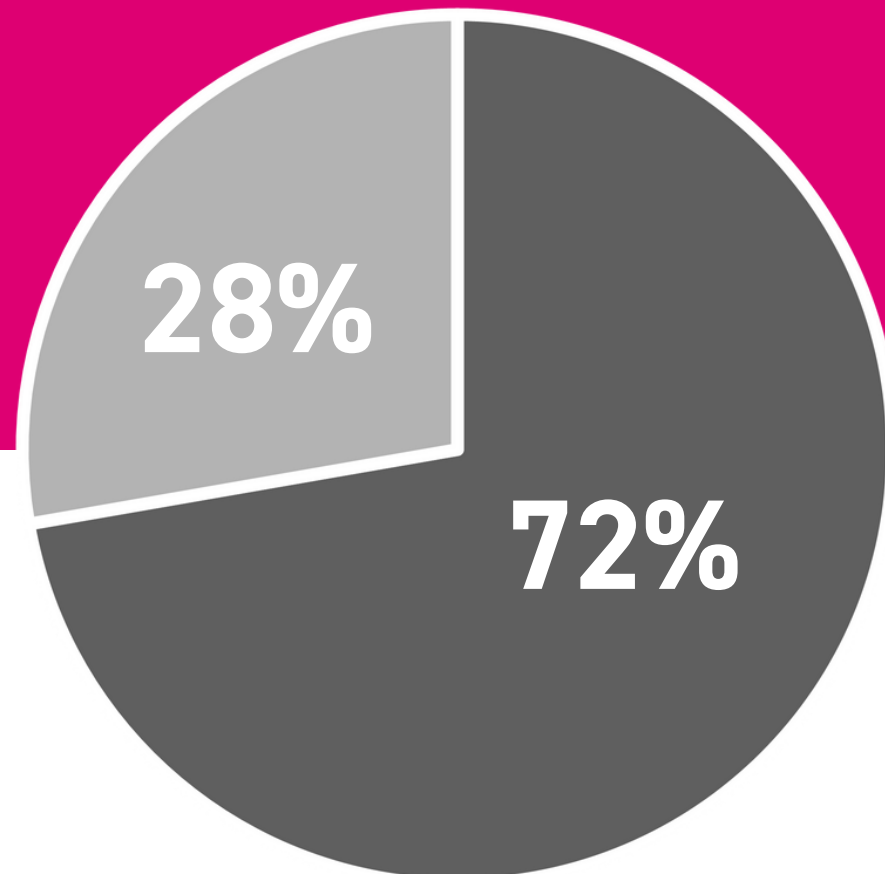
PAY BAND DISTRIBUTION

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

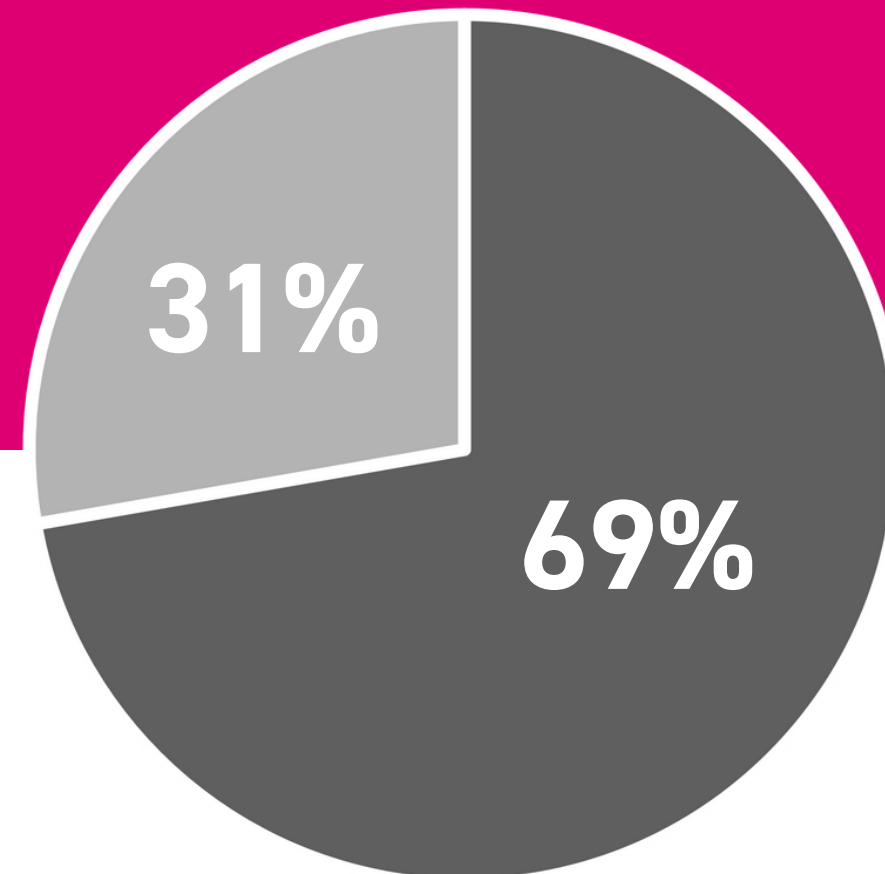
QUARTILE 1



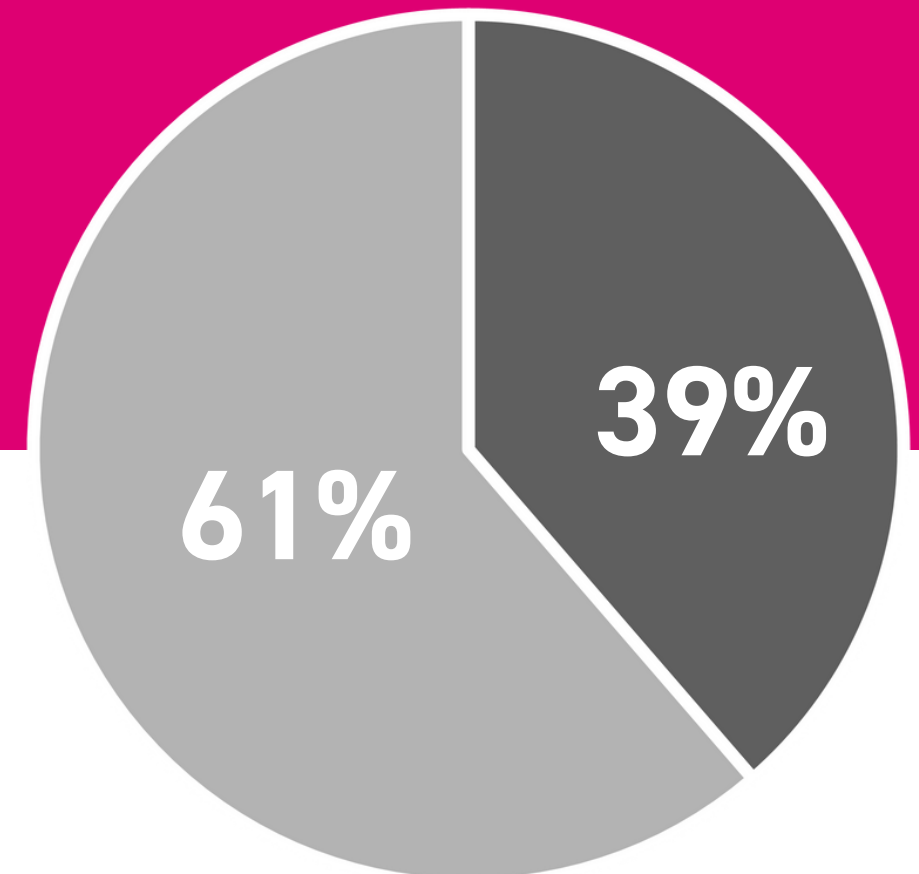
QUARTILE 2



QUARTILE 3



QUARTILE 4



■ Male ■ Female

MEAN AND MEDIAN GAP

Our Mean pay gap is 19.49% and our Median pay gap is 19.30%, 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.

