



Access
Partnership

Gender Pay Gap Report 2021

April 2021

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1. Executive Summary

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 publish an 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 considers all roles at all levels of the organisation, with 33 men (35 in 2020) and 27 women (28 in 2020) 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 March 2021 include:

- Consultancy service (fee earners)
- Finance, Operations and Human Resources
- Sales & Marketing

2. Median Gender Pay Gap – Hourly Rate

Median Variance

Methodology

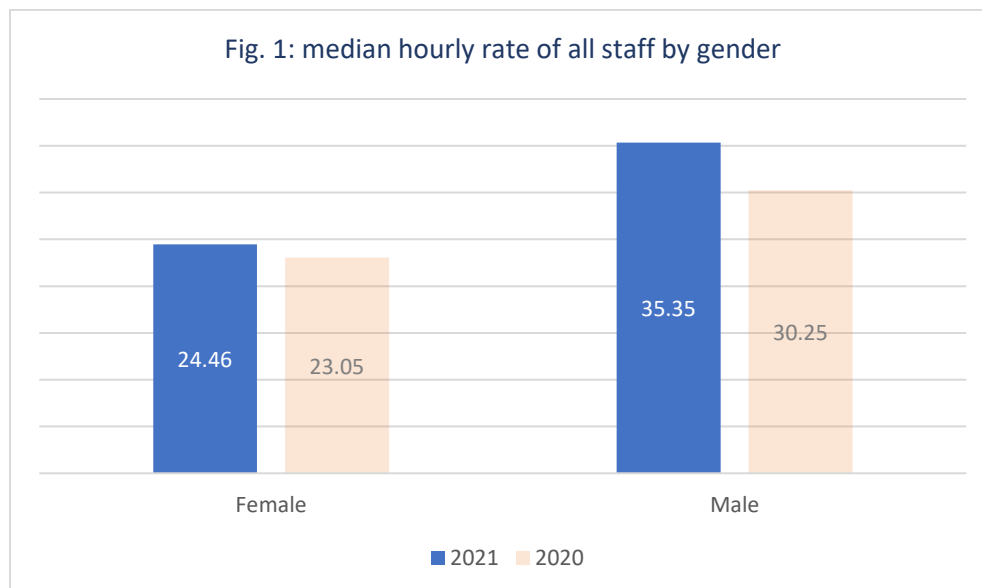
Access Partnership used the UK government’s calculation methodology, which can be found [here](#).

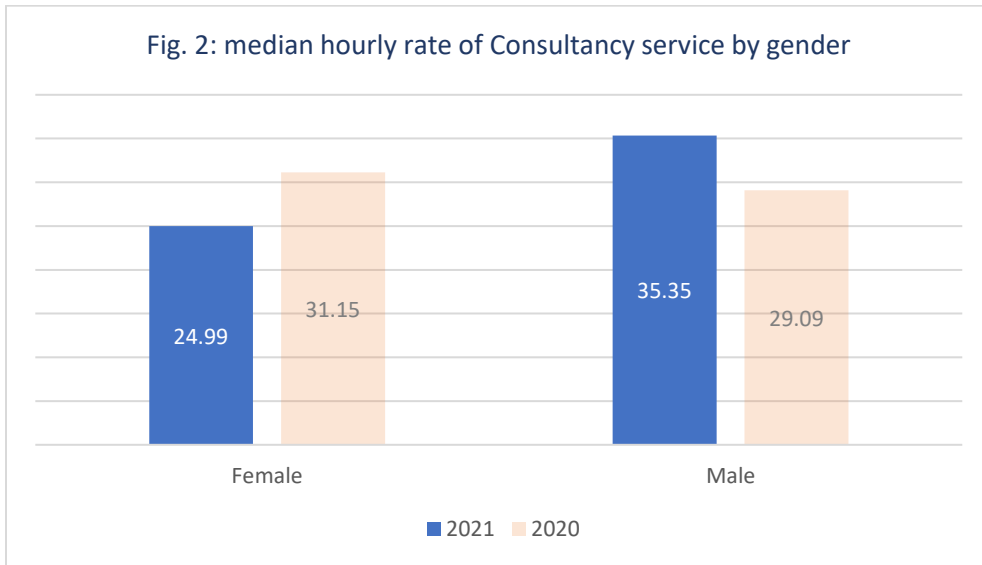
1. Arrange the hourly pay rates of all full-pay male relevant employees from highest to lowest
2. The hourly pay rate in the middle of the range is the median hourly rate of pay for men
3. Arrange the hourly pay rates of all full-pay female relevant employees from highest to lowest
4. The hourly pay 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 is the numeric value separating the higher half of the sample from the lower half. The median is better suited for skewed distributions to derive at central tendency and is recommended by the Office for National Statistics for gender pay gap reporting.

