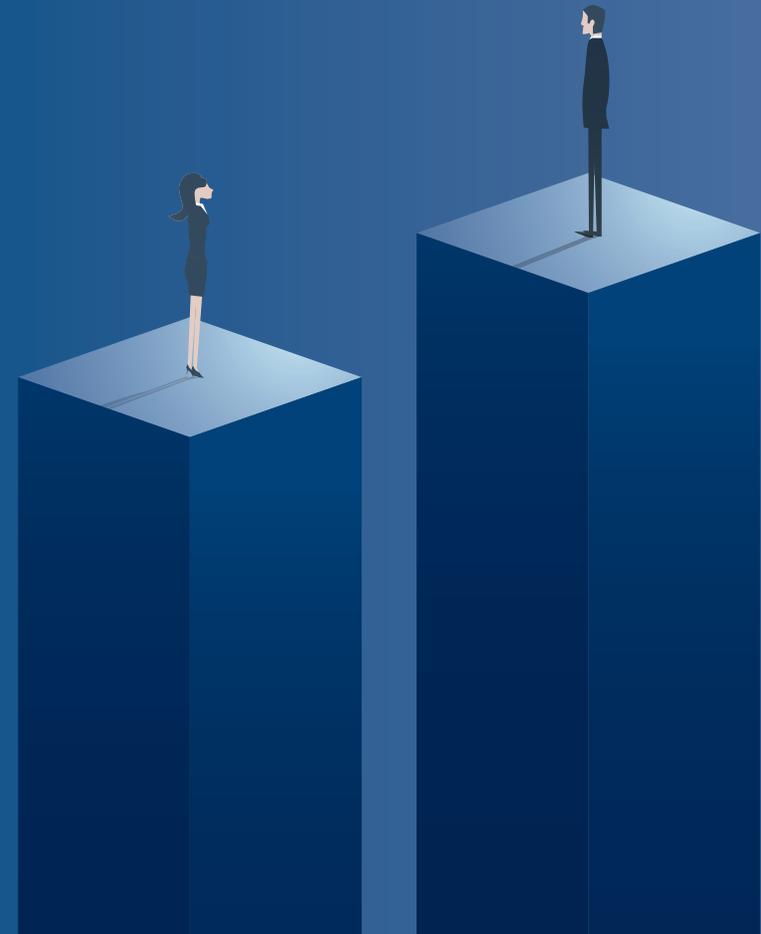


Gender Pay Gap Report



About Wilkins Kennedy

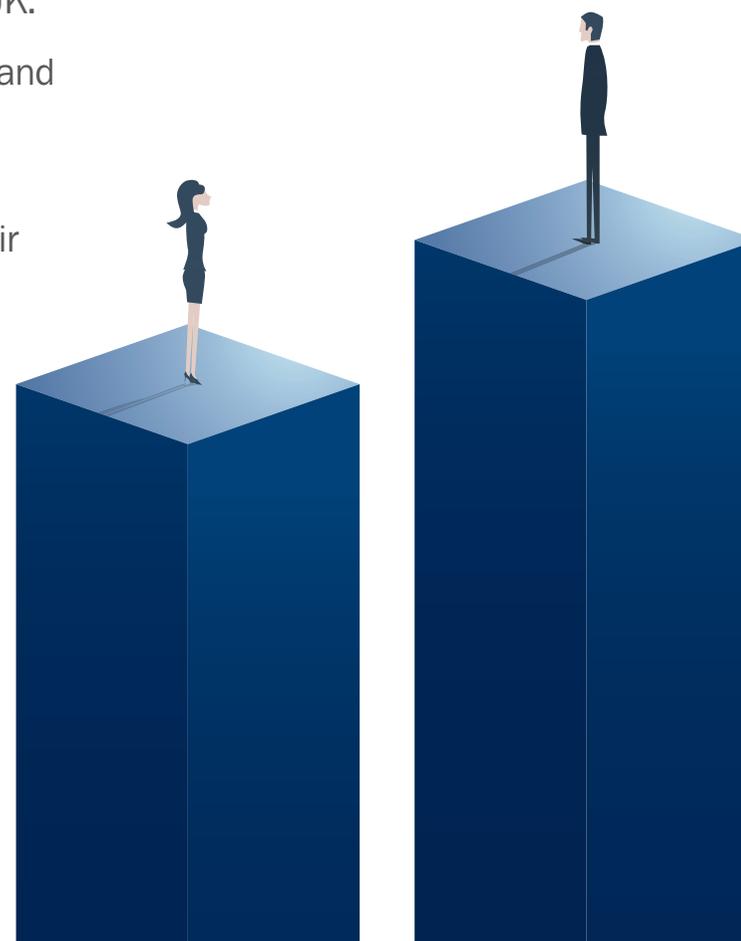
Wilkins Kennedy was established in 1882 and has grown to become one of the UK's top 20 firms of chartered accountants. From its 17 offices throughout London and the South of England, it provides accounting, tax and business advice to owner-managed and middle-market companies.

