

haysmacintyre

GENDER PAY GAP REPORT

2023



Introduction

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 sixth gender pay gap report for the year ended 5 April 2023. This report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As it currently stands, the Gender Pay Gap regulations do not define the terms 'men' and 'women'. In line with current regulations, if an employee has not self-identified as 'male' or 'female', reporting of this data has not been included.

During the year ended 31 March 2023, we have continued to focus on ensuring the firm presents an inclusive and welcoming place for all staff and partners. Our most recent staff survey, which was undertaken in March 2022, reported that 84% felt strongly that they were able to be themselves at work and 88% agree that haysmacintyre is an inclusive place to work. We are proud that people feel comfortable in our workplace and feel able to be honest and open with their managers.

This is something we will strive to improve even further. We are not complacent that this will naturally continue and therefore we invest in initiatives to support the ongoing development as a firm:

Diversity, Equity and Inclusion (DEI)

As a firm, we are committed to creating a diverse and inclusive working environment and encourage staff to share data through our diversity questionnaire, on joining, to ensure we have systems in place to support everyone. We will be able to report on this in the year commencing April 2024.

This year, our DEI Committee has continued to work across the firm, listening to staff views and making changes aimed at being an inclusive firm with staff who feel they can be themselves at work.

The DEI Committee has organised events to celebrate our team and partners through International Women's Day; Black History Month; Lesbian, Gay, Bisexual and Transgender (LGBT) Pride Month; South East Asian Heritage Month; and has hosted events and religious festivals throughout the year to both educate and connect our staff.

Learning & Development

We continue to offer a wider programme of Learning & Development opportunities for staff development and intend to publish clear career paths for people at the firm this year.

We are aware that we must not be complacent and need to encourage, through appraisals and training, all team members to continue to feel that they have an equal opportunity to thrive and advance at haysmacintyre.

We have launched a revised approach to feedback within the firm and encourage this to flow at all times, and incorporate upwards feedback in partner appraisals too.

Culture

We have continued to support our hybrid approach to work, allowing people the flexibility for an improved work life balance and ability to manage life commitments as well as work.

Our office enables people to work in a productive environment as well as relax, socialise and prioritise their own wellbeing.

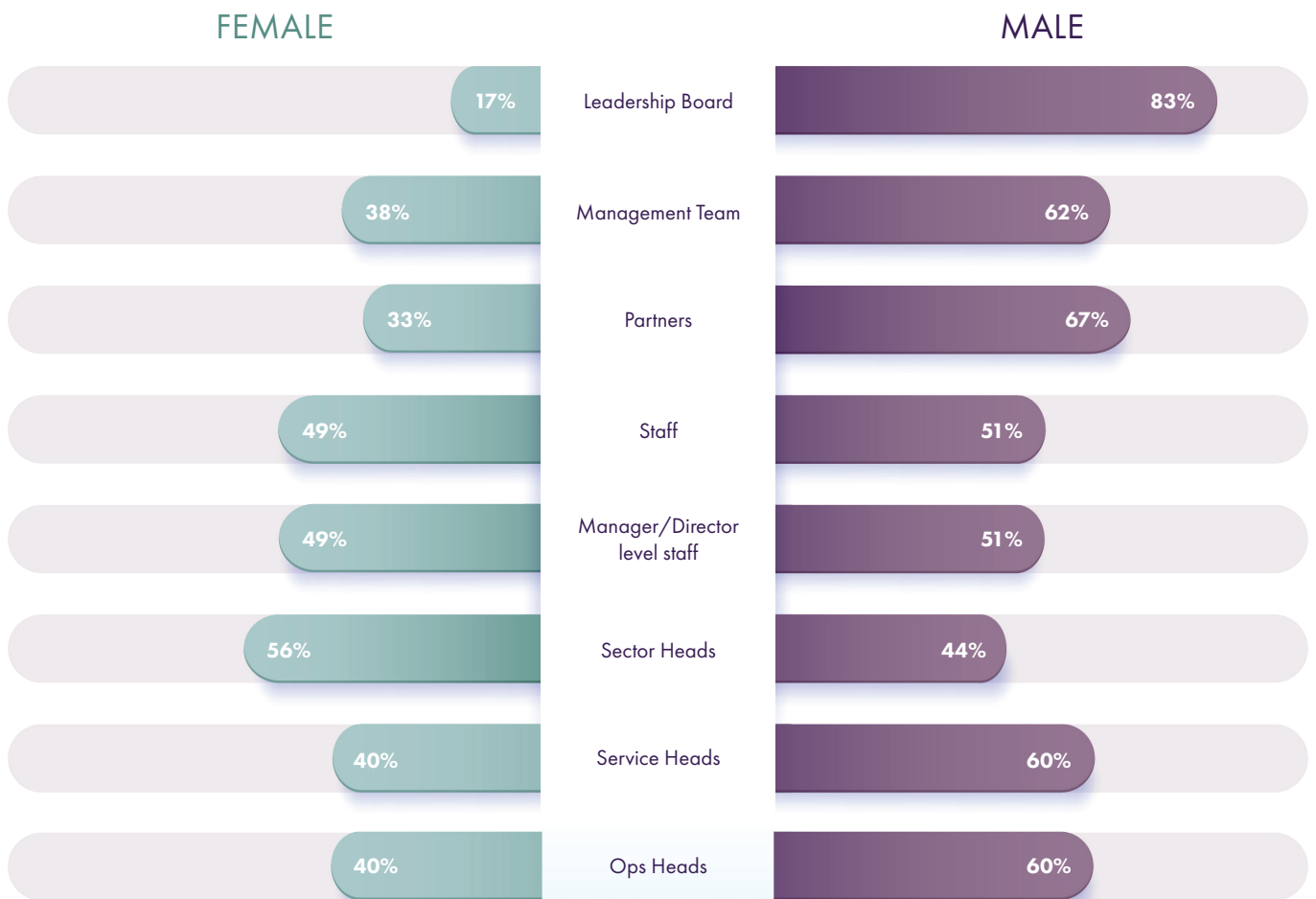
The refurbishment of our prayer/wellbeing room as a place for prayer, reflection or some time away has meant that staff wellbeing is supported in the office.