Results

The results are presented for both the company as a whole (fig. 1) and the Consultancy service division (fig. 2).





3. Mean Gender Pay Gap – Hourly Rate

Mean Variance

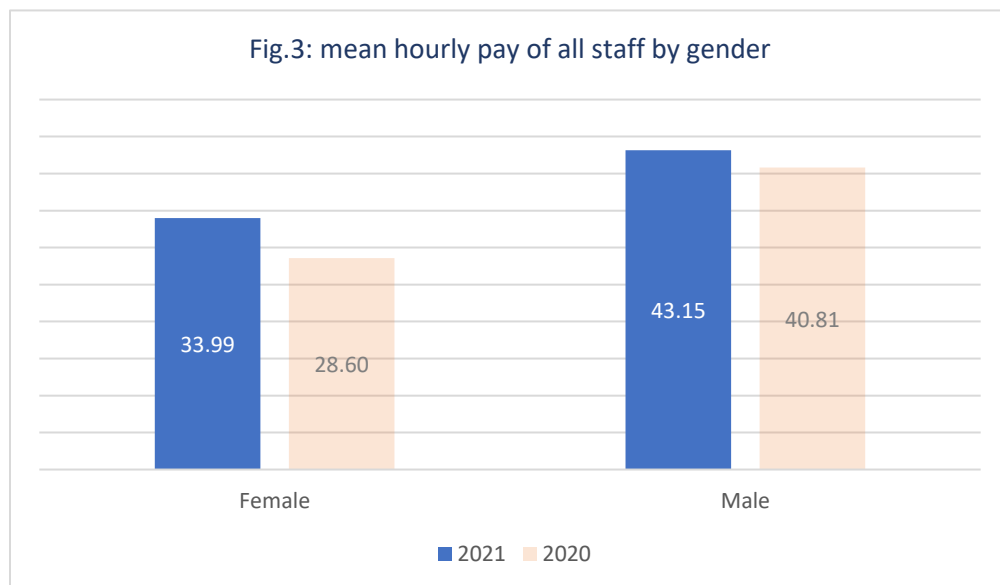
Methodology

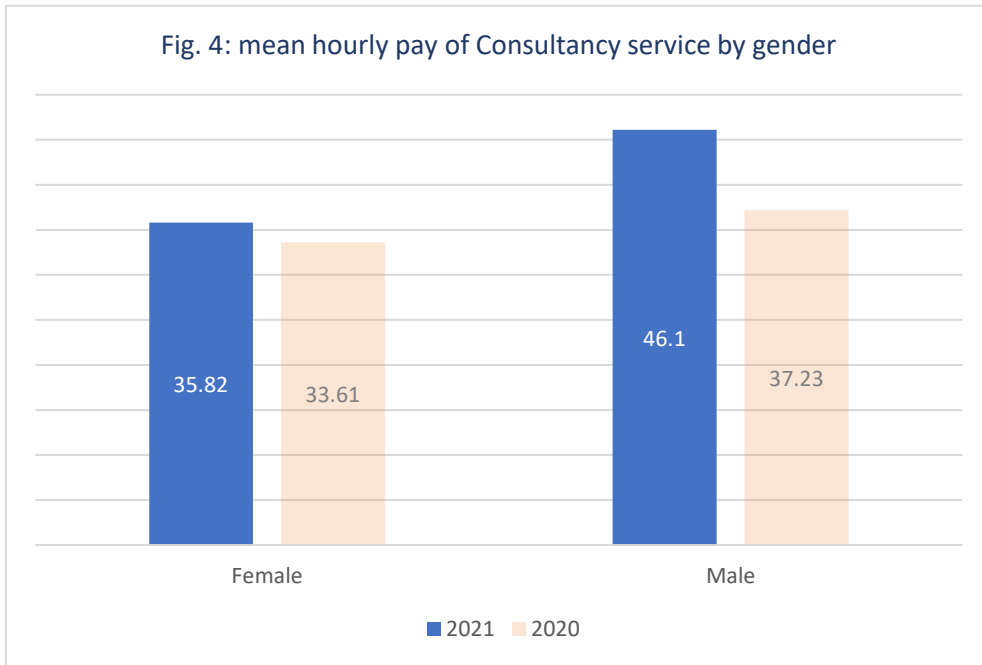
Access Partnership used the UK government’s calculation methodology, which can be found [here](#).

