

# CARPMAELS & RANSFORD

## Carpmaels & Ransford Services Ltd

### 2020 Gender Pay Gap report

At Carpmaels & Ransford, we are committed to creating an environment where everyone has equal opportunity for development and progression. We recognise diversity of thought is vital to our business, enabling us to approach challenges differently and offer our clients creative and original solutions.

We are not yet required by law to publish gender pay data, but we have chosen to do so as we believe that transparent analysis helps inform how we define and measure our inclusion and diversity approach.

The gender pay gap data in this report is compiled in accordance with statutory reporting methodology and is based on the snapshot date of 5 April 2020. Bonus data is calculated on the 12 months reference period up to 5 April 2020.

#### Definitions

- The gender pay gap is defined as the difference between the mean or median hourly pay rate that men and women receive.
- The mean pay gap is the difference between hourly earnings for men and women, taking the sum of all hourly rates, divided by the total number of men or women in the sample.
- The median pay gap is the difference between the midpoints in the ranges of hourly earning between men and women. It takes all salaries in the sample, in order from lowest to highest and picks the middle-most salary.
- A negative percentage figure indicates a pay gap in favour of women.
- This report covers all employees of Carpmaels & Ransford Services Ltd (Carpmaels).

#### Difference in pay between men & women in 2020

The figures provided in the table below are based on hourly rates of pay during the monthly pay period including the snapshot date of 5 April 2020.

	2020
Mean pay gap	9.3%
Median pay gap	17.4%

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The mean hourly pay gap between men and women as at the snapshot date was 9.3% and the median 17.4%. We believe that the difference in mean and median pay is largely due to Carpmiels having a greater proportion of women within junior support roles.

While our data compares favourably to the industry average for the legal services and accounting sector (27.1% mean and 27.3% median), we recognise that more progress needs to be made and we will seek to further understand and address this imbalance.

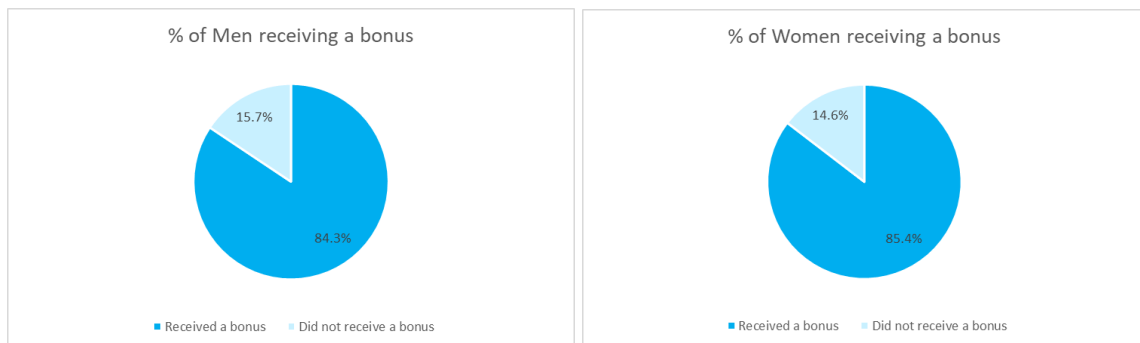
## Difference in bonus pay between men & women in 2020

The figures in the table below are based on bonuses paid in the year up to 5 April 2020.

2020	
Mean bonus gap	14.6%
Median bonus gap	0

The bonus gap is calculated from actual bonuses paid during the year, unlike pay figures, which are based on an hourly rate. Carpmiels operates a bonus scheme for all employees based upon tenure. In addition, bonuses are awarded to senior staff for exceptional contributions.

## Proportion of men & women staff receiving a bonus payment in 2020



We carefully monitor our bonus procedures to ensure that men and women are treated equally. In 2020, 84.3% of men received a bonus while 85.4% of women received bonuses.

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## 2020 Pay quartiles

	Men	Women
Lower quartile	37.7%	62.3%
Lower middle quartile	41%	59%
Upper middle quartile	57.4%	42.6%
Top quartile	52.5%	47.5%

This table shows the gender split, when we categorise the workforce by hourly rates of pay from highest to lowest and then group pay by four equal quartiles.

The greater proportion of women within the lower and lower middle quartiles is reflective of the higher number of women employees within junior support roles.

## How we are addressing the gap

We are committed to creating and maintaining a truly diverse and inclusive work environment where everyone has the opportunity to achieve success and realise their potential. Our approach to Diversity and Inclusion is one that considers activities across the entire life cycle of an employee; from recruitment to development, key life events, career progression opportunities and daily leadership actions.

Raising awareness of potential inequality is a key focus for Carpmiels. We have carried out unconscious bias training for senior leaders, to both raise awareness and discuss ways in which we can further drive inclusion across the firm. This is in addition to our ongoing programme of events designed to support dialogue in areas such as: the promotion of women into senior roles, LGBT, race and ethnicity, wellbeing and mental health.

### **Support for working parents**

We recognise that having a family friendly environment is crucial to removing barriers for women in the workplace. We are supportive of flexible working practices and have implemented policies to support working parents and families.

We reviewed our family friendly policies at the end of 2019 and made a number of enhancements. We increased paid leave entitlement to 26 weeks at full pay within our maternity, adoption and surrogacy policies, 13 weeks full pay for shared parental leave and 4 weeks at full pay for paternity leave. Additionally, we have introduced a wellbeing programme which includes a suite of tools such as coaching, workshops and online resources designed to support working parents.

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## **Recruitment and career progression**

We review our recruitment and career development policies on an ongoing basis to ensure that we address bias and promote gender diversity across all levels at Carpmaels.

This is part of a wider ongoing review of our policies, processes and practices that are supportive of an environment where everyone can realise their potential and achieve success.

This data is being provided voluntarily, and as required by the regulation, we confirm the data in this report is accurate.

A handwritten signature in black ink, appearing to read 'G Small', written in a cursive style.

Gary Small, Director CRSL