We have made progress in collecting ethnicity data which will enable us to report, internally in the first instance, on our ethnicity pay gap for the upcoming financial year.

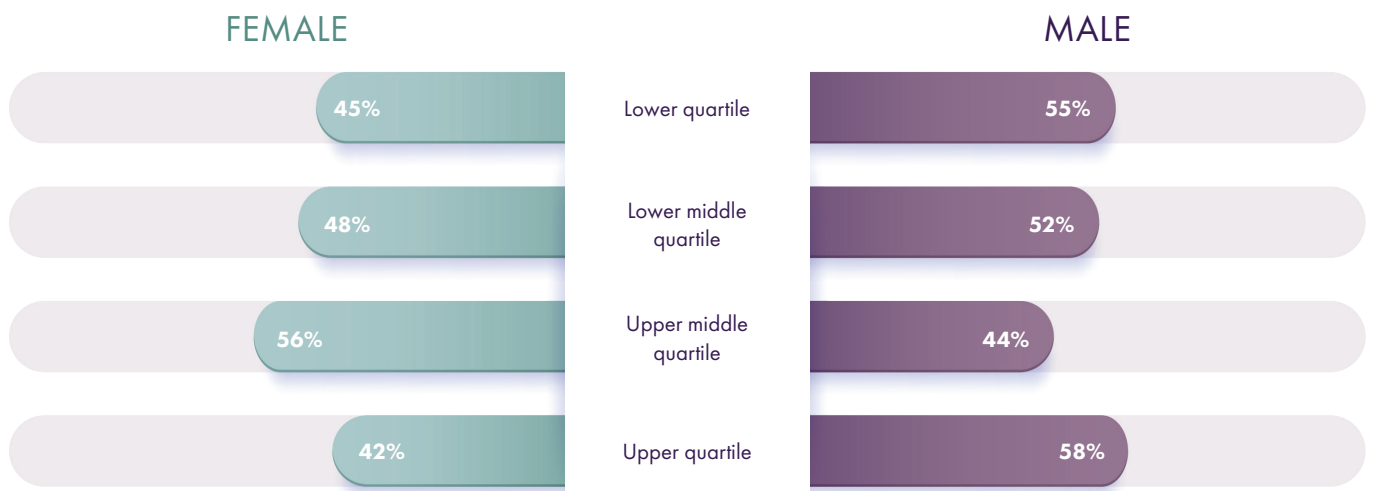
As a firm, we are clear that all are to be treated with dignity and respect, by colleagues and clients alike, and we are committed to addressing issues where identified.



Our gender split in April 2023

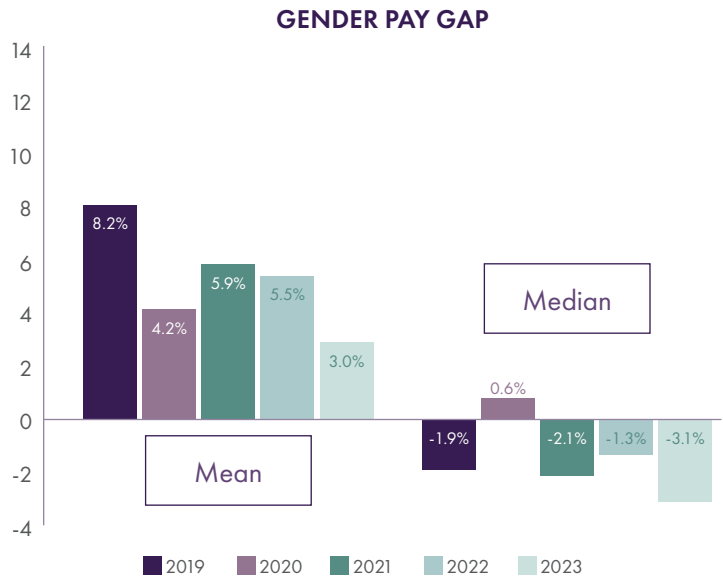


Proportion of females and males in each pay quartile



Gender pay gap

We have made good progress throughout the last five years and during this period our mean gender pay gap has fallen from **8.2% in 2019** to **3.0% in 2023**, while our median gender pay gap has fallen from **-1.9% to -3.1%** in the same period.