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 is most often used to measure a central tendency but can be influenced by outliers.

Results





4. Gender Pay Gap – Representation

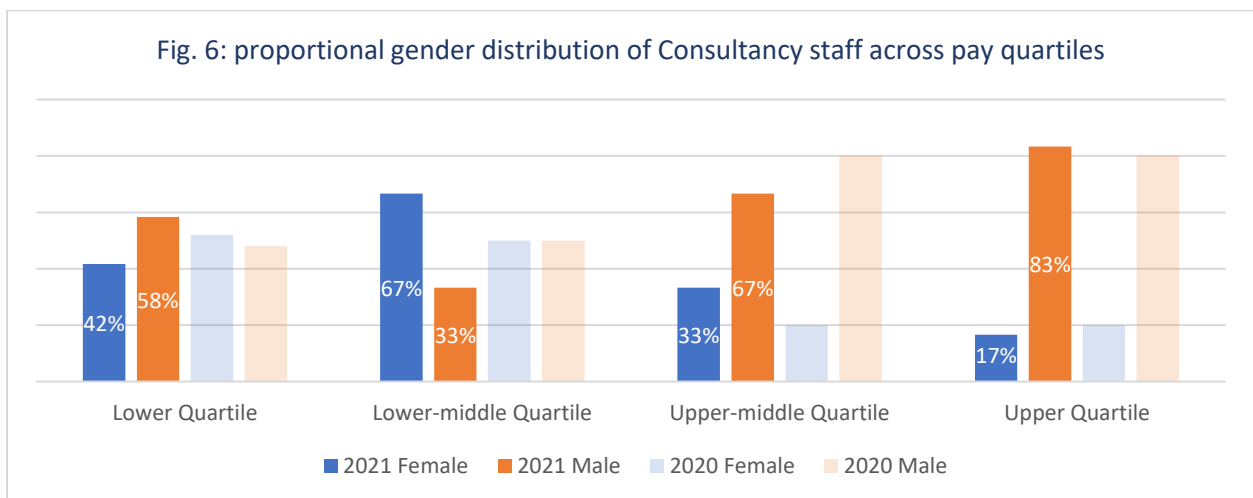
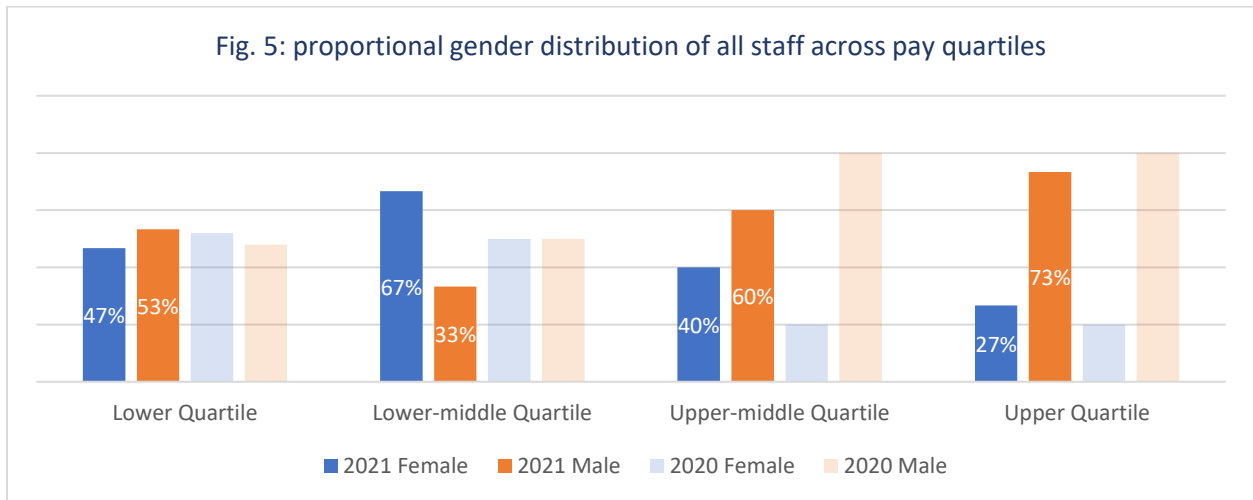
Representation at Each Pay Quartile

