
Gender Pay Gap Report 2024

Introduction

This is our eighth annual Gender Pay Gap Report, and as required by the legislation, reflects our gender pay data at the snapshot date of 5th April 2024.

The calculations within this report follow the methodologies required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The gender pay gap hence represents the difference in the average hourly earnings between male and female employees and should not be conflated with the issue of equal pay. Our position is unequivocal, individuals receive the same remuneration for performing the same or equivalent work, and pay is not influenced by gender. In setting out our gender pay gap report however some further context is required in order to fully understand the impact of certain factors which influence the data presented; in particular the impact of salary sacrifice arrangements.

About Larking Gowen LLP

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

Our firm places people at the heart of our culture. We aim to ensure that every employee experiences a rewarding and fulfilling career. We are committed to fostering an inclusive workplace where engagement, professional and personal development, and continuous learning are actively promoted.

Our approach is built on ensuring that all individuals, regardless of their characteristics, backgrounds, or personal circumstances, are supported, valued, and empowered to contribute to the success and future of our firm.

Gender Pay Gap Findings

As of 5th April 2024, our median gender pay gap for hourly pay stands at -11.07%, a change from -8.78% in 2023. The mean (average) gender pay gap is -0.96%, compared with 0.00% in 2023 and 5.9% in 2022.

This trend reflects the impact of increasing numbers of women employees progressing to the most senior roles, leading to a more balanced gender representation at senior levels however the data is also impacted by the decisions individuals make on the composition of their total remuneration package.

As part of our flexible employment package, we offer employees the opportunity to participate in salary sacrifice arrangements, for pensions and a cycle to work scheme. These arrangements involve individual choices by employees to reduce salary in exchange for other benefits. Where individuals opt to reduce their salaries in this way, the legislation requires their reduced salary to be included in the gender pay gap calculation. Inevitably it is often the highest paid employees who are in a position to choose to sacrifice salary and as a result unless similar numbers of men and women decide to sacrifice salary, these individual decisions can skew the data.

At the snapshot date of 5th April 2024, there were more salary sacrifice arrangements in place for male employees than for females leading to an increased negative pay gap as detailed below.

We conduct an annual Market Data Review to ensure our salary bandings remain competitive and aligned with industry standards for all employees across the firm. Our recruitment, internal progression, and promotion policies are open, firmly rooted in inclusivity, equality of opportunity and merit-based progression.

Gender Distribution and Career Progression

At the reporting date, our employee mix amounted to 57.68% female employees and 42.32% male employees. This mix has been influenced by the increasing number of women entering the profession through training contracts in recent years. Similarly, retaining more women post qualification, internal progression, returns following career breaks and a number of experienced women senior hires across the business has influenced the picture across all levels.

Undoubtedly the impact of salary sacrifice is a factor in the negative pay gap reported however we remain committed to inclusivity, equality of opportunity and merit-based progression. To support this, we have established an Inclusivity Working Group, dedicated to shaping and reinforcing the culture of inclusivity.

Gender pay and bonus gap

	Mean (average)	Median (average)
Hourly Fixed Pay	-0.96%	-11.07%
Bonus	6.02%	0.00%

For the purposes of this report, bonus pay includes discretionary incentive schemes such as internal referral rewards, new client introductions, recognition awards, end-of-year gifts, signing-on bonuses, and relocation bonuses.

In 2024, the mean bonus gap stands at 6.02%, compared with 14.27% in 2023.