19.49%
MEAN

19.30%
MEDIAN

BONUS INFORMATION

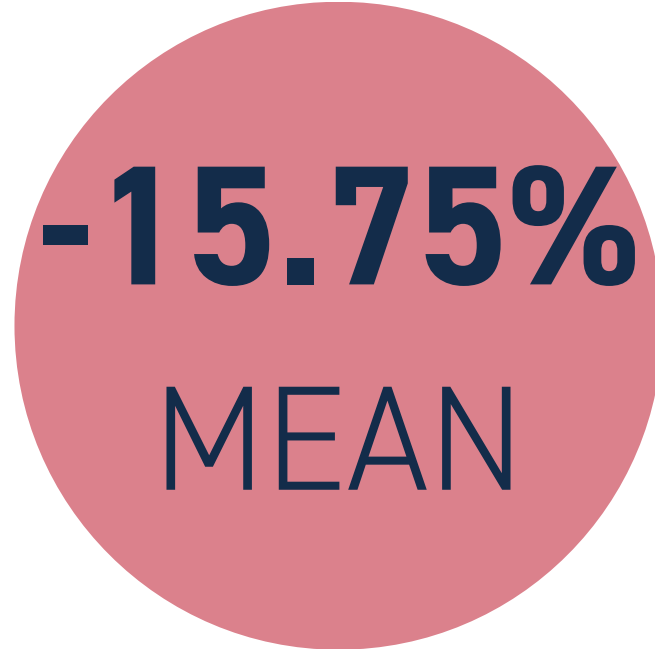
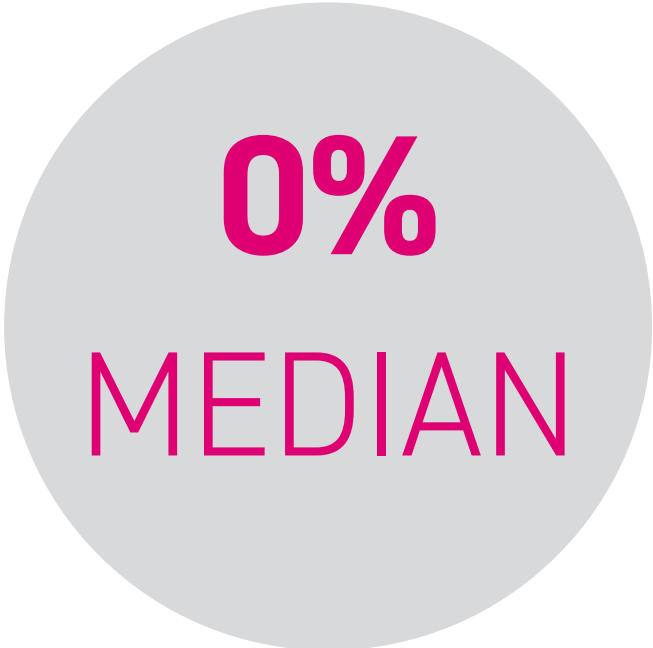
Everyone gets the same Christmas bonus, with one off payments for commission and introducing talent to the business. 97% of women were paid a bonus compared to 96% of men. There was a median bonus gap of 0% and there was a mean bonus gap of -15.75%. This is a reflection of the majority of our people being female.



