

Gender Pay Gap Report 2019

This is our third gender pay gap, setting out the difference in hourly pay between men and women across our business. At the snapshot date for 2019 our mean gender pay gap is 12.1% compared with last year at 12.7%. As we reported last year, we know that it will be a long road to improve our Gender Pay Gap significantly and we are pleased to see our plans and efforts are taking us in the right direction.

The majority of our people work in professional practice and salaries are based on professional qualifications and experience. Our gender split for the whole firm this year is 56% female and 44% male. This report relates to the data for the snapshot date of 5 April 2019, 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

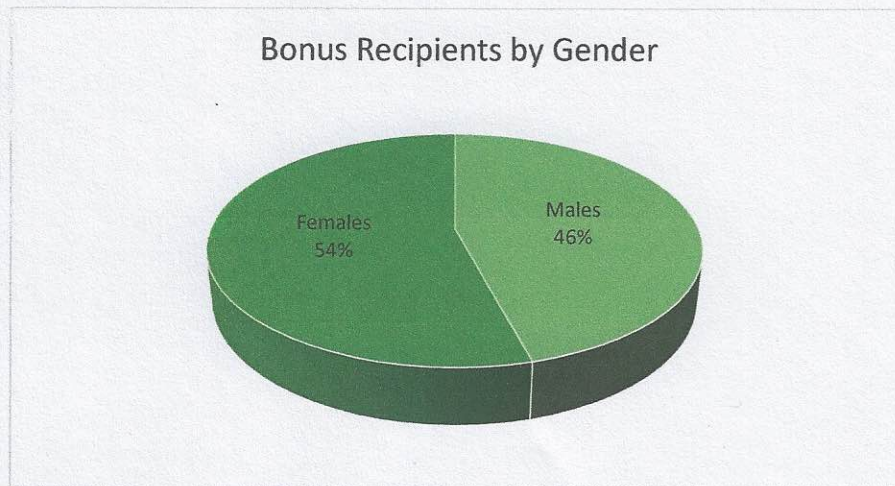
	Mean	Median
Hourly Fixed Pay	12.1%	19.3%
Bonus*	9.6%	75%

* Bonus for the purposes of this report includes 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.

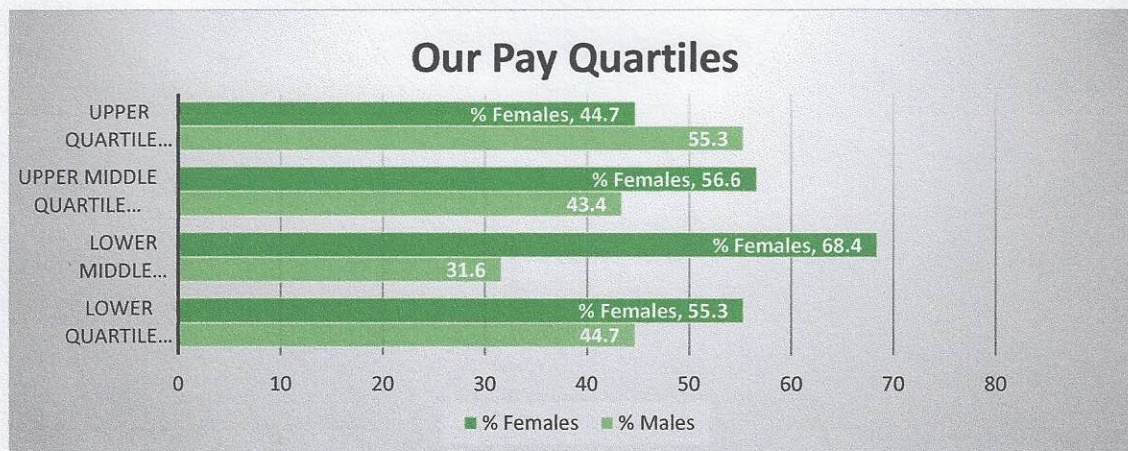
Proportion of employees receiving a bonus in the twelve months to 5th April 2019

Male	Female
17.3%	20.5%

Bonus recipients by Gender



Company Pay Quartiles



We have focused efforts on several initiatives to improve the pay gap over recent years and are starting to see the benefits now. In recruitment, all our managers have completed equality and diversity and unconscious bias training. We have also removed requirements for set working hours and advertise all roles as flexible. In development, we have consulted with employees to understand the barriers to progression and provided career planning and development coaching. We've enhanced our benefits and in addition to full agile working options we provide enhanced pay for all family leave types. Over time our commitment to these and other initiatives will positively influence future gender pay.

We take our responsibilities as an Employer very seriously. In the past year, we have been recognised for our commitment to our people and making MHA Larking Gowen a great place to work. Building on our achievement as winner of the Norfolk Chambers of Commerce award for Workplace Wellbeing and national runner-up, in 2019 we won the Working Families UK national award for Best Flexible Working initiative and were also winner of the prestigious Best Employer Award at the Norfolk Business Awards.

Our industry continues to face increasing pressure from a shortage of resource which is forcing pay up, particularly for specialised roles. Applicants for roles by gender is 59% female 41% male, which demonstrates that our employee population reflects the active job market.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. We will continue to invest time in looking at our talent and salary frameworks, recruitment processes and the wellbeing of our people, which is being measured by finding out what is important to them and designing reward and recognition packages accordingly. We remain committed to reducing our gender pay gap and believe a much more important strategy is to continue to investigate and explore ways to improve working lives for all of our people.

I confirm that the data reported is accurate.

J D Woolston

J.D. Woolston
Managing Partner
27 March 2020