

Gender pay gap 2026

Making our firm a great place to work for everyone





Welcome

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 2025.

Based on the government mandated calculation method, our results reveal that the long-term trajectory of our Gender Pay Gap results remains positive.

We work hard to make our organisation a great place for everyone by understanding that our commitment to fostering an inclusive and gender-balanced workplace environment is more important than ever.

Our Values are driven by the understanding that we have different needs and circumstances, and help us to reward members of our firm fairly for their contribution. This ethos will always remain the same.

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

A handwritten signature in black ink, appearing to read 'Dominic Roberts', written over a horizontal line.

Dominic Roberts, Managing Partner



The gender pay gap explained

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.

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.



"The Firm's commitment to inclusion and wellbeing has shaped my sense of belonging here. As an expat, having opportunities to organise and be part of celebrations such as Black History Month, International Women's Day and Pride month annually has made me feel seen and connected to my PKF community."

Taku Saburi
(Senior Manager)

Our 2025 results

What are our headline results?

The following data are required under the Gender Pay Gap Regulations and relate to the year ending 5 April 2025.

Women's mean hourly rate is

4.1%

lower than men's

In other words, when comparing mean hourly rates, women earn £0.96 for every £1 that men earn

Women's median hourly rate is

5.0%

lower than men's

In other words, when comparing median hourly rates, women earn £0.95 for every £1 that men earn

Women's mean bonus pay is

1.8%

lower than men's

In other words, when comparing mean bonus pay, women receive £0.98 for every £1 that men receive

Women's median bonus pay is

36.3%

higher than men's

In other words, when comparing median bonus pay, women receive £1.36 for every £1 that men receive

Received a bonus

in the year until April 2025



53.2%
51.5%



"The Firm genuinely listens to its people and encourages us to share our thoughts in a number of different ways throughout the year.

This feedback isn't just collected- it's acted on. It helps to shape important initiatives that influence how we treat one another in vital areas such as career development, feedback and recognition."

Shria Patel
(Assistant Manager)

What do these results mean?

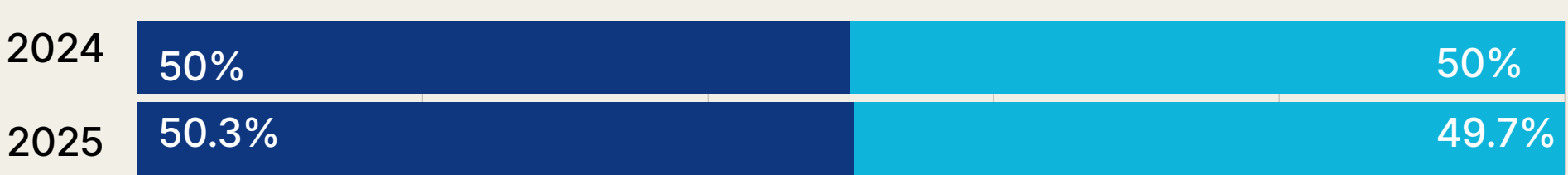
These results reflect the ongoing evolution of our Firm as we continue to grow. Naturally, our gender representation at different levels of seniority will shift year on year, influenced by the positive steps we take through internal promotions and external recruitment.

The 2025 figures remain encouraging, reinforcing our commitment to creating a supportive, developmental and inclusive workplace where everyone can thrive.

Our 2025 results

How women and men's role seniority has changed within the last year

Lower Quartile



Middle Quartile



Upper Middle Quartile



Upper Quartile



● Women

● Men

Note

The statutory data are for the year ending 5 April 2025 and have been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What do these results mean?

The comparison of this year's snapshot versus our results from 2024 suggests that we continue to make progress in both our lower and middle quartiles, particularly through our trainee intake, which has become more balanced in terms of gender distribution.

Whilst the proportion of women has decreased in both our upper and upper middle quartiles, we continue to provide a relatively balanced gender split in these demographics.

This reflects the support we offer to everyone in our firm, regardless of gender, as we continue to grow and evolve as an organisation.

You can read about some of the initiatives that we are undertaking to drive these continued improvements later in this report.

Our progress to date

Over the past few years, we have transformed how we operate as a firm - embracing agile working, investing in training and development, and enhancing our benefits to create a rewarding and engaging workplace for our people.

We remain committed to ongoing improvement and will continue to monitor our progress in these important areas to uphold an inclusive and supportive culture for everyone at PKF Littlejohn.

Inclusion & wellbeing

Our Inclusion and Wellbeing Group helps foster a sense of belonging and an inclusive working culture.

Our Littlejohn Complete benefits package provides more flexibility and better supports the differing needs of our people.

Agile working

Our flexible leave policy enables us to combine holidays abroad with the opportunities to work remotely.

Learning & development

Our Management Development Programme and Leadership Development Programme supports our next generation of leaders.

Our Pathway and role specific learning and development programmes give our people the training they need to thrive in the workplace.

Feedback & recognition

More frequent feedback, mentoring and career development conversations ensure that everyone benefits from timely support and guidance.

Our appraisal and reward process helps all of our people in fulfilling their potential and achieving their personal career goals.

Latest initiatives

Additional opportunities have been introduced for staff to have their say on matters affecting their working lives via online surveys and focus groups.

Further significant investment has been made in our core IT systems to enable everyone to benefit from the latest technological developments.

We recently opened our new office in Leeds and will also soon be relocating to a larger space in London. This will further support our people by increasing collaboration, fostering stronger working relationships and reinforcing our culture through more personal interactions.





This document is prepared as a general guide. No responsibility for loss occasioned to any person acting or refraining from action as a result of any material in this publication can be accepted by the author or publisher. PKF Littlejohn LLP, Chartered Accountants.

A list of members' names is available at the opposite address. PKF Littlejohn LLP is a limited liability partnership registered in England and Wales No. 0C342572. Registered office as opposite.

PKF Littlejohn LLP is a member of PKF Global, the network of member firms of PKF International Limited, each of which is a separate and independent legal entity and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm(s).

PKF Littlejohn LLP

www.pkf-l.com

London

30 Churchill Place
London
E14 5RE
+44 (0)20 7516 220

Leeds

12 King Street
Leeds
LS1 2HL
+44 (0)113 244 5141

Manchester

11 York Street
Manchester
M2 2AW
+44 (0)161 552 4220

