



Access
Partnership

Access Partnership Gender Pay Report November 2018



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1. Access Partnership Gender Pay Gap Report 2018

1.1 Overview

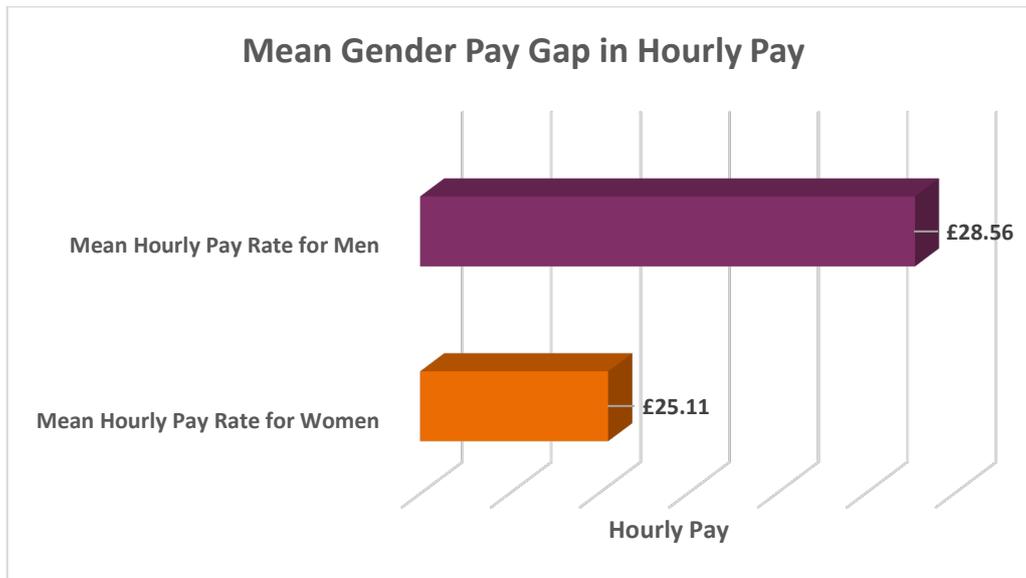
Access Partnership seeks to create equality of opportunity regardless of gender, age, sexual orientation, ethnicity, gender reassignment, religion, belief or disability throughout the business. To that end, we are publishing our first annual 'Gender Pay Gap' report that reflects the difference in average pay between women and men across the company. We believe transparency in such matters can help bring about the action needed to eliminate inequality, and we commit to rectifying unjustified gaps as we discover them.

The report takes into account all roles at all levels of the organisation, with **32 men and 24 women** being assessed. The company's Senior Management Team benchmarks salaries when recruiting and reviews salaries annually to ensure women and men are treated equally when performing the same role.

The divisions within the business as of November 2018 include:

- Consultancy Service & Fee Earners
- Finance and Administration
- Marketing

2. Mean Gender Pay Gap in Hourly Pay



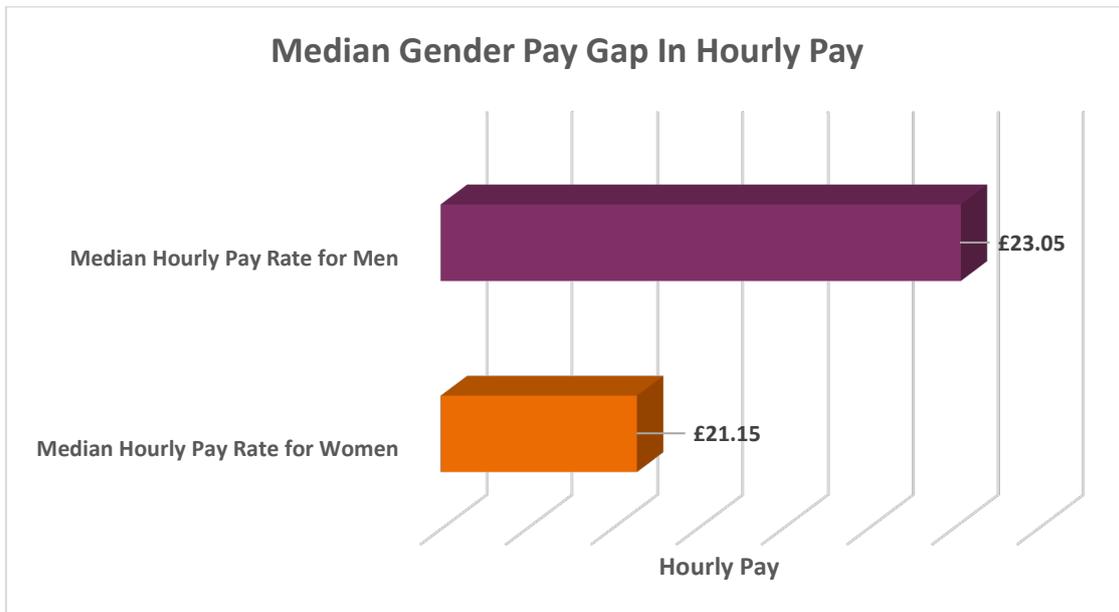
2.1 Calculation Methodology

Access Partnership used the UK government's calculation methodology, which can be found [here](#).

