

haysmacintyre

# Gender Pay Gap Report 2020



## We value the difference a diverse workforce brings to the firm and to our clients

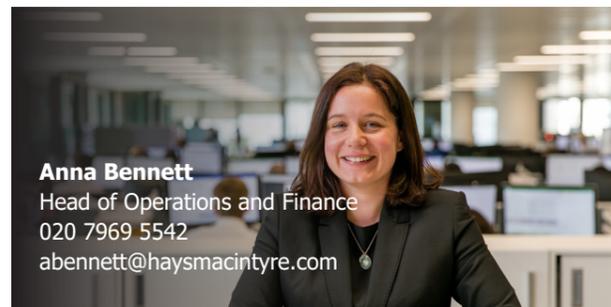
haysmacintyre is committed to treating individuals fairly and rewarding them based on their merits. We are an equal pay employer and do not pay men and women differently for the same or equivalent roles. Within this context we present our third gender pay gap report for the year ended 5 April 2020. This report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

For the first time this year, we have voluntarily included statistics on our partner pay gap in this report. We have done this in order to be transparent about the remuneration of all our people and be open about where we are as a firm.

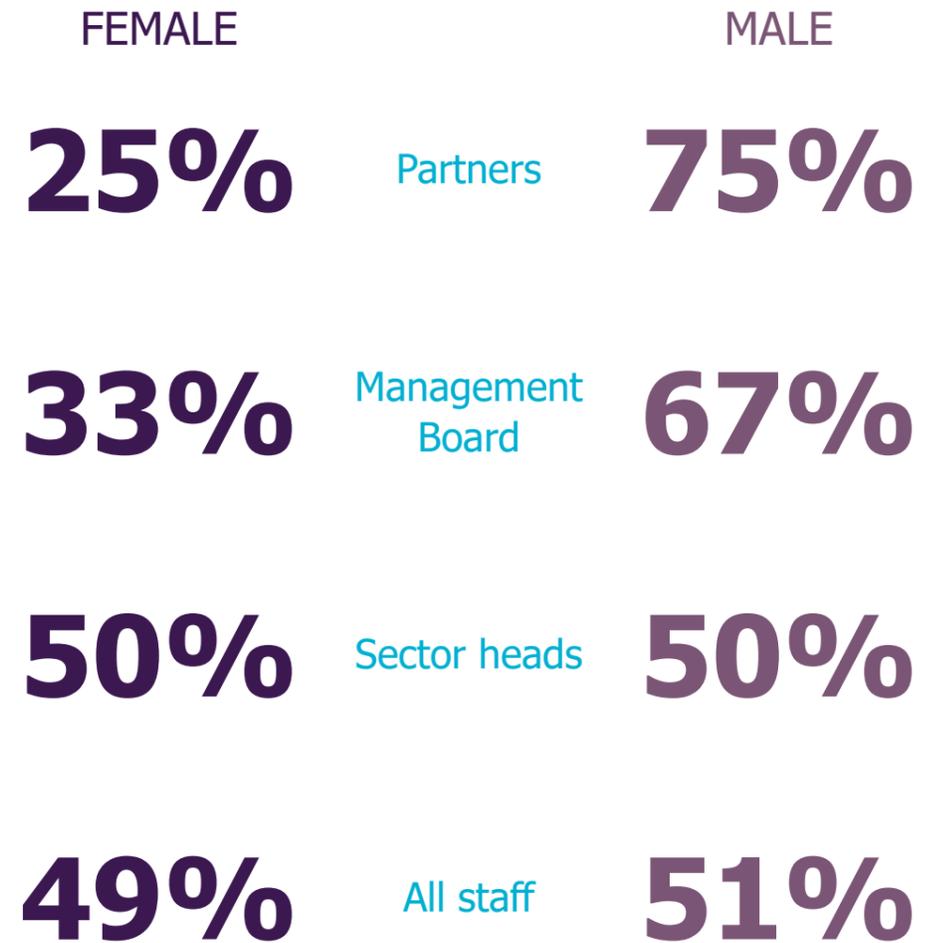
This year we have continued to prioritise work to make the firm an inclusive and welcoming place to all. Our latest annual survey found that over 80% of our people felt strongly that they were able to be themselves at work and 85% rated haysmacintyre as an inclusive place to work. We are pleased that people feel comfortable in our workplace and feel able to be honest and open with their managers. We are not, however, complacent that this will naturally continue and therefore we invest in initiatives to support our on-going development as a firm.

- During 2020 we set up a Diversity and Inclusion Committee, chaired by our Head of Operations and Finance, who sits on our management board
- We have commissioned an external review of the inclusivity of our recruitment processes and we are committed to acting on the information received
- We have reviewed and improved our parental leave pay and policies across the firm
- We are currently undertaking a survey related to agile working practices with the aim of ensuring that our future practices provide the flexibility they require to be efficient in their roles, to help them achieve balance in their lives and to support and recognise our diverse workforce
- We conduct an annual firmwide survey and are committed to listening to the outcomes and improving our environment where we can. We want to hear and learn from our people rather than impose ideas on them
- In the next year, our Diversity and Inclusion Committee have prioritised an expansion of our training and development programme, continued improvement of our recruitment processes, introducing a mentoring programme for staff and partners, and analysing our data on diversity to understand more about where we are as a firm
- We aim to include our ethnicity pay gap data in our 2021 pay gap report

We are aware that we must not be complacent and need to encourage, through appraisals and training, all people to continue to feel that they have an equal opportunity to thrive and advance at haysmacintyre. The firm is transparent about how we treat all our people and we are committed to addressing inequality where it is identified.



