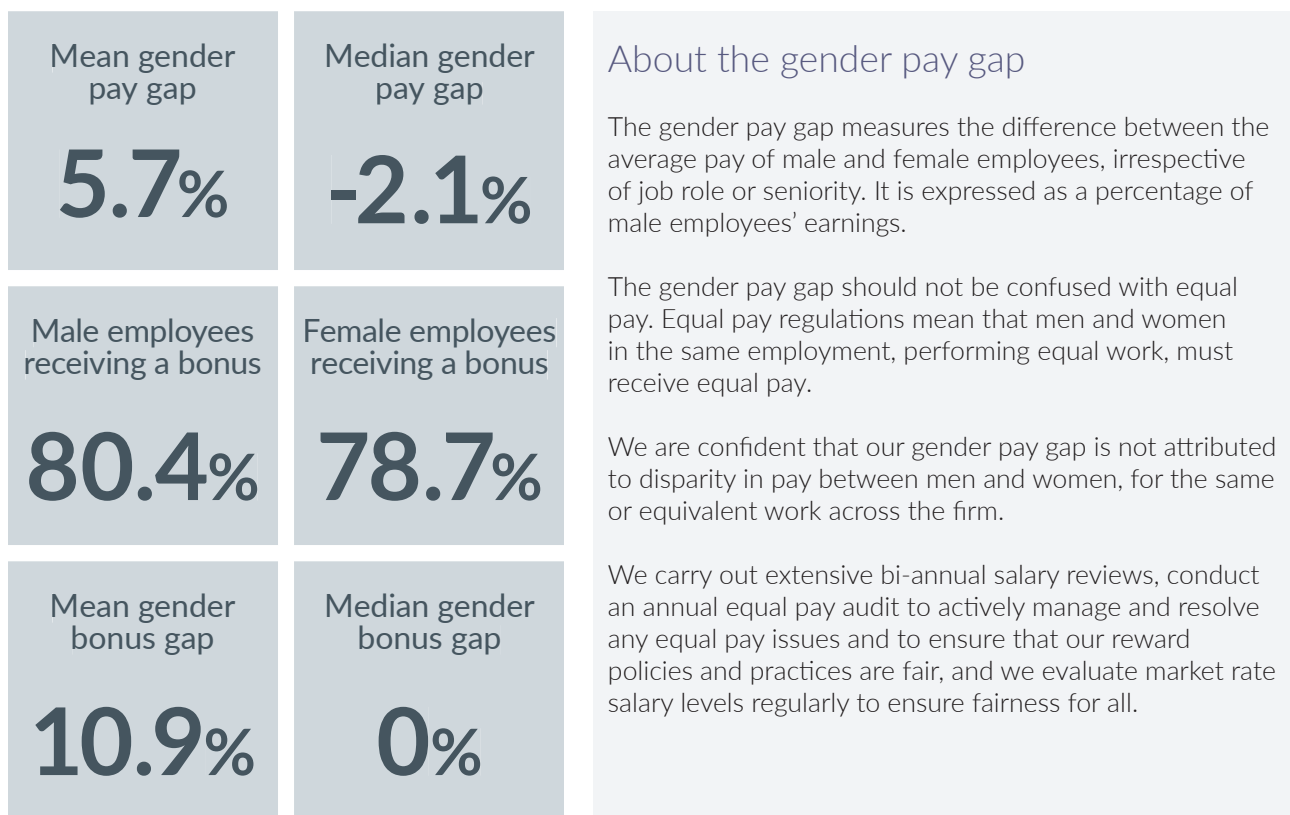


Gender pay gap 2019

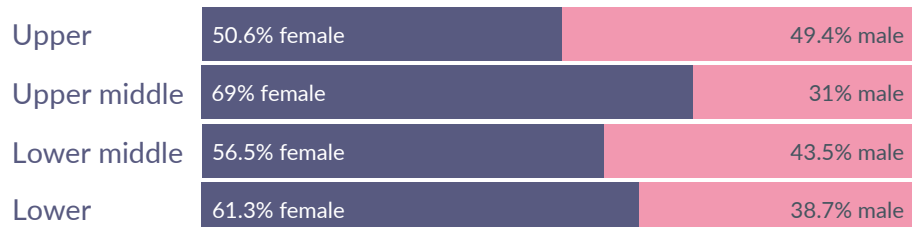
In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are pleased to present Saffery Champness LLP's annual gender pay gap report, relating to data as at 5 April 2019.

Our gender pay gap, at a glance



Pay quartiles by gender

This chart shows the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.



This is calculated by determining the hourly rate of pay for each male and female employee, ranking them in order from the lowest to the highest paid and dividing them into four equal parts.

We have more women than men in the highest earning quartiles, which demonstrates that we are providing opportunities for women to progress to senior levels within the firm, even though we currently do have a gender pay gap.

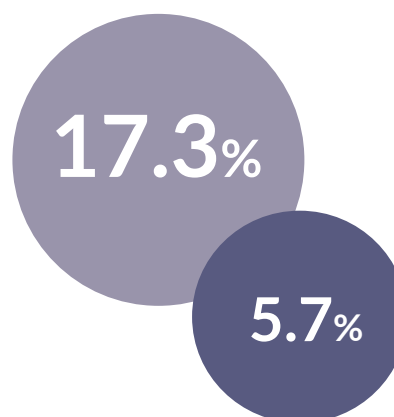
Understanding our gender pay and bonus gaps

- For the purposes of the gender pay calculations, 'ordinary pay' is based on the employee's gross pay after any reduction for salary sacrifice schemes. We offer a number of salary sacrifice benefits, including childcare vouchers, and these have been mainly taken up by female staff members.
- The median gender pay gap is the difference between the mid points in the ranges of hourly rates of pay of men and women. We have a negative median gender pay gap of -2.1% which means that when the hourly rates of pay of all male full pay relevant employees and all female full pay relevant employees are arranged from the highest to the lowest, at the mid-point, women earn 2.1% more than men at Saffery Champness.
- The roles within our lower paid quartiles are predominantly administration, support, secretarial and junior trainee positions, and more than half of these are held by women. Whilst we are confident that these positions are appropriately and competitively rewarded in line with the market, the fact that more than half are held by women has the effect of reducing the average pay of women in our firm, impacting our overall gender pay gap. However, there is a significantly higher proportion of females to males in our upper and upper middle quartiles.
- For the purposes of the gender bonus gap calculations, pro-rated bonuses for part time employees are not adjusted to be reported as full-time equivalent bonus amounts and therefore, as we have more women than men who work part time across the firm, this also causes some distortion to our gender bonus gap figures.

How does our gender pay gap compare?

According to the October 2019 Office for National Statistics' Annual Survey of Hours and Earnings, the economy as a whole has a mean gender pay gap of 17.3%.

At 5.7%, the mean gender pay gap at Saffery Champness is significantly lower than for the economy as a whole, and we believe it compares favourably within our sector.



Our people *are* our business

To continue to be successful in retaining and attracting the best people, we are committed to providing equality of opportunity for all staff. We believe we offer competitive remuneration and benefit packages, and our flexible working policy is available to all staff. We currently have a significant number of staff that work either part-time or non-standard hours. We are proud of the wide range of training, career development, coaching and mentoring opportunities that are available to all of our people, to enable them to reach their full potential.

I confirm that the gender pay gap information contained in this report is accurate.

Matthew Burton, Managing Partner, Saffery Champness LLP

31 March 2020



Saffery Champness is an Investor in People organisation and has been accredited as one of the UK's Top Employers for 17 consecutive years.

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