1. Calculate the sum of the hourly pay rates of all full-pay male relevant employees.
2. Divide the above by the number of full-pay male employees which gives the mean hourly pay rate for men.
3. Carry out points 1 and 2 for full-pay female employees which gives the mean hourly pay rate for women.
4. Subtract the mean hourly pay rate for women from the mean hourly pay rate for men and then divide the result by the mean hourly pay rate for men.
5. Multiply the result by 100 which gives the mean gender pay gap in hourly pay as a percentage of men's pay.

The mean gender pay gap as a percentage of men's pay as of November 2018 is **12%**.

3. Median Gender Pay Gap in Hourly Pay



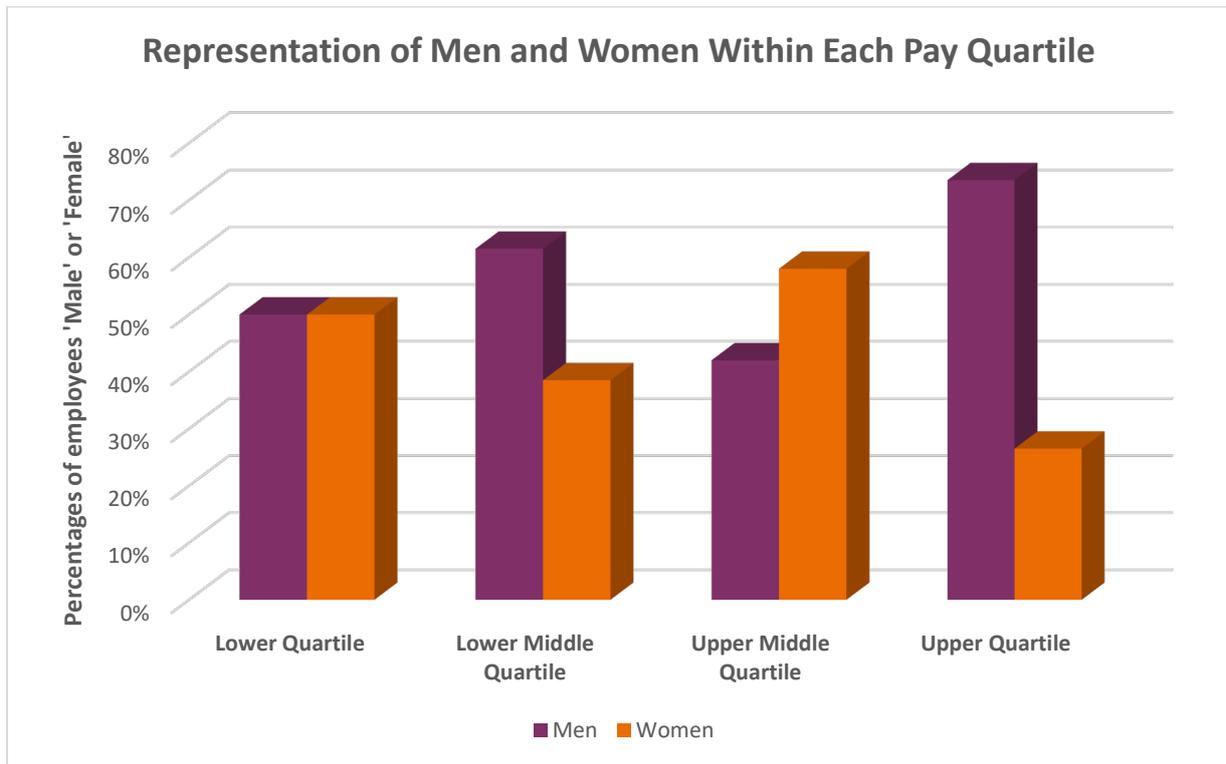
3.1 Calculation Methodology

Access Partnership used the UK government's calculation methodology, which can be found [here](#).

1. Arrange the hourly pay rates of all full-pay male relevant employees from highest to lowest.
2. The hourly pay rate in the middle of the range is the median hourly rate of pay for men.
3. Arrange the hourly pay rates of all full-pay female relevant employees from highest to lowest.
4. The hourly pay rate in the middle of the range is the median hourly rate of pay for women.
5. Subtract the median hourly pay rate for women from the median hourly pay rate for men and then divide the result by the median hourly pay rate for men.
6. Multiply the result by 100 which gives the median gender pay gap in hourly pay as a percentage of men's pay.

The median gender pay gap as a percentage of men's pay as of November is 8.5%. The median figure is recommended by the Office of National Statistics for gender pay gap reporting. As this remains positive in value, on average as of November 2018, there is a gender pay gap.

4. Representation of Men and Women in Each Pay Quartile



4.1 Calculation Methodology

Access Partnership used the UK government's calculation methodology, which can be found [here](#).

1. Rank the full-pay relevant employees from highest to lowest paid.
2. Divide into 4 equal parts — quartiles.
3. Calculate the percentage of men and women in each quartile.