## Our gender split at April 2020

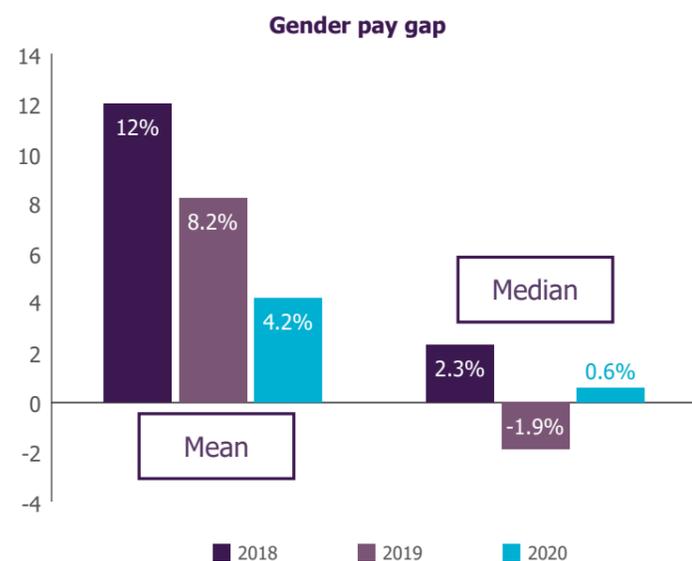


### Proportion of males and females in each pay quartile

	Female	Male
Lower quartile	35%	65%
Lower middle quartile	56%	44%
Upper middle quartile	49%	51%
Upper quartile	41%	59%

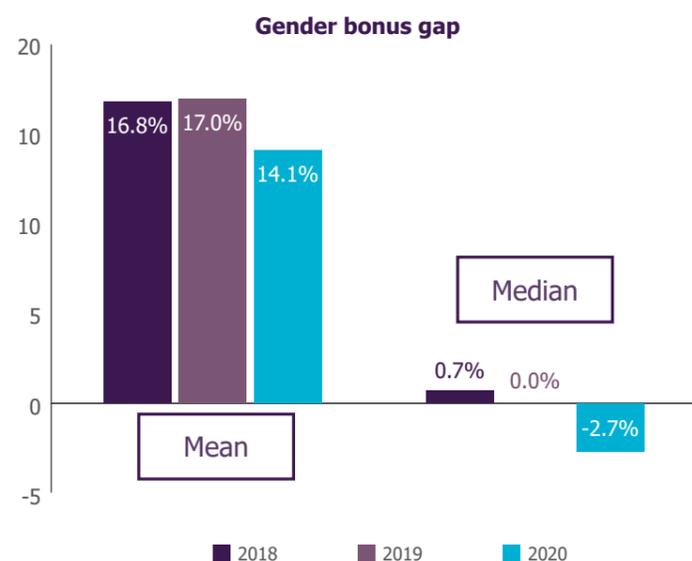
## Gender pay gap (Staff)

We have made good progress throughout the last three years and during this period our mean gender pay gap has fallen from **12% in 2018 to 4.2% in 2020** while our median gender pay gap has fallen from **2.3% to 0.6%** in the same period.



## Gender bonus gap (Staff)

Our mean gender bonus gap has also fallen, from 17.0% last year to **14.1%** in 2020. Our median bonus gap has fallen from 0.0% last year to **-2.7%**, meaning that the median female staff bonus was higher than the median male staff bonus.



### Definitions

**Mean gender pay/bonus gap** – the difference between the average hourly rate of pay/bonus pay of male employees and that of female employees calculated as a percentage of male pay/bonus pay.

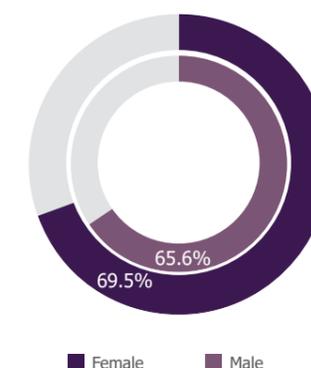
**Median gender pay/bonus gap** – the difference between the midpoint hourly rate of pay/bonus pay of male employees and that of female employees calculated as a percentage of male pay/bonus pay.

## Proportion of staff receiving a bonus

Our bonus system rewards all individuals. The statutory calculation of bonus pay gaps includes information relating to our bonus paid between April 2019 to April 2020, which mainly relates to our annual bonuses which were paid in May 2019 to all staff.

The figures show that not all employees received a bonus. This is because the data reflects employees in employment on 5 April 2020, some of whom are newer recruits who were not in employment in May 2019 when the bonus was paid.

Proportion of staff receiving a bonus



## Partner gender pay gap

In accordance with the Gender Pay Gap regulations our partners are excluded from the reported figures, as they are not employees of the firm. This year, in order to be transparent about our pay structures for all our people, we have made the decision to voluntarily include our partner gender pay statistics. This calculation uses the partner profit shares for the year to 31 March 2020.

Our partner mean gender pay gap is **3.7%** and our partner median gender pay gap is **-17.4%**.

# haysmacintyre

haysmacintyre  
10 Queen Street Place  
London EC4R 1AG

T 020 7969 5500

F 020 7969 5600

E [marketing@haysmacintyre.com](mailto:marketing@haysmacintyre.com)

[www.haysmacintyre.com](http://www.haysmacintyre.com)

[@haysmacintyre](https://twitter.com/haysmacintyre)

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