

Gender Pay Gap Report 2017

Larking Gowen is an Accountancy and business advisory partnership operating in the private sector. We are an ICAEW accredited Training Firm and consistently each year recruit approximately 20 trainees on to Apprenticeships and Graduate training schemes, lasting between 2 and 5 years.

Salaries are based on a pay framework and salary increases are based on exam progression and professional development. The cumulative effect of this is that nearly half of our workforce are trainees or apprentices. Our gender split is 42% male, 58% female.

We are passionate about fairness, equality and inclusion and are committed to understanding the reasons for our gender pay gap and closing it. We aim to achieve gender representation across all of our job levels that is proportionate and representative of our employee make-up.

This report relates to the data for the snapshot date of 5th April 2017, calculated and set out according to the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay and Bonus Gap

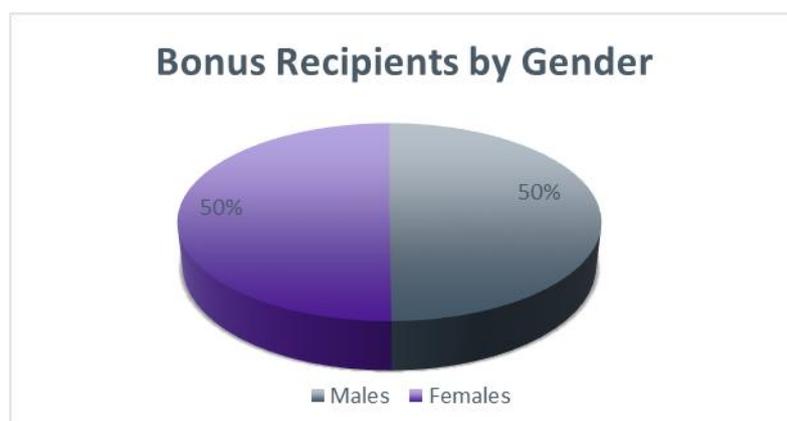
The difference between men and women, the pay gap

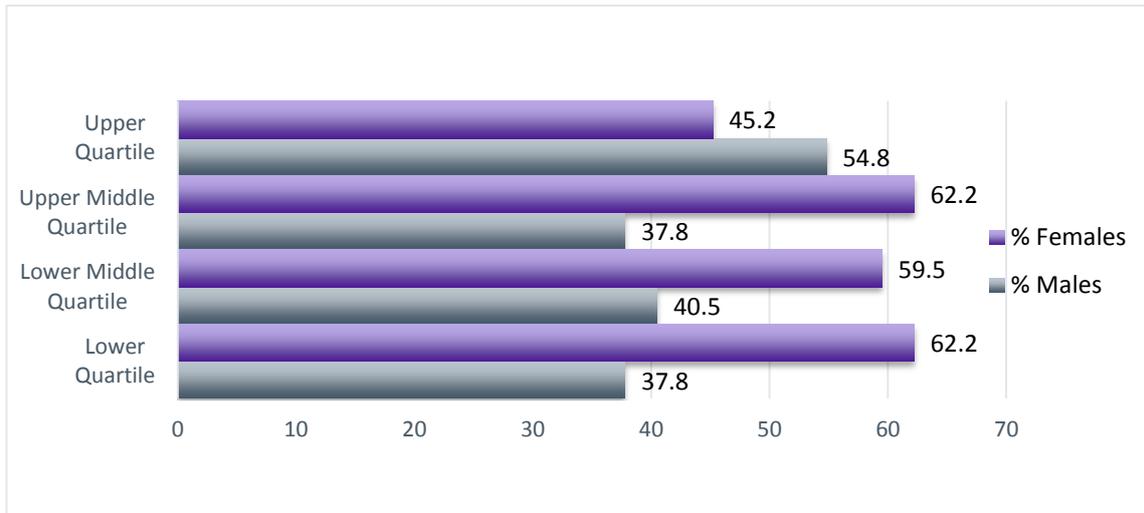
	Mean	Median
Hourly fixed pay	12.6%	11.5%
Bonus*	36.4%	12.5%

* We don't currently operate a bonus scheme. Bonus for the purposes of this report refers to our Recommend a Friend Recruitment Referral Scheme and Reward for Referral (client referral) Schemes, and the Suggestion Schemes. These schemes are voluntary schemes open to all employees and the resulting payments/vouchers are not related to salary. The bonus figures for this year include a one-off bonus paid to a small number of employees to facilitate contractual change and was not relative to an individual's salary.

Proportion of employees receiving a bonus in the twelve months to 5th April 2017

Male	Female
19%	18.9%





The pattern from the UK economy as a whole is reflected in the make-up of our workforce. The majority of non-professional roles are within support services, which is largely comprised of non-technical roles, and the majority of employees in these roles are women.

This can be seen above in the table depicting pay quartiles by gender. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile. However, 62.2% of our employees in the lower quartile are women and 37.8% men. The percentage of male employees throughout the remaining quartiles remains fairly consistent with this but the gap narrows in the upper quartile.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

Our aim is to address gender imbalance and gender representation at all levels of our business. We will achieve this by identifying any barriers to gender equality to ensure a level playing field for men and women, particularly in areas of recruitment, promotion, working arrangements, support for family and caring responsibilities and retention.

Larking Gowen is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Any further initiatives launched throughout the year will be reported on the firm's intranet.

I confirm that the data reported is accurate.

J. D. Woolston
 Managing Partner
 28th February 2018