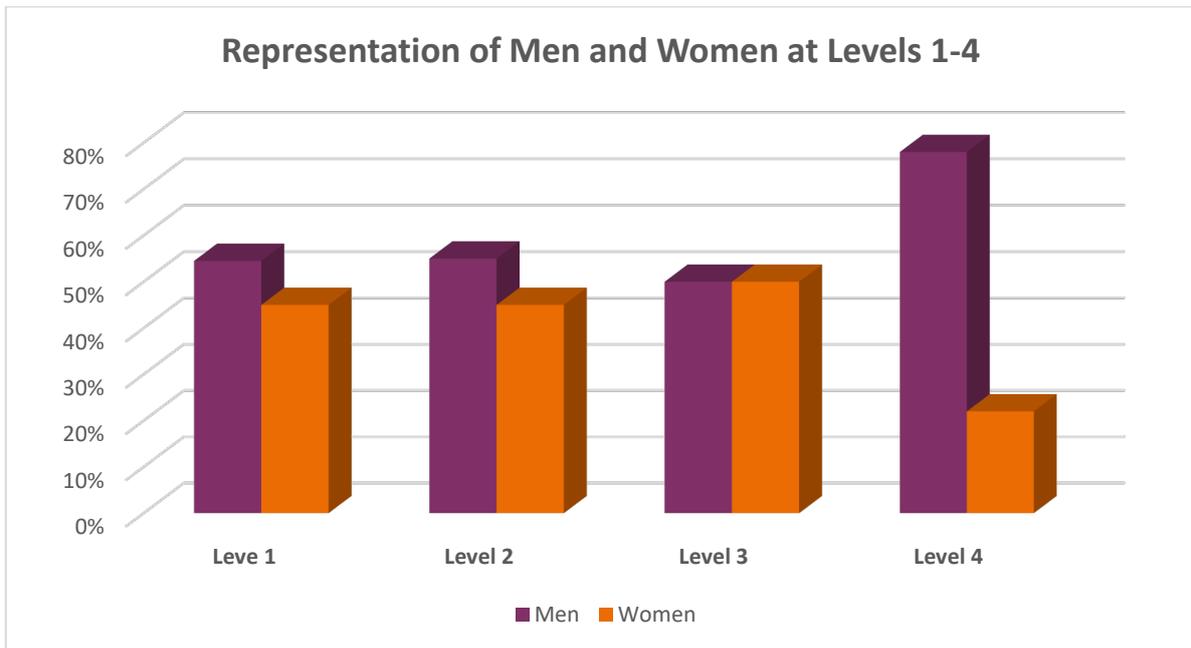
The proportion of men and women in the lower quartile (£14k - £34k) is 50% vs. 50% which represents equality of opportunity.

The proportion of men and women in the lower middle quartile (£35k - £49k) is 61.5% men vs. 38.5% women. This pay quartile represents fewer women working in this salary bracket.

The proportion of men and women in the upper middle quartile (£50k - £74k) is 42% men vs. 58% women. This pay quartile represents fewer men working in this salary bracket.

The proportion of men and women in the upper quartile (£75k+) is 73.5% men vs. 26.5% women. This pay quartile represents fewer women working in this salary bracket.

5. Representation of Men and Women at Levels 1-4



Levels of role were introduced to Access Partnership during 2018. As these do not currently correlate exactly with the pay quartiles in the previous section, these have been reviewed separately and do not include the Senior Management Team members working at Level 5.

When reviewing the Level distribution, there is a higher representation of men than women working at both Level 1 and 2. There is an equal divide at Level 3 and a higher representation of men than women working at Level 4.



6. Bonus Element

At the time of writing, bonuses had not been awarded. As such, we were not able to review the bonus element on this occasion, but we will be aiming to incorporate this element into the 2019 gender pay gap review.

7. Conclusions

Access Partnership has a median gender pay gap of **8.5%**. The UK has a national median pay gap of 18.4% (which represents companies of more than 250 employees). In order to reduce pay rate disparities, annual reviews of salaries will be conducted for male and female roles.

7.1 Lower Quartile

When reviewing the pay quartile representation, both men and women are equally represented within the lower quartile roles.

Regarding Level distribution, there is an uneven distribution with more men working at both Level 1 and 2. There are more men than women working in the business as a whole. This will be taken into consideration for future recruitment initiatives.

7.2 Lower Middle Quartile

There are fewer women working at this pay quartile than men. There will therefore be a focus on further internal development and progression routes to aim to even this representation for future reviews. The same considerations for the Level distribution above apply here.

7.3 Upper Middle Quartile

There are fewer men working at this pay quartile than women. Therefore, there will also be a focus on further internal development and progression routes to aim to even this representation for future reviews. When reviewing the Level distribution, there is an equal distribution at Level 3.

7.4 Upper Quartile

For those employees working at the upper quartile level, there are fewer women working at this level than men. This would appear to reflect where the majority of the gender pay gap has arisen, where more men are being paid a higher annual salary at this level within the business than women. A further route for review therefore could be internal progression and development opportunities for women working or progressing to this level of position in order to reduce the gender pay gap over time.