The firm has a turnover of £47 million, over 70 partners and over 600 members of staff, and is one of the fastest-growing, top 20 accountancy firms in the UK.

In addition to accountancy and audit services, Wilkins Kennedy provides tax and business advice as well as a range of specialist services such as corporate finance, payroll, forensic accounting, HR advice and insolvency.

Employers with more than 250 employees are legally required to publish their gender pay gap. Gender pay gap reporting is not about equal pay for men and women doing the same work – we are an equal pay employer, but still have a gender pay gap. It is about creating transparency of pay, identifying areas where gender imbalances exist and implementing appropriate remedial measures.

As a firm that is fully committed to equality of opportunity, we aim to employ the best people and to ensure that all employees are able to contribute to their maximum potential irrespective of gender, race, ethnic or national origin, disability, religion, sexual orientation or age.



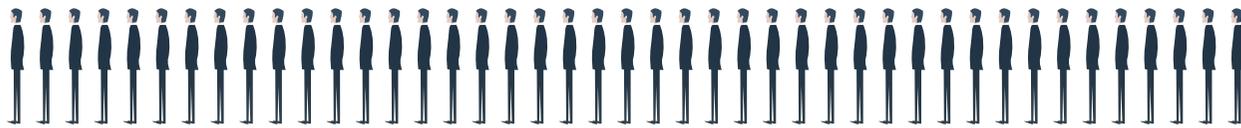
Gender Pay Gap Report

On our data collection date (5 April 2017), our workforce consisted of 607 staff of which 349 were women and 258 were men.

According to the 2017 Financial Reporting Council report *Key Facts and Trends in the Accountancy Profession*, female membership of the main accountancy bodies is 49% at student level, but this figure falls to only 35% for overall membership.

As a firm, we place a high value on work-life balance. It forms a strong part of our culture and we believe that our commitment to flexible working contributes significantly to our high retention of female employees and our predominantly female workforce.

258 male employees



43%

349 female employees



57%

Gender pay gap overview

Gender pay reporting is about listing all male salaries and all female salaries (ranked highest to lowest) and calculating the mean and median in each list. The gender pay gap is the percentage difference between these figures. The purpose of the exercise is to identify the gender balance; at WK, we have a higher proportion of males in higher paid senior roles.

Proportion of males and females receiving a bonus:

