Gender Pay Gap Report

Summary of findings

April 2024

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Ensors is one of East Anglia's largest and most respected firms of independent chartered accountants and business advisors. Our highly trained specialist teams provide a comprehensive range of services, from accounts preparation to insolvency advice, accounting systems to investment planning, business acquisitions to tax advice. At the snapshot date in 2024 we reached the required level of employees that required Ensors to publish our gender pay gap report and findings.

The report and findings have been based on the snapshot date of 5 April 2024. The information as set out below has been calculated using the standard methodologies published in the GOV.UK guidance.

The report relates to the data twelve months prior to the snapshot date of 5 April 2024.

1. The mean gender pay gap is 4.7%
2. The median gender pay gap is 2.6%
3. The mean gender bonus gap is 3%
4. The median gender bonus gap is 0%
5. The proportion of male and female employees in the firm receiving a bonus is 100%

This data highlights key aspects of gender pay disparity. Although females earn 4.7% less than men across this data when reviewing the mean, the midway point of the earnings distribution shows that females earn 2.6% less than males which is a fairly low gap for the accountancy sector. The median is often considered a better indicator of typical pay gaps as it avoids extreme values skewing the results.

The mean gender bonus gap highlighted that females on average receive 3% less in bonuses than men. However, the middle point bonus amounts for men and women are identical, which suggests equal treatment in bonus distribution.

The Pay Gap

	Mean	Median
Hourly Fixed Pay	4.7%	2.6%
Bonus	3%	0%

Further analysis after exploring the differences suggests that the mean could be influenced by a higher proportion of males in senior or higher paying roles. However, on balance, the median being smaller at 2.6% suggests the gap is slightly less pronounced. The median gender bonus gap is the same for both genders, suggesting equal distribution at the midpoint. In addition, the 100% bonus proportion shows that both men and women received bonuses, which indicates no exclusions based on gender.

Gender split and pay gap by quartile

The quartile data suggests we have more females in the upper middle and lower middle salary bracket, and more males in the upper and lower salary bracket.

Group		% of Males	% of Females
Group 1 - £56.22 to £23.00	Upper quartile	63%	37%
Group 2 - £24.00 to £15.70	Middle upper quartile	43%	57%
Group 3 - £15.70 to £12.60	Lower middle quartile	48%	52%
Group 4 - £12.30 - £7.70	Lower quartile	52%	48%
Total		**51%**	**49%**

This data also suggests we have more males in higher paying roles, the middle salary quartile is more balanced showing greater female representation. There is less disparity in the lower quartile salary bracket.

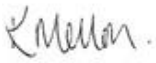
The **total split across all salary bands is 51% male vs. 49% female**, showing **gender representation across the firm is close to equal.**

Future reporting and monitoring

As a firm, we take fair pay for all very seriously. We will continue to work on narrowing the pay gap for our female employees through positive inclusion and assessing our leadership and progression strategies when promoting employees into senior roles.

In order to reduce our gender pay gap, we will be looking to set an effective strategy by reviewing a combination of things, such as: our policies on pay scales, bonus, career and promotion opportunities, recruitment advertisements, exploring if unconscious bias is affecting the firm's equality, and partnering with external organisations to align our strategy with industry-wide gender equity initiatives.

We will continue to identify female talent whilst enabling and encouraging women to apply for senior positions where they are currently under-represented through awareness of our flexible working polices that include part-time basis/job share or flexible approaches.



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