

GENDER PAY GAP REPORT APRIL 2024

DAINS ACCOUNTANTS LIMITED

Introduction

At Dains Accountants Limited, we are committed to fairness, transparency, and inclusivity in pay and career progression. This report outlines our gender pay gap data for Dains Accountants Limited, which is required to report due to meeting the headcount threshold of 250 or more employees. However, we also recognise that our business operates as part of a wider group, and we continue to consider group-level data to ensure a comprehensive understanding of gender pay dynamics across our organisation.

Our gender pay gap

The gender pay gap