

Keoghs Gender pay gap



In line with the regulations now in place we report our overall initial gender pay gap percentage of mean 14.28% and median 13.19%. The figures are below both the national and sector averages according to the recent data published by the Office of National Statistics.

In terms of bonus awards, our data shows the opportunity to earn a bonus at Keoghs is equally spread, with 49% of men and 50% of women earning a bonus. The rate at which these bonuses are paid are equivalent to the role level.

Keoghs are deeply committed to all aspects of equality and diversity and it should be noted that this report is not reflective of how much we pay men and women to perform the same roles. We are confident that we pay fair and equal salaries for equivalent work.

We confirm that the data in this report is accurate.

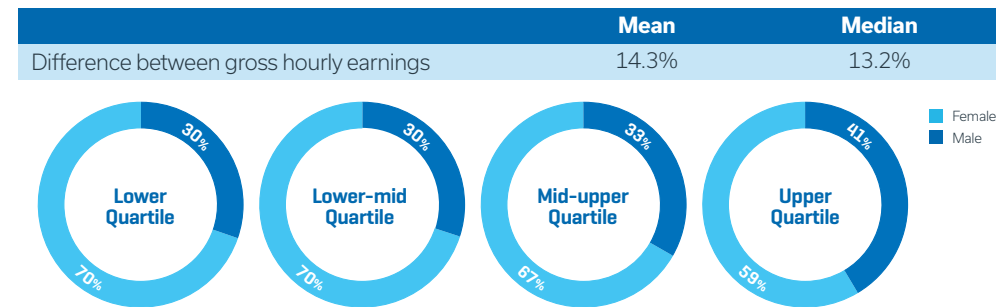


Allison Carr
Chief Operating Officer

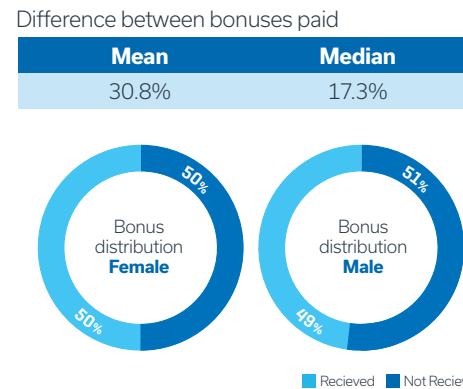


Jo Wright
Head of People

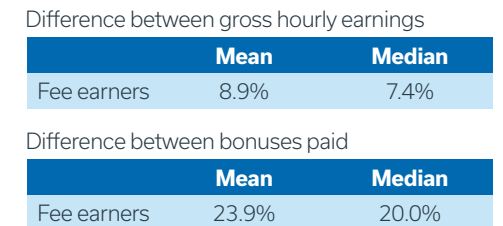
Gender pay gap in hourly pay



Gender pay gap in bonus payments



Gender pay gap for fee earners



Definitions at a glance

Mean: The difference between the mean (average) hourly rate of pay (or bonus) for all men & women

Median: The difference between the 'middle' rate of pay (or bonus) for all men & women, when hourly pay is ranked in numerical order

Pay quartiles: Calculated by ranking all employees' hourly pay in numerical order & dividing them into four equal size groups

Understanding our results

As a proportion of the workplace, Keoghs employs more women than men (67% v 33% respectively). The overall gender mean and median figures stated in our summary reflect the fact that administrative and support roles tend to attract more female applicants and we therefore have a higher proportion of women in these roles. As these roles are in the lower quartile of pay this therefore contributes to the reported gender pay gap.

When analysing the data for just our fee earning community, this reduces the mean gap to 8.92% and the median to 7.41%.

We are committed to further improvement to ensure that the percentage of women in our mid-upper and upper-quartile pay brackets improves in line with the split of males/females more generally. Whilst we believe that much of the current variance is reflective of historic gender split within the market generally, we are taking proactive steps to challenge our system, processes and people involved to ensure that our selection, promotion, succession and reward policies and decisions are based solely on talent and performance.