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

Results

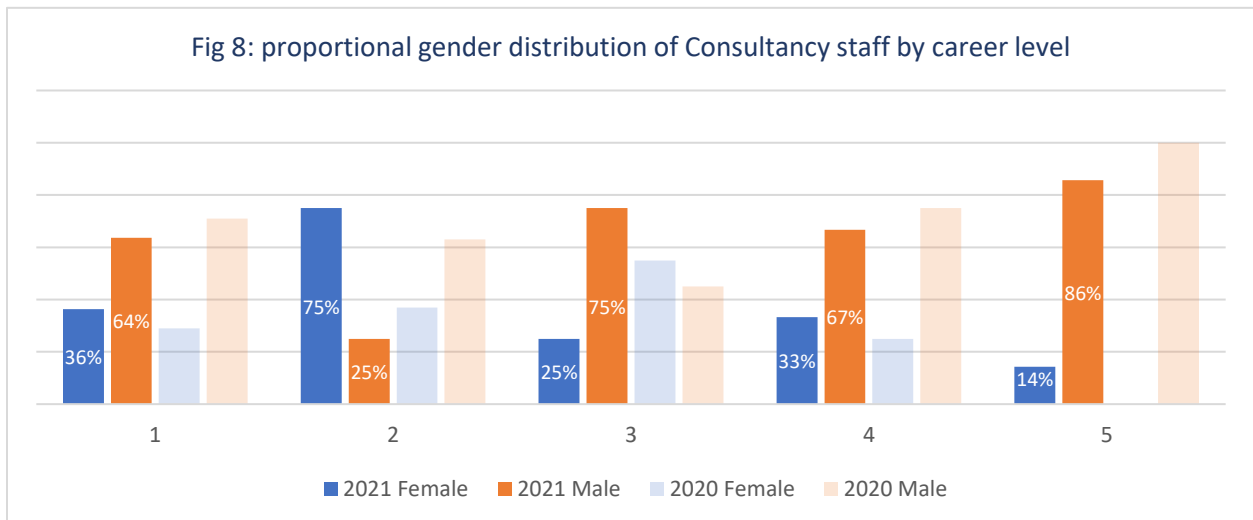
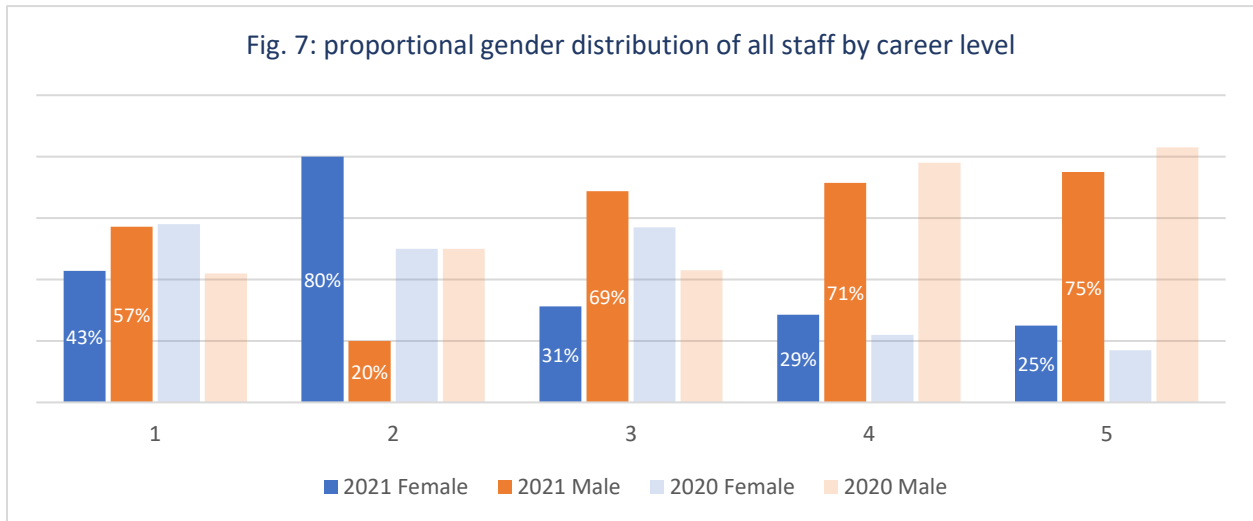


