

A photograph of a man and a woman in a meeting. The man, wearing glasses and a grey sweater, is looking towards the woman. The woman, with blonde hair, is looking towards the camera. They are both holding documents. The image is partially obscured by green geometric overlays.

Gender Pay Gap Report 2020

Kreston Reeves Gender Pay Gap Report 2020

Jessica Damms, HR Director

Kreston Reeves is pleased to share our Gender Pay Gap Report which is taken from our April 2020 data (bonus data is taken from August 2019).









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 2020)

Quartile Band	Male % Employees	Female % Employees
Upper	 50%	 50%
Middle Upper	 45%	 55%
Lower Middle	 33%	 67%
Lower	 28%	 72%

Pay Gap (Data as at April 2020)

Difference in mean hourly rate of pay	17.2%
Difference in median hourly rate of pay	21.5%

Bonus Gap (Data as at August 2019)

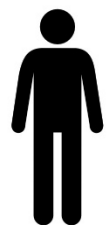
Difference in Mean Bonus Pay	34%
Difference in Median Bonus Pay	9.7%
Men who received a bonus	93%
Women who received a bonus	95%

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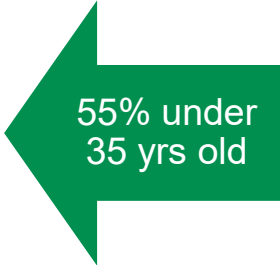
Overall Composition

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, **55% 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 21.5% 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.

 39%

 61%

 55% under
35 yrs old

 45% over
35 yrs old