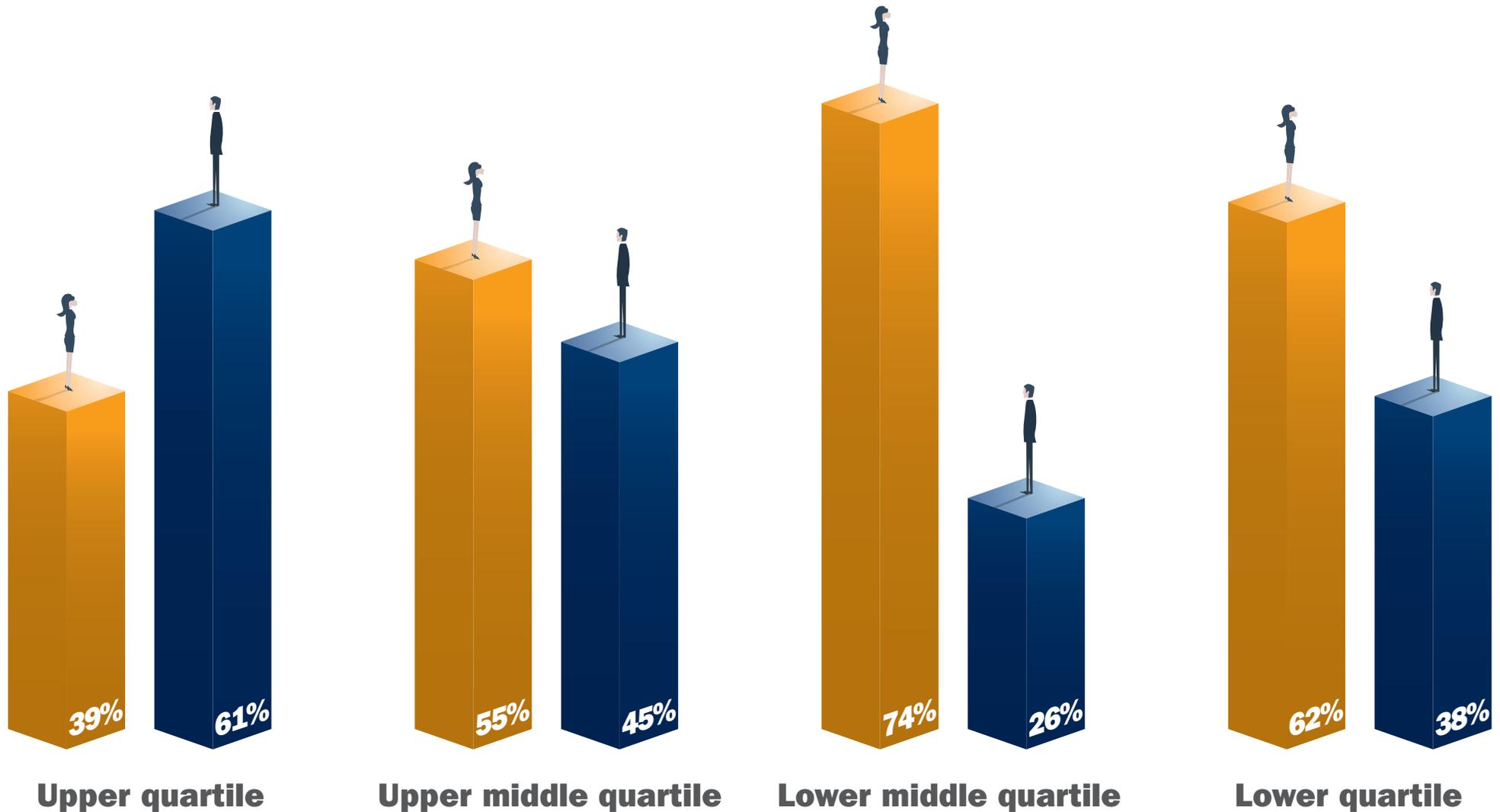


	Mean	Median
Gender pay gap	20.7%	26.2%

	Mean	Median
Gender bonus pay gap	73.2%	6.2%

A few exceptional bonus payments for the 12-month period to 5 April 2017 have skewed the gender bonus pay gap.

Proportion of Males and Females in Each Pay Quartile



Closing the gap

As is common in the accounting profession, our gender pay gap is primarily due to having too few female employees in our most senior roles. We will also use appropriate tools to monitor pay and ensure there is no bias towards either gender from the point of recruitment right through to salary conversations and progression opportunities.

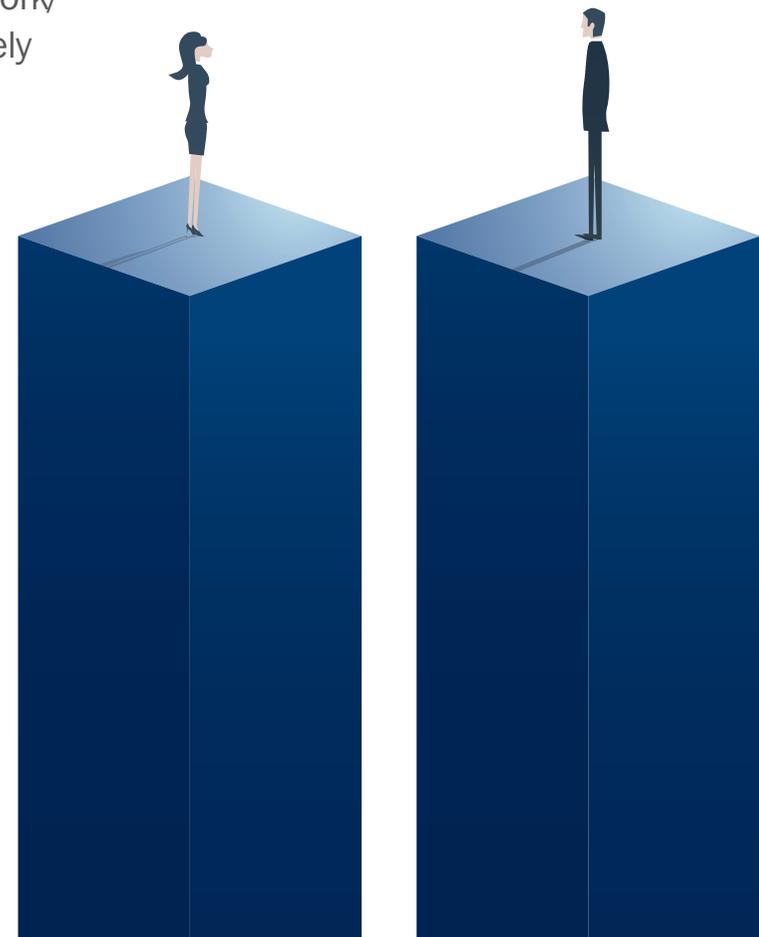
We offer a range of flexible work arrangements to help our staff to achieve work/life balance, while meeting our business demands. We will continue to actively encourage flexible working across our firm, in every role, at every level, to ensure that our staff have the opportunity to work in a way that works best for their career aspirations and home life.

Confirmation

I confirm that Wilkins Kennedy's gender pay gap calculations are accurate and meet the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David Fenn, Managing Partner



For more information **www.wilkinskennedy.com**