



## Gender pay gap report 2024

# Kreston Reeves LLP Gender pay gap report 2024

Kreston Reeves is pleased to share our Gender pay gap report which is taken from our April 2024 data (bonus data is taken from October 2023).

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.



Whilst recognising that there is still work to do, I am pleased to report that our gender pay gap has decreased from our 2023 data.

**Richard Heasman, Partner**

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## Our figures

### Proportion of employees by quartile pay bands (Data as at April 2024)

Quartile band	Male % employees		Female % employees	
Upper		50%		50%
Upper middle		49%		51%
Lower middle		38%		62%
Lower		39%		61%

### Pay Gap (Data as at April 2024)

Difference in mean hourly rate of pay	11.3%
Difference in median hourly rate of pay	16.6%

### Bonus Gap (Data as at October 2023)

Difference in mean bonus pay	21%
Difference in median bonus pay	-14%
Men who received a bonus	64%
Women who received a bonus	57%

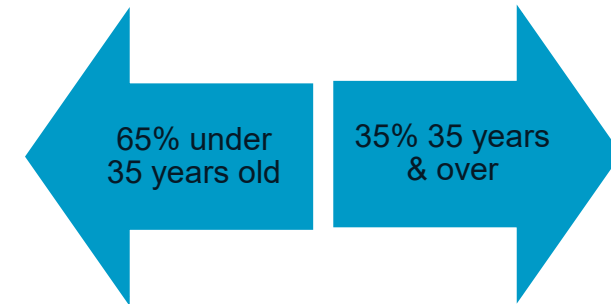
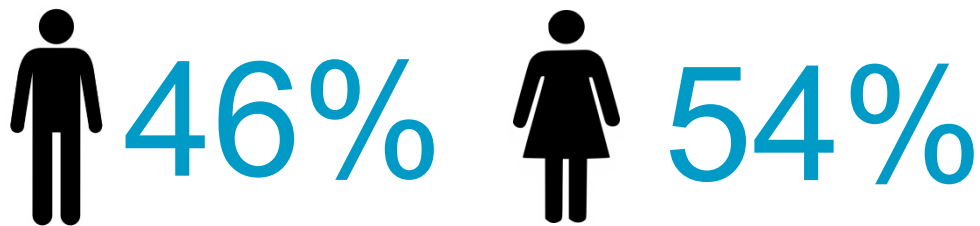
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## Overall composition

Within our firm we have a **higher proportion of female staff** who work within our support and administrative functions which accounts for the larger proportion of females in the lower earning bands. Within the two higher pay banding quartiles, however, we have a broadly balanced split of males and females.

As a government accredited training firm, a significant proportion of our staff are in junior to middle tier roles undertaking associated qualifications, **65% 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

- Our HR team are working with the Management Board and Key Service Line Leads to ensure that we understand our data and can identify where issues may arise
- Continuing to look at job descriptions, advertisements 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; this year we have introduced a new assessment process for promotion to our Manager and above grades. We believe this process will create a more level playing field for those seeking promotion
- Releasing a new employee benefits package 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
- Continuing to provide diversity training to raise greater awareness across the workforce; we did a lot of work last year on neurodiversity awareness and generational awareness, and this year our key focus will be on gender awareness
- Continuing to improve 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
- Continuing to upskill our partners and managers through regular HR clinics
- Continuing to develop learning pathways for all our service lines to ensure everyone has access to the same development opportunities
- Continuing to roll out interview skills training and appraisal training to ensure a consistent approach to competency based interviewing and objective setting across the firm