Representation at Each Career Level

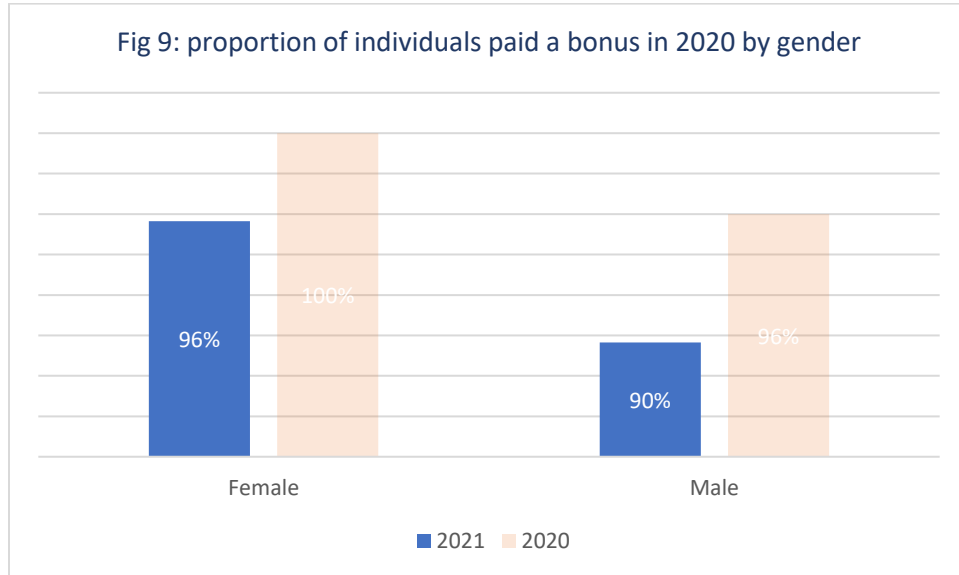
Methodology

All staff have a matching career level within Access Partnership. As career levels do not exactly match pay quartiles, these were reviewed separately.

Results



5. Gender Pay Gap – Bonus Payments



Conclusion

Access Partnership has a median gender pay gap of -30.6% (2020 -24%), where the consultancy services side of the business has a median pay gap of -29.1% (2020+7%). The reason for the difference compared to 2020 is the departure of four Level 3 female employees and one Level 4 employee in the second half of 2020 and the hiring of one Level 4 and 3 senior Level 3 male employees but only one Level 3 and one Level 5 female employees. This moves the central distribution significantly downwards, and in a company of this size, small movements significantly impact the overall figures.

