



Gender pay gap reporting 2025

A message from our HR Partner

Like all other private sector organisations with more than 250 employees, Kreston Reeves LLP has reported its gender pay gap for 2025 in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

At Kreston Reeves LLP we are committed to building a fair, inclusive, and supportive workplace where everyone can thrive. Reporting our gender pay gap is an important step in being transparent and holding ourselves accountable as we continue to make progress.

While our data shows there is still work to do, we see this as an opportunity to drive positive change. We are actively focusing on initiatives that promote equality of opportunity, including career development, flexible working, and creating pathways for progression across all roles.

Our goal is clear: to create an environment where talent and contribution, not gender, determine success. We will continue to challenge ourselves, learn, and take meaningful action to close the gap and ensure that Kreston Reeves remains a place where everyone feels valued and empowered.

Richard Heasman, HR Partner

Our gender pay gap

Percentage of employees on hourly pay quartiles

	Male		Female	
	2024	2025	2024	2025
Upper	50%	51.2%	50%	48.8%
Upper middle	49%	56.6%	51%	43.4%
Lower middle	38%	41.8%	62%	58.2%
Lower	39%	37.4%	61%	62.6%

Percentage of staff receiving bonus pay

	2024	2025
Male	64%	67.5%
Female	57%	68.2%

Calculations for hourly pay

	2024	2025
Mean Pay Gap	11.3%	12.7%
Median Pay Gap	16.6%	16.2%

Calculations for bonus pay

	2024	2025
Mean Bonus Gap	21%	34.5%
Median Bonus Gap	-14%	3.7%

Workforce Composition



46.7%



53.3%

Our gender pay gap: Brief analysis

Our gender pay gap analysis for 2025 shows that while we have a balanced workforce overall, women remain underrepresented in higher-paying roles, contributing to a mean pay gap of 12.7%.

The median pay gap has improved slightly, which is encouraging, and bonus eligibility is now almost equal between men and women, a positive step forward. However, bonus value gaps have widened, highlighting the need to review how bonuses are awarded and ensure fairness across all levels.

We remain committed to addressing these gaps through targeted initiatives in career progression, leadership development, and transparent reward practices.

Our gender pay gap: Brief analysis

In order to better understand the underlying reasons for our Gender Pay Gap, and to better assist us to create relevant actions, we have reviewed our data our three separate data points in March (2024, 2025 and 2026 (the latter data point references data which is not yet published)). From this we have been able to make the following observations:

- The average monthly pay differential between males and females has decreased quite sharply between 2024 and 2026, but there was a small increase in the pay differential in 2025, contributing to the Gender Pay Gap
- The proportion of males and females in senior roles (Senior Manager and Director grades) is fairly well balanced, but looking at our top 20 earners, there is a slightly widening gender pay gap
- There are significantly more males than females in our London office (c60/40 split); this is relevant because London salaries are typically c10% higher than regional salaries, and this is a significant contributor to our Gender Pay Gap

Our gender pay gap: Looking ahead

In 2025, we made significant progress on several initiatives to support fairness and inclusion, and in 2026 we will build on this momentum by delivering the remaining actions and introducing new measures to further close the gap:

- Reignited Reverse Mentoring Programme: expanded the programme to include a broader range of partners, fostering greater understanding and collaboration across different levels of the Firm.
- Launch of the Firm's new training platform, Attensi, to provide staff with access to tailored learning pathways and enhance soft skill development, including a specific pathway to address issues of equality, inclusion and unconscious bias.
- Developed a transparent and consistent promotion process for all grades to ensure fairness and clarity in career progression.
- Development of a new DE&I strategy tailored to addressing areas of concern highlighted through our data analysis (such as gender pay gap).
- Continuing to upskill our partners and managers through regular People Clinics and through additional resources being developed on our Attensi system.
- Continuing to roll out appraisal training to ensure a consistent approach to objective setting and performance measurement across the firm, and the publication of the firmwide appraisal ratings to ensure transparency.
- Development of a Leadership programme which will deliver consistent learning and development to everyone, ensuring everyone has access to the same opportunities to learn and grow.
- Facilitating the setting up of advocacy groups across the Firm.

Our gender pay gap: Looking ahead

Looking specifically at our historical data trends, our actions from this are:

- To continue to measure all of our people activity in real time using a gender split; this will enable us to identify, before final decisions are made, where there is any potential gender bias (for example, in the pay review process, or appraisal rating process) and address these
- We will review the data relating to recruitment into London, to see if we can see any gender trends and to determine if there is anything we can do to rebalance the gender split of the London workforce
- We will review our historical promotion history to see if we can see any area where unconscious bias or gender stereotyping may be playing a part in promotion decision, enabling us to address these through training

Looking ahead to 2026, we are expecting to see a reduction in our gender pay gap based on the work we have done in the past 12 months, and based on the data currently available to us, but we recognise that we still have work to do to achieve our aim of having a zero Gender Pay Gap.

Thank you



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