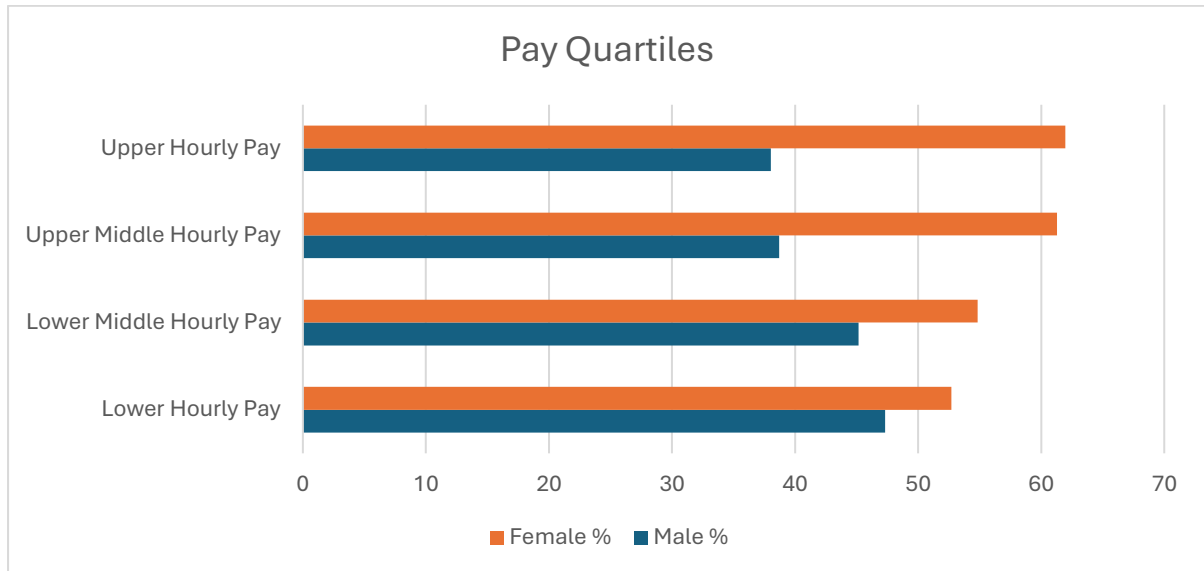
Bonus recipients by Gender

Proportion of employees receiving a bonus in the twelve months to 5th April 2024.

Male	Female
96.25%	95.67%

Overall, 95.91% of employees received a bonus within the reporting period. The 4.09% who did not were not employed at the time of our annual end-of-year gift distribution. These gifts are provided to all employees regardless of seniority or gender.

Pay Quartiles and Gender Representation



	Woman %	Men %
Upper Hourly Pay	61.96%	38.04%
Upper Middle Hourly Pay Quarter	61.29%	38.71%
Lower Middle Hourly Pay Quarter	54.84%	45.16%
Lower Hourly Pay Quarter	52.69%	47.31%

Our historic gender pay gap was partly influenced by the proportion of women occupying part-time roles, particularly within support and administrative positions that typically fall within the lower to mid-pay quartiles.

Greater gender balance within these quartiles has contributed to a 0.00% mean gender pay gap in 2023 and a negative gap in 2024.

Commitment to Employee Well-being

Employee well-being remains a key priority at Larking Gowen. We provide industry-leading benefits, including a comprehensive Employee Assistance Programme alongside a health and wellbeing plan for all employees. These plans give all employees access to virtual GP services, dental, and other therapies, as well as counselling and mental health support.

We also have 16 trained mental health first aiders available to support colleagues and direct them towards professional help when needed.

Driving Inclusivity and Career Development

Our people strategy is centred on inclusivity, ensuring that all employees, irrespective of gender, or other characteristics, feel valued and encouraged to realise their full potential.

We remain dedicated to supporting employees in their career journeys by:

- Providing varied and flexible career pathways.
- Understanding and addressing perceived barriers to career progression.
- Encouraging and supporting employees in reaching their personal objectives.
- Supporting individuals in their progression and personal development across all levels of the business, including to the most senior leadership positions.

We remain committed to creating an environment where talented people are recognised as individuals and rewarded purely on merit. As part of our people strategy, we continue to support engagement initiatives to better understand and address perceived barriers to progression, including progression to partnership.

The partners, who are members of the LLP, are not employees and as a result are excluded from our gender pay gap data, in line with the legislation. Whilst our gender mix across all employee levels has become balanced or even slightly weighted towards greater numbers of women in recent years, we recognise there remains work to be done in promoting the pathway to partnership in order that the gender mix of the LLP membership continues to evolve to reflect this same balance.

Conclusion

The culture of our firm is underpinned by our commitment to our people, to building enduring client relationships and creating a positive impact on the wider East Anglian community. We are a people-based business and inclusivity remains at the heart of our current and future strategy.

I confirm that the data presented in this report is accurate.



Julie Grimmer
Managing Partner
27 March 2025