
Gender Pay Gap Report 2020

Larking Gowen LLP is one of the leading full-service Chartered accountancy and business advisory firms in East Anglia.

Our culture and ethos are centred around our people, our most valuable assets. We are committed to providing all of our people with everything they need for their roles in the business to be rewarding, for them to be engaged and actively participate in the business and for them to achieve their potential through continuous professional development training throughout their careers. We strive to ensure that our approach is always inclusive, that everyone, irrespective of ethnicity, gender or preference is encouraged and supported so everyone has the opportunity to influence and to be part of the future success of the business.

This is our fourth gender pay gap. This report relates to the data for the snapshot date of 5 April 2020 and the figures included have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The gender pay gap shows the difference in the average hourly rate of pay between males and females and should not be confused with the issue of equal pay.

At the snapshot date our median gender pay gap is 7.29% with a further reduction in our mean gender pay gap to 11.75% compared with 12.1% for the previous reporting period.

Our policies for recruitment, internal progression and promotion are based on the principle of inclusion. At the reporting date the gender mix for the whole firm is 57.4% female and 42.6% male. The further reduction in our reported gender pay gap continues to reflect the trend of increasing numbers of women progressing within the business to the most senior roles with the gender mix at the most senior levels becoming more evenly balanced.

Since we published our last Gender Pay Gap Report, we have been pleased to welcome six new partners in the business, and a third of these new partners are women. With five female partners, including a female managing partner, this demonstrates our continued commitment to inclusion, progression based on merit alone and reflects that at Larking Gowen there are no artificial barriers to progression.

Gender pay and bonus gap

The pay gap

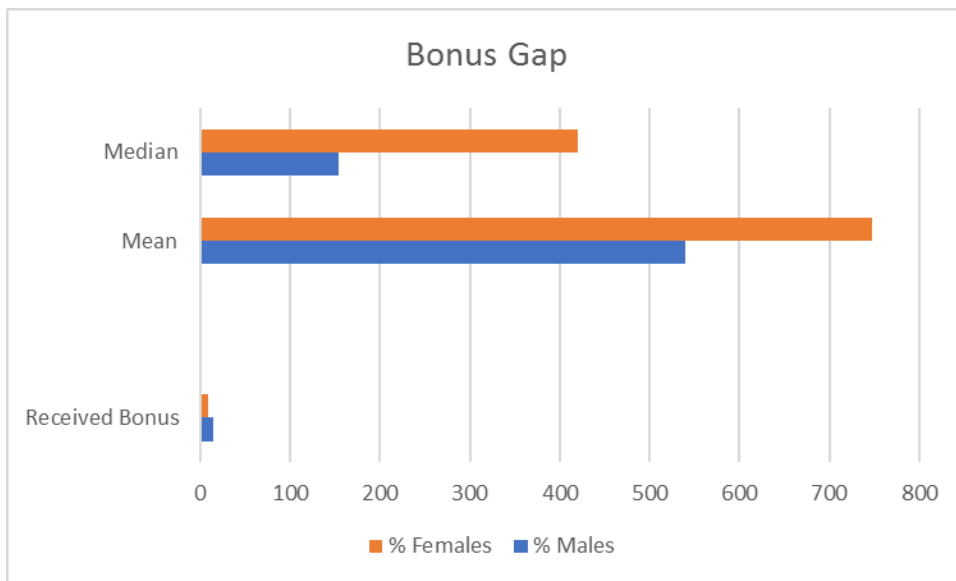
	Mean	Median
Hourly Fixed Pay	11.75%	7.29%
Bonus*	-38.4%	-173.8%

*Bonus for the purposes of this report includes various internal referral and recognition schemes, including schemes to recognise suggestions and innovation. These schemes are voluntary, open to all employees and the resulting payments/vouchers are not related to salary nor to the level of seniority within the business.

Bonus recipients by Gender

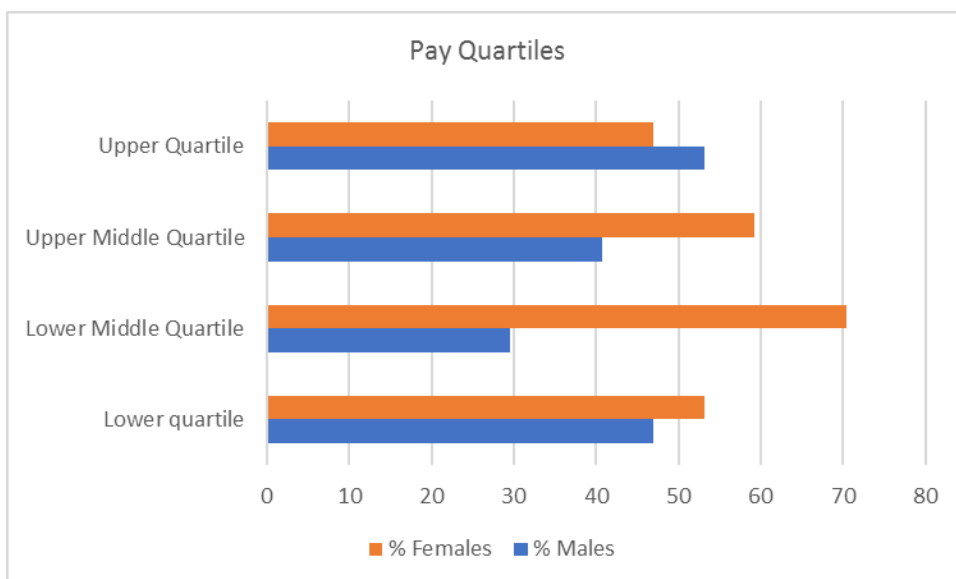
Proportion of employees receiving a bonus in the twelve months to 5th April 2020

Male	Female
14.5%	8.1%



Pay quartiles

Our gender split and pay gap by quartile



We are dedicated to the wellbeing of our people, providing industry leading benefits, including a comprehensive Employee Assistance Programme and mental health support. We are proud that the priority we place on the wellbeing of our people has been recognised and we are one of only six organisations in the country, to be chosen as a case study in a new standard for Workplace Wellbeing commissioned by the Government. Despite this recognition, we cannot become complacent. We recognise the immense pressures that COVID-19 has placed on many of our team, whether resulting from home schooling, caring for elderly or vulnerable relatives, or the new demands of on-line exams and remote learning. The wellbeing of all our people continues to be a priority and will remain so.

We are confident that our gender pay gap does not stem from paying men and women differently. Our gender pay gap arises as there are more males than females within the most senior roles in the business.

We have focused efforts on several initiatives over recent years, including training hiring managers on equality and diversity. We have recognised the potential for unconscious bias, and removed set working hours from recruitment advertising to encourage more applications. Our commitment to family-friendly practices and benefits has been further enhanced with the addition of a cash plan to support financial wellbeing and compliments our enhanced pay for family leave.

The focus of our strategy is to be recognised for inclusivity both by those already within the business and those that look to join us. The elimination of our reported gender pay gap will be a result of the time taken with individuals to understand their career ambitions, eliminate any remaining perceptions about barriers to progression and by supporting individuals' progression in the business to the most senior positions, including partnership. Through this approach we are committed to reducing our gender pay gap and to this being part of our wider strategy of inclusion, with a commitment to recognise and reward all our people. With this approach, we will ensure that the commitment we make to our people remains at the heart of our business and underpins everything that we do.

I confirm that the data reported is accurate.



Julie Grimmer
Managing Partner

30th September 2021