Overall, for consultancy staff, median female pay *improved* by 24.65% and 21% for male staff going some way in addressing the balance. When taking all staff into account, we see a different story, of 6% pay improvement for women and 16.8% for men, the difference largely being that there are more admin/office support staff who are female, and the larger pay rises were weighted towards fee earners, as well as the hiring of a very senior female employee on the consulting side.

Gender Distribution

In the last report we had 35 men and 28 women (i.e., 55.5% men versus 44.5% women) and this proportion has broadly stayed the same: 55% men to 45% women. Though the distribution across the organisation has changed.

Pay Quartiles

Pay quartiles do not match our career levels so a direct comparison cannot be made.

Lowest Quartile

The difference between men and women in all consultancy staff at this level is 58% men to 42% women, even more than in 2020 when it was 74% men to 26% women. This is partly due to the mix of new hires that we have had in the last six months. For all staff, the proportion of men to women in this quartile increases slightly to 53% male and 47% female. This is because lower-paid non-fee earners tend to be female, though this too has evened out lately.

Lower Middle Quartile

At this Quartile we now have more female than male staff, 67% to 33% respectively compared to 2020. This is because there were more female staff promotions from L1 to L2 than male staff promotions at this level this year and due to the mix of new hires we have had in the last six months. This is true across all staff.

Upper Middle Quartile

We have improved the balance of men and women as we move to the more senior levels. Whilst we are still weighted in favour of men at 40% female staff and 60% male for all staff, this is an improvement from 2020 where the proportion of men to women again was 80% men to 20% women. For consultancy staff the ratio of 67% men and 33% women is unchanged.

Upper Quartile

The Upper Quartile is again weighted in favour of men at 73% men to 27% women, for all staff and 17% women against 83% men for consultancy staff. This is an improvement from 2020 when it was 80/20 for all staff, though a slight decrease for consultancy staff.

Career Levels

Level 5: we have improved our ratio of women to men from 100% men for consultancy staff to 86% men and 14% women. For all staff our ratio has also improved from 83% men 27% women to 75% men and 25% women. We are very pleased to have made progress here.

Level 4: we have improved our ratio of men to women (67% and 33% respectively for consultancy staff compared to the 2020 ratio of 75% men and 25% women) and again improved the ratio for men to women for all staff (i.e., 71% men and 29% women compared to 78% men and 22% women in 2020).

Level 3: we are now at 75% men 25% women compared to a more even split last year at 55% women to 45% men for consultancy staff. This is largely down to employee turnover at this level that disproportionately affected female staff.

Level 2: this level sees us with 75% women compared to 25% men for consultancy staff and 80% women to 20% men for all staff. In 2020 the ratio for all staff was 50/50 and 68% men to 32% women for consultancy staff. The reason for the difference is partly down to the mix of new hires that we have had at this level and that more women were promoted to Level 2 than men.

Level 1: across all staff we have 57% men to 37% women (42% men to 58% women in 2020) and for consultancy staff 64% women and 36% men (29% women and 71% men in 2020). The change is largely down to the mix of new hires in the last year.

We have continued to attract female candidates at the lower levels but need to do more to ensure we retain and attract female employees at career mid-level particularly in supporting internal development and progression routes. We have made some progress in addressing the imbalance at Levels 4 and 5 and have seen good levels of promotion at Level 1 to 2 but we still have some further work to do in this area.

Notes

1. Some notes about this report. As part of our commitment to transparency we have compared 2021 figures to 2020 to make it easier for employees to see any changes (though the data referred to is data from June).
2. Our reference date for this report and for all future reports is March 10th. This will make it easier to compare like for like in each year.
3. Moreover, we do not include interns in our report because the number we have is constantly changing and their tenure is too short. At our current size, small movements in employee turnover or promotions will affect the numbers but as we continue to grow, we will start to see some more meaningful data.