



# Gender Pay Gap Report 2023

# Kreston Reeves LLP Gender Pay Gap Report 2023

Kreston Reeves is pleased to share our Gender Pay Gap Report which is taken from our April 2023 data (bonus data is taken from October 2022).



I confirm that Kreston Reeves' gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap information) regulations 2017.

**Richard Heasman, Partner**

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## Our figures

### Proportion of employees by quartile pay bands (Data as at April 2023)

Quartile band	Male % employees	Female % employees
Upper	 53%	 47%
Upper middle	44%	56%
Lower middle	44%	56%
Lower	37%	63%

### Pay gap (Data as at April 2023)

Difference in mean hourly rate of pay	12.6%
Difference in median hourly rate of pay	15.6%

### Bonus gap (Data as at October 2022)

Difference in mean bonus pay	27.8%
Difference in median bonus pay	25%
Men who received a bonus	31%
Women who received a bonus	31%

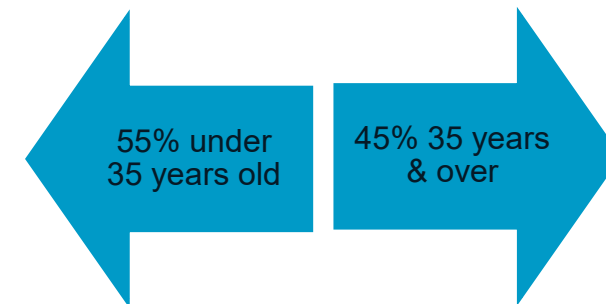
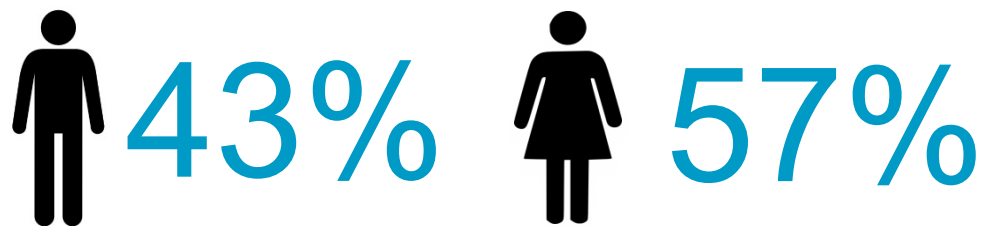
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## Overall composition

Within our firm we have a **higher proportion of female staff (57%)** who are in the main revenue earning areas, providing a wide range of accounting services from forensics to audit, corporate finance to tax, together with in-house corporate teams including HR, Finance, Marketing, IT and Payroll.

As a government accredited training firm, a significant proportion of our staff are in junior to middle tier roles undertaking associated qualifications, **55% of all staff are under the age of 35.**

Within the staff base we have 16% on formalised part time working contracts for reduced hours; and we have flexible and hybrid working policies that are applicable to all staff.



## Looking ahead: What we are doing to address our gender pay gap

- Updating our job descriptions and competency frameworks and using objective gender bias checking tools to ensure there is no unconscious bias in them
- Striving for greater rigour in our salary review, promotion and moderation processes, using feedback received from our People Engagement Survey
- Reviewing employee benefits with the aim of providing a more inclusive and bespoke offering (based upon a survey released to all staff) which will help to enhance workplace inclusivity
- Providing diversity training to raise greater awareness across the workforce
- Improving female representation at Partner level and supporting a strong cohort coming through the ranks for partnership
- Seeking the views of our staff on diversity, equity and inclusion so that we can focus our efforts on what is important to our workforce
- Upskilling our partners and managers through regular HR clinics, which focus on issues such as unconscious bias
- Developing learning pathways for all our service lines to ensure everyone has access to the same development opportunities
- Rolling out interview skills training and appraisal training to ensure a consistent approach to competency based interviewing and objective setting across the firm