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## Gender Pay Gap Report 2023

This is our seventh gender pay gap report. This report relates to the data for the snapshot date of 5 April 2023 and the figures included have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The gender pay gap shows the difference in the average hourly rate of pay between males and females and should not be confused with the issue of equal pay.

### About us

Larking Gowen LLP is a leading full-service accountancy and business advisory firm in East Anglia.

Our Firm's culture and ethos revolve around our people. We are dedicated to offering fulfilling roles to all employees, fostering engagement, encouraging participation in the ongoing development of the business, and supporting the realisation of individual potential through professional and personal growth and a focus on career long learning. We are committed to ensuring inclusivity in our approach, whereby everyone, irrespective of their characteristics, preferences, or personal circumstances, is encouraged, supported, and provided with opportunities to influence and contribute to the future success of the Firm.

At the snapshot date our median gender pay gap for hourly pay is -8.78% compared to -35.51% in 2023 (2022 data). Our mean (average) gender pay is 0%, which has reduced from 5.9% in 2023 (2022 data) and 8.1% in 2022 (2021 data). We have seen a steady decrease in the percentage gap over the past 3 years as we have seen increasing numbers of women progress to the most senior women within the business. In 2023 we also completed a large Market Data Review ensuring that our salary bandings are aligned to market generally for all employees across the Firm.

Our recruitment, internal progression, and promotion policies are founded on the principle of inclusion. As of the reporting date, the gender distribution across the entire firm is 58% female and 42% male. This gender mix across the entire firm has in recent years also been influenced by the mix of students in training contracts and it now also influencing the gender mix of qualified staff and therefore a trend of increasing internal promotions to more senior levels in the business. The continued reduction in our reported gender pay gap reflects the trend of an increasing numbers of women advancing to the most senior roles within the firm, leading to a more balanced gender mix at these senior levels.

We have established an Inclusivity Working Group operating across the firm to continue to help shape our culture of inclusivity, which includes a continuing focus on female progression within the Firm.

### Gender pay and bonus gap

	Mean (average)	Median (average)
<b>Hourly Fixed Pay</b>	0%	-8.78%
<b>Bonus</b>	14.27%	0%

For the purpose of this report, bonuses include internal referral and recognition schemes, such as new client introductions, recognition of suggestions, end-of-year gifts, signing-on bonuses, and relocation bonuses. These schemes are all discretionary and open to all employees, with resulting payments/vouchers unrelated to salary or seniority within the business. Bonuses also include the cost-of-living contribution paid to every person in our employment as of 1<sup>st</sup> November 2022. This flat rate payment was paid as a lump sum but intended to ease the impact of inflation and interest rate

risers in the period through to the scheduled annual pay review on 1 April. As such the amount was not related to salary or seniority within the firm.

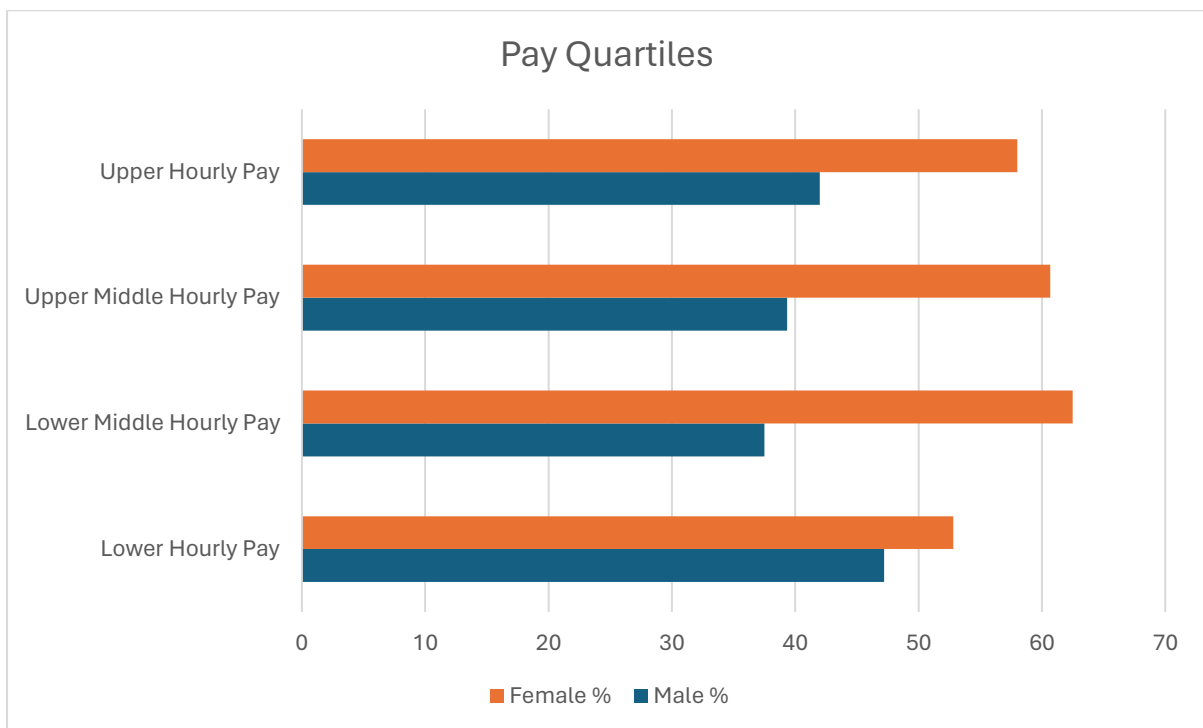
### Bonus recipients by Gender

Proportion of employees receiving a bonus in the twelve months to 5<sup>th</sup> April 2023.

Male	Female
97%	96%

Overall, 3% of our employees at the reporting date did not receive a bonus. The gender mix of these individuals was 2% female and 1% males. This reflects the gender mix of employees joining the firm after December 2022, after the payment of the cost-of-living contribution in November and the end-of-year gift in December 2022.

### Our gender split and pay gap by quartile



We remain committed to the well-being of our employees, providing industry leading benefits, including a comprehensive Employee Assistance Programme, therapies, and mental health support. We have 15 mental health first aiders trained to offer support to colleagues, who are also available to signpost and promote access to professional support. The well-being of our employees remains a top priority.

We are confident that our historical gender pay gap did not stem from differential pay between men and women. Rather, it arises due to a higher proportion of females within our workforce engaged in part-time roles, particularly in support and administrative positions located in the lower to mid-quartiles

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of our pay ranges. The lower quartile has now become more balanced in terms of gender which is a contributing factor in achieving a 0% gender pay gap (mean average) percentage this year.

Our business strategy focuses on inclusivity and for this to be recognised by both current and prospective employees. We also recognise the importance of offering of varied and flexible career pathways, ensuring that all of our people feel valued and are supported and encouraged to reach their potential and achieve their personal aspirations within the business. The gradual reduction of our reported gender pay gap has been a result of investing time with individuals to understand their career aspirations, eliminating any remaining perceptions of barriers to progression, and supporting individuals in advancing to the most senior positions within the firm, including partnership.

The culture of the firm hinges on our two core values; the commitment we make to our people and to deliver outstanding client service. Our policy of inclusion is integral to the commitment we make to our people, to provide inclusive, high quality training and development programmes, wide ranging experience and rewarding careers within an environment where individuals can continue to make a difference based solely on merit.

I confirm that the data reported is accurate.



Julie Grimmer  
Managing Partner  
26 March 2024