

Gender Pay Gap Report 2021

This is our fifth gender pay gap report. This report relates to the data for the snapshot date of 5 April 2021 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 culture and ethos are centred around our people. We are committed to providing all our people with rewarding roles in the business, for them to be engaged, participate in the further development of business and for them to achieve their potential through a focus on continuous professional and personal development throughout their careers. We strive to ensure that our approach is always inclusive, that everyone, irrespective of characteristic, preference or personal circumstances is encouraged and supported, and that everyone has the opportunity to influence and to be part of the future success of the business.

At the snapshot date our median gender pay gap is 8.1% with a further reduction in our mean gender pay gap to 9.4% compared with the previous year at 11.75%.

Our policies for recruitment, internal progression and promotion are based on the principle of inclusion. At the reporting date the gender mix for the whole firm is 58.5% female and 41.5% male. The further reduction in our reported gender pay gap continues to reflect the trend of increasing numbers of women progressing within the business to the most senior roles with the gender mix at these most senior levels becoming more evenly balanced.

Since we published our last Gender Pay Gap Report, we have changed our talent management and promotion procedures. Regular conversations focus on performance and career aspirations and simplified open application and promotion procedures have helped to remove any remaining perceived barriers to promotion. In updating our procedures, we have also set clear expectations in ensuring that the make-up of all promotion panels reflects suitable balance.

Gender pay and bonus gap

The pay gap

	Mean	Median
Hourly Fixed Pay	9.4%	8.1%
Bonus	17.8%	19.5%

In the reporting period we paid a bonus to all eligible employees, based on percentage of annual salary.

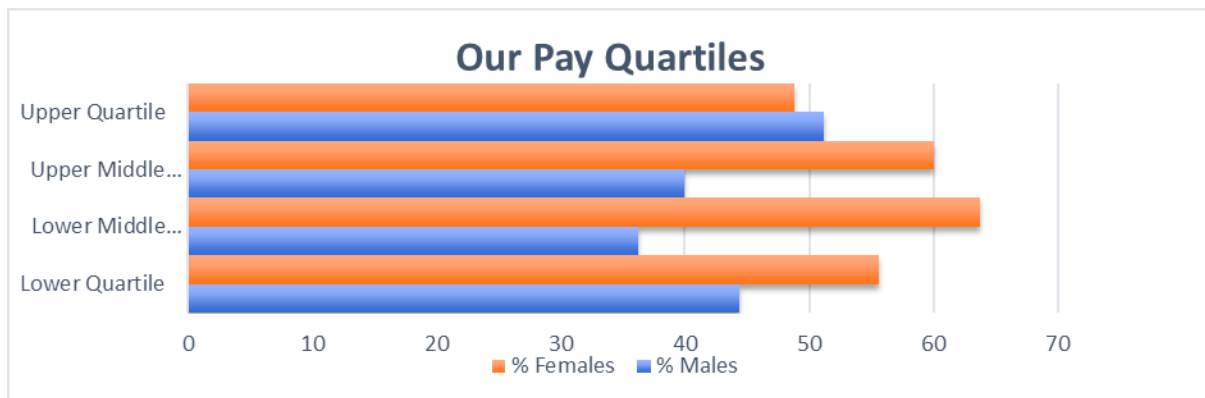
Additionally, bonus for the purposes of this report includes internal referral and recognition schemes, including new client introductions and schemes to recognise suggestions. These schemes are voluntary schemes open to all employees and the resulting payments/vouchers are not related to salary nor to the level of seniority within the business.

Bonus recipients by Gender

Proportion of employees receiving a bonus in the twelve months to 5th April 2021.

Male	Female
100%	100%

Our gender split and pay gap by quartile



We are dedicated to the wellbeing of our people, providing industry leading benefits including a comprehensive Employee Assistance Programme, therapies and mental health support. We have 6 Wellbeing Champions, and 12 mental health first aiders who have been trained to provide support to colleagues who are also available to sign post and further promote access to the professional support that is also available. We recognise the immense pressures that Covid has placed on many of our team, whether as a result of home schooling, caring for elderly or vulnerable relatives, or as a result of new demands of on-line exams and remote learning. The wellbeing of all our people continues to be a priority.

We are confident that our gender pay gap does not stem from paying men and women differently. Our gender pay gap arises as there are more females within our business working part-time. This includes many in support and administrative roles which are in the lower to mid-quartiles of our pay ranges.

The focus of our strategy is to be recognised for inclusivity both by those already within the business and those who look to join us. The gradual elimination of our reported gender pay gap will be a result of the time taken with individuals to understand their career ambitions, eliminate any remaining perceptions about barriers to progression and by supporting individuals' progression in the business to the most senior positions, including partnership. As reflected in our Vision, Values and Strategy, released since our last report, we are committed to a firmwide strategy of inclusion. This is integral to our people commitment to recognise and reward our people based on merit alone. We therefore expect a further erosion of our gender pay gap as we continue to pursue and further develop this core strategy.

I confirm that the data reported is accurate.



Julie Grimmer
Managing Partner
28 March 2022