Partner 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. In order to be transparent about our pay structures for all our people, we have voluntarily included our partner gender pay statistics. This calculation uses the partner profit shares for the year to 31 March 2023.

For our 36 partners, our mean gender pay gap is **10.12%** and our median gender pay gap is **25.37%**.

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.

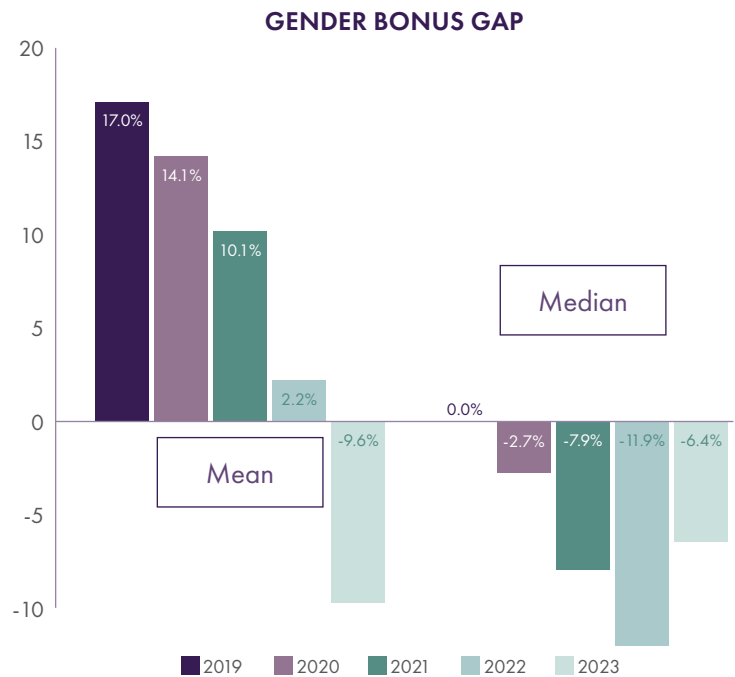
Median gender pay/bonus gap – the difference between the midpoint hourly rate of pay/bonus pay of male employees and that of female employees calculated as a percentage of male pay/bonus pay.

Gender bonus gap

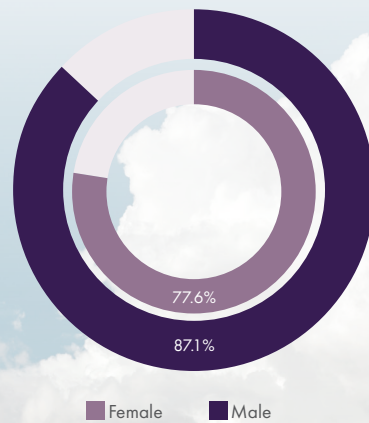
Our bonus system rewards all individuals. The statutory calculation of bonus pay gaps includes information relating to any bonuses paid between April 2022 to April 2023. Bonus payments are related to tenure and performance, and therefore not all employees receive a bonus.

Our mean bonus gap has fallen from 2.2% last year to **-9.6%**.

Our median bonus gap has risen from -11.9% last year to **-6.4%**.



PROPORTION OF STAFF RECEIVING A BONUS



haysmacintyre

haysmacintyre
10 Queen Street Place
London EC4R 1AG

T 020 7969 5500

F 020 7969 5600

E marketing@haysmacintyre.com

www.haysmacintyre.com

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

A member of



Independent legal & accounting firms



Committed to Sustainability

© Copyright 2024 Haysmacintyre LLP. All rights reserved.

haysmacintyre is the trading name of Haysmacintyre LLP, a limited liability partnership. Registered number: OC423459. Registered in England and Wales. Registered to carry on audit work in the UK and regulated for a range of investment business activities by the Institute of Chartered Accountants in England and Wales. A list of members' names is available for inspection at 10 Queen Street Place, London EC4R 1AG. A member of the ICAEW Practice Assurance Scheme.

Haysmacintyre LLP is licensed by the Institute of Chartered Accountants in England and Wales to carry out the reserved legal activity of non-contentious probate in England and Wales. Details of our probate accreditation can be viewed at <https://rfs.icaew.com/search> under the reference number C006489278.

Disclaimer: This publication has been produced by the partners of Haysmacintyre LLP and is for private circulation only. Whilst every care has been taken in preparation of this document, it may contain errors for which we cannot be held responsible. In the case of a specific problem, it is recommended that professional advice be sought. The material contained in this publication may not be reproduced in whole or in part by any means, without prior permission from Haysmacintyre LLP.



Winner: Large Firm of the Year 2023



An eprivateclient top accountancy firm 2023



Top 10 auditor to quoted companies in Adviser Ranking Listing