



Gender Pay Report

2018

A message from our Managing Partner and Chair

As a responsible business, we welcome the introduction of gender pay gap reporting as an important contributor to our transparency.

Our approach to tackling gender pay equality aligns with our wider approach to diversity & inclusion, and being a responsible business – not just to *do things right*, but to *do the right things*. It is an integral part of how we operate our business, and is underpinned by our vision and values.

We know that this proactive approach enables us to be a better firm. It helps us attract and retain the very best talent and deliver the best service and experience to our clients.

We are pleased with the progress we have made so far by lowering our gender pay gap over recent years. And whilst our gender pay gap compares favourably with similar organisations we recognise there is still some work to be done. We are committed to improve equality of opportunity.

We can confirm the accuracy of this information.



Andrew Sandiford
Managing Partner



Ian Smith
Chair

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We are committed to equal opportunity for all, and this work to analyse the gender gap that exists in our business will help us ensure that actions are taken to tackle any inequality.



What is a Gender Pay Gap?

Like all other private sector organisations with more than 250 employees, Bishop Fleming has reported its gender pay gap data in line with the government's gender pay gap reporting regulations.

What is the difference between Equal Pay and Gender Pay?

Whilst equal pay and the gender pay gap are terms often used together, they are two different issues and shouldn't be confused.

The Equality Act 2010 gives women and men a right to equal pay for equal work. This is specifically to eliminate direct and indirect discrimination on grounds of sex with regard to all aspects and conditions of remuneration, for the same work or for work to which equal value is attributed. This does not mean that everyone on the same grade should be paid the same salary. Grade, role, competence, extent of experience and ability will have an impact on reward.

Gender pay on the other hand, shows the percentage difference between the average salaries of men and women, regardless of the nature of their work, across our firm. This can be affected if the firm has more men in senior positions and more women in junior positions.

The current UK-wide gender pay gap is 18.1%¹.

What do we mean by a mean and median average pay gap?

We are obliged to report our gender pay gap and gender bonus gaps as both mean and median averages.

Our gender pay gap, when shown as a **mean** average is defined as the sum of all male and female salaries, divided by the number of male and female employees.

Our gender pay gap, when shown as a **median** average is defined as the middle point of the numerical list of all male and female salaries in the firm.

What else do we need to report on?

In addition to reporting the mean and median pay gaps for hourly pay and bonuses, we also have to report the proportion of our male and female employees receiving a bonus and the proportion of men and women in each pay quartile of our firm.

1. Office of National Statistics (2016)

Our gender pay gap: at a glance

Gender Pay Gap in hourly pay



Bonus Gender Pay Gap

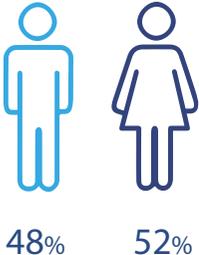


Proportion of males and females receiving a bonus payment



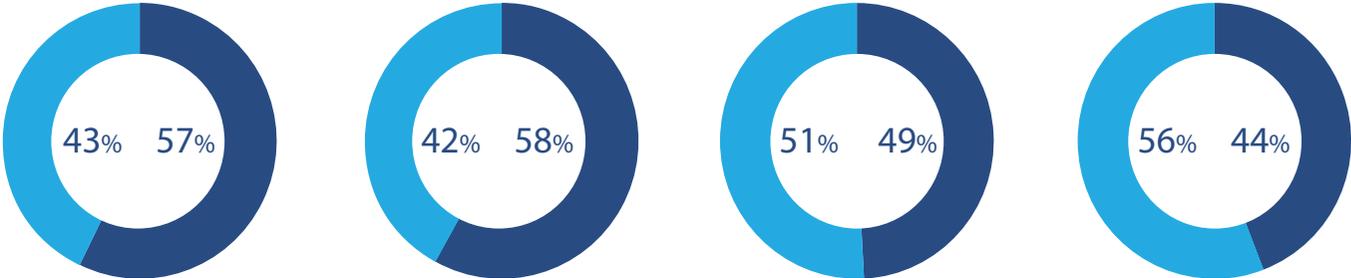
Employee breakdown

Total employees



Percentage of employees by quartile

Lower Lower Middle Upper Middle Upper



Detailed analysis

The following details place our overall 7% mean and 14% median gender pay gaps in context:

- As at 5 April 2017, we had 272 employees comprising 141 females and 131 males.
- We had 9 more females employed in the lower quartile than males. In the upper middle and upper quartiles we had 9 more males.
- These gender imbalances at both the lower and upper quartiles therefore influenced our overall gender pay gap. However, this is likely to balance out in future years.
- Looking at the breakdown across quartiles, females were actually paid slightly more than males in the lower quartile with the mean hourly pay gap being 8% and the median being 19%, both in favour of females.
- Similarly, in the upper quartile, where we might expect to see males paid more, the mean hourly pay gap is again in favour of females at 5%.
- A high proportion of our staff are Trainees on two to three year professional training programmes moving up carefully structured scales linked to job performance and study progress.



Improving equal opportunity

Our achievements

- We have an almost equal number of men (48%) and women (52%)
- We have an inclusive approach to flexi-time working and consideration for flexible and agile working for all of our people
- We are committed to investing in long term careers with our firm. 30% of our people have ten years' service and 45% have over five
- We've achieved 3 stars in our annual 2018 Best Companies survey
- We're ranked 26th in the 2018 Sunday Times Top 100 Best Companies to Work For list
- We have launched the Bishop Fleming Women's Mentoring Network designed to offer mentoring to female staff by senior female staff
- Diversity and inclusion, and dignity at work are built into our training
- We were the first accountancy firm in the UK to achieve Investors in People



Our ongoing commitment

- We are committed to reducing our gender pay gap even further
- We will demonstrate strong leadership and accountability for equal opportunities
- We will create a culture of inclusion, underpinned by our values and behaviours
- We will promote diversity and inclusion issues in our internal communications
- We have plans to celebrate Diversity and Inclusion week, which is a chance for our people to explore diversity and inclusion topics
- We will ensure the recruitment, retention and progression of our people are free from discrimination or unconscious bias in seven key areas; race and ethnicity, gender, sexual orientation, social mobility, religious beliefs, disability and age
- We aim to:
 - enable everyone to reach their full potential
 - reward fairly and equally on the basis of ability and potential
 - monitor and act on any perceived or actual inequalities

This report covers data from Bishop Fleming LLP as of 5 April 2017 and is given pursuant to The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and excludes all Partners.