

Gender pay gap 2024

Making our firm
a great place
to work for
everyone

PKF





All businesses with more than 250 employees are required to publicly report their 'Gender Pay Gap'. This document contains our Gender Pay Gap results for the year ending 5 April 2023.

Based on the government mandated calculation method, our results reveal that, for this reporting period, the mean and median hourly rate for women in our firm is higher than for men.

We work hard to make our firm a great place for everyone: in line with our Values, we are committed to promoting respect for all, recognising that we each have different needs and circumstances, and rewarding every one of us fairly for the contribution that we make.

I confirm that PKF Littlejohn's Gender Pay Gap calculations are accurate and meet the requirements of the Regulations.

**Dominic Roberts,
Managing Partner**

The results

What is the gender pay gap?

The Gender Pay Gap is the percentage difference between the average hourly earnings between men and women within organisations regardless of their role or seniority.

This report does not say that men are paid less than their female counterparts in the same role – that is what equal pay legislation protects. It instead asks us to consider the balance of males and females across all levels within our firm and to measure the pay differential irrespective of grade or seniority. Where we do have a gap, it is important to understand that this is not the result of differences in pay between men and women for equivalent work across our firm.

What are our headline results?

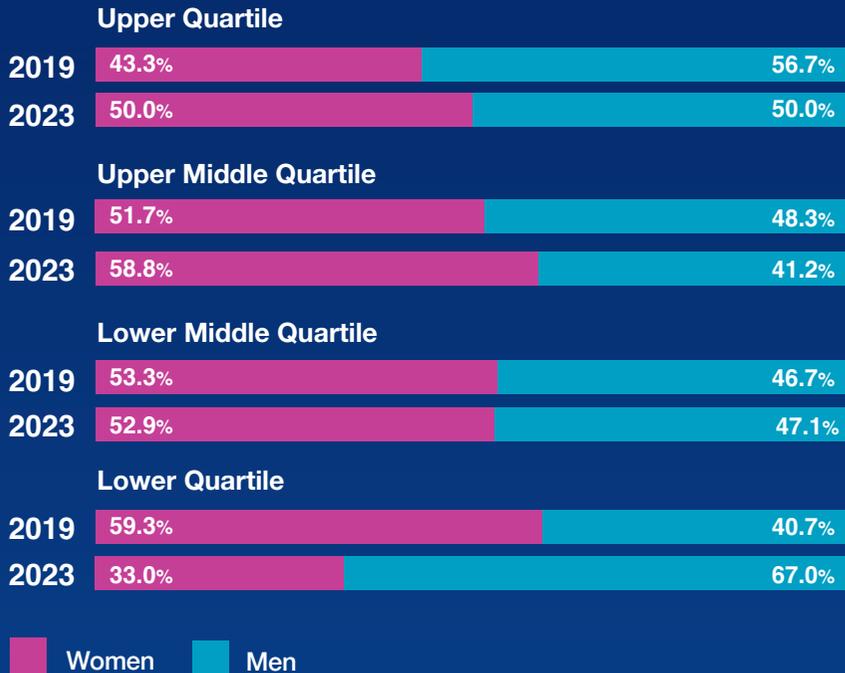
The following data are required under the Gender Pay Gap Regulations, which we will explain further later, and relate to the year ending 5 April 2023:

- **Women's mean hourly rate is 6.5% higher than men's.** In other words, when comparing mean hourly rates, women earn £1.07 for every £1 that men earn
- **Women's median hourly rate is 36.6% higher than men's.** In other words, when comparing median hourly rates, women earn £1.37 for every £1 that men earn
- **Women's mean bonus pay is 15.2% higher than men's**
- **Women's median bonus pay is 17.9% higher than men's**
- **48.7% of women, and 51.3% of men received a bonus** in the year to April 2023



The results

How women and men's role seniority has changed within the firm from 2019 to 2023



Note: The statutory data are for the year ending 5 April 2023 and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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The mean and median hourly rates for women in our firm are **higher than for men for the second year in a row**

The comparison of the 2023 snapshot with prior year results shows the progress we continue to make. This is **indicative of the support that we provide to all of the people in our workplace** irrespective of gender.

The evolution of our Gender Pay Gap results over time also reflects **our firm's growth and the changing demographics** of the people in our data set. For example, in this time period, we have increased female representation in our senior level roles, whilst our trainee intakes in this time period attracted a greater number of males than females, as well as **more new joiners than ever before and record number of promotions**.

We explain some of these trends in more detail on the following pages.

The results

How do we measure the Gender Pay Gap?

The mean Gender Pay Gap is a measure of the difference between women's average hourly pay and men's average hourly pay across the entire firm. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly pay of the person in the middle. Therefore, the median gender pay gap is the difference between the middle-paid female and the middle-paid male.

What do these results mean?

Our gender pay gap is driven by our gender mix: we have a reasonable balance of men and women at most seniority levels within our firm, although we have a greater number of men in this data set in the lowest quartile.

This gender mix has evolved in recent years. For example, we now have a greater proportion of females in the top two quartiles than we did in the past. We also have significantly more senior female employees across the firm than before, with 68% of the people promoted to Manager level last year being female.



What are we doing?

We have transformed how we operate as a firm over the past few years, increasing our ability to embrace agile working and developing our benefits to create a rewarding and engaging working environment for all. This is reflected in our results. We will continue to evolve our business and assess our performance in these important areas to ensure that we are inclusive and supportive to everyone in our organisation. We look forward to sharing the results of this work with you in the future





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