97%
WOMEN



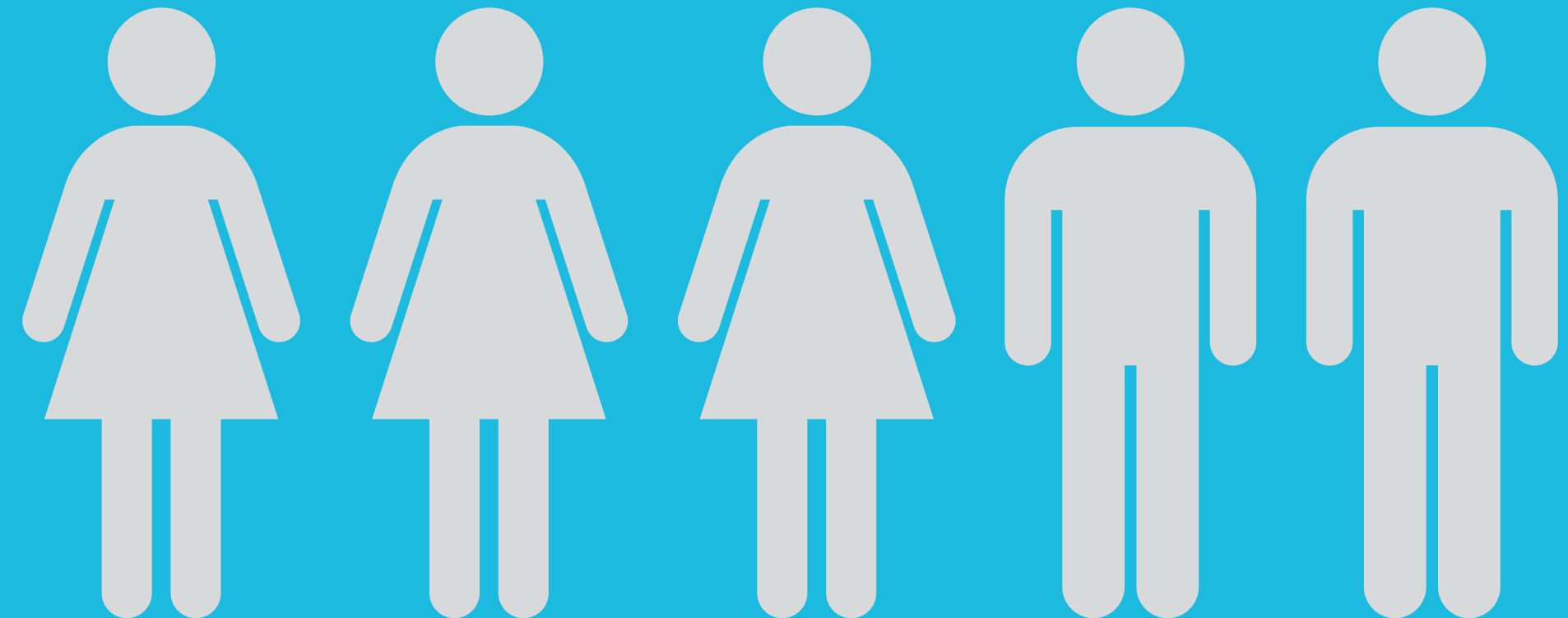
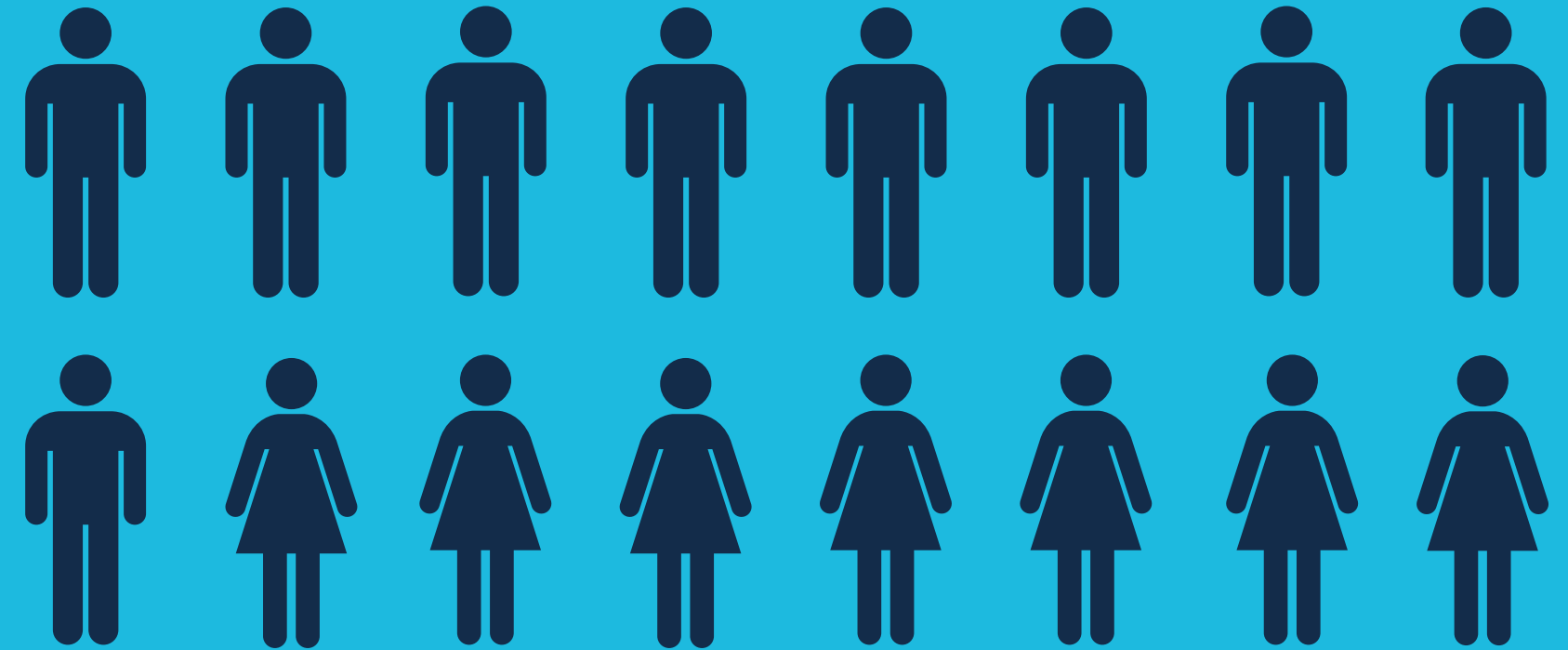
96%
MEN



THE MANAGEMENT OF ALBERT GOODMAN

Females currently make up to **44%** of our partner group (11M/10F). This compares to an average of **10%** in the 2021 Accountancy Age Top 50 and an increase of last year of **7%**.

3 of the 5 members of the firms Management Board are female, which remains the same as last year.



OUR

ACHIEVEMENTS

1

Best Companies 2* Outstanding place to work & No1 Accountancy Firm to work for in the UK.

2

Launched our new values at our strategy at a whole Firm away day and continue to embed these values into all our development processes.

3

Invested in a Learning & Development Coordinator to deliver targeted training for all incorporating our values.

4

We increased our Pension contribution.

5

Signed up to the Menopause pledge and have invested in supporting this for example by having available free sanitary products for our people and clients.

6

A member of the 30% club.

7

We have an established mentor scheme with over 50% mentors being female.

8

Started our B Corp journey.

COMMENTS FROM **OUR PEOPLE**



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.

- ABBEY SHORT, BUSINESS SERVICES SENIOR



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, OUTSOURCED FINANCE SENIOR



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.

- SARAH MILSOM, FARMS & ESTATES ASSISTANT MANAGER



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