

# Gender Pay Gap Report 2023/2024

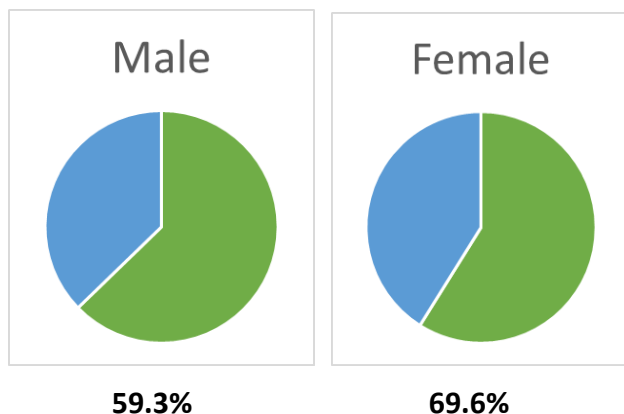
At Partners&, we are committed to fostering a culture that values diversity, inclusion, and equality. As part of our ongoing efforts to promote transparency and accountability, we are pleased to present our Gender Pay Gap Report for 2023/24. This report outlines the findings related to the disparity in pay between male and female employees within Partners&. By openly acknowledging and analysing these discrepancies, we aim to drive meaningful change towards closing the gender pay gap.

Our workforce is currently made up of 51% females and 49% males.

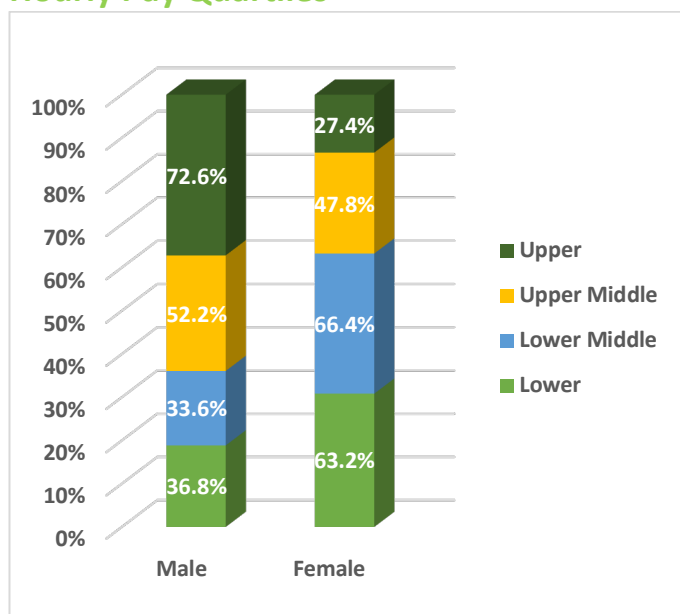
## Pay & Bonus Gap (data taken at 08/04/2024)

	Mean (%)	Median (%)
Hourly pay	45.1	44.6
Bonus pay	74.6	59.5

## Proportion of genders receiving a bonus



## Hourly Pay Quartiles



## Understanding the Gender Pay Gap data

- The gender pay and bonus pay gaps are influenced by a higher percentage of male employees holding senior positions in the upper pay quartile, alongside a higher percentage of female employees occupying lower pay quartiles.
- Our gender pay gap is further affected by our significant growth, driven by acquisitions, which has led to a decrease in female representation in the upper pay quartiles.
- There is a significant disparity in the proportion of part-time employees based on gender, with 83% of part-time positions held by females and only 17% by males.
- There is a gender disparity in the distribution of roles within our hierarchy:
  - Specifically, 66% of Client Director/Executive roles are occupied by males, while only 34% are held by females. These positions typically offer higher hourly pay rates and bonus earning potential. Male Client Director/Executives are paid 25% more than female Client Director/Executives.
  - Conversely, 59% of Client Adviser roles are held by females, while only 41% are held by males. Female Client Advisers are paid 6% more than male Client Advisers.

## The actions we have taken so far to tackle the Gender Pay Gap

- The introduction of the Belonging and Inclusion Pledge underscored our commitment to advancing diversity, inclusion, and a sense of belonging within Partners& and extending this commitment to our partner organisations.
- We ensured that our Academies, designed to cultivate and nurture future senior leaders, maintained a minimum representation of at least 50% female participants. This initiative aims to foster equal opportunities for career advancement and leadership development.
- Advertising and offering flexible working unless there is a strong business case not to.
- Enhanced paternity leave that provides sufficient time off and pay for fathers, encouraging a more balanced distribution of caregiving responsibilities.
- Facilitating career progression conversations through our performance management framework, 'Let's Talk', by fostering open and transparent discussions focused on performance, development, and career opportunities.

*"I confirm on behalf of the business that the information contained in this report is true and accurate."*

Natalie McClean  
**Chief People Officer**