

A photograph of a man and a woman in a meeting, overlaid with a green geometric graphic. The man is wearing glasses and a grey sweater, and the woman is wearing a light blue sweater. They are both looking towards the left of the frame. The green graphic consists of several overlapping triangles and polygons, creating a modern, abstract design.

# Gender Pay Gap Report 2019

# Kreston Reeves Gender Pay Gap Report 2019

**Jessica Damms, HR Director**

Kreston Reeves is pleased to share our Gender Pay Gap Report which is taken from our April 2019 data (bonus data is taken from August 2018).



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.

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## Our Figures

### Proportion of Employees by Quartile Pay Bands

(Data as at April 2019)

Quartile Band	Male % Employees	Female % Employees
Upper	 50.5%	 49.5%
Middle Upper	42%	58%
Lower Middle	35%	65%
Lower	32%	68%

### Pay Gap (Data as at April 2019)

Difference in mean hourly rate of pay	14.8%
Difference in median hourly rate of pay	17.6%

### Bonus Gap (Data as at August 2017)

Difference in Mean Bonus Pay	26%
Difference in Median Bonus Pay	6.25%
Men who received a bonus	88%
Women who received a bonus	91%

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## Overall Composition

Within our firm we have a **majority of female staff (61%)** who are in the main revenue earning, providing a wide range of accounting services from forensics to audit, financial planning 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, **60% of all staff are under the age of 35**. We have minor differences of contractual hours and working patterns between our London office and those in Kent and Sussex, reflecting the central London environment. Within the staff base we have 20% on formalised part time working contracts for reduced hours; and above this we have a significant number of informal/non-contractual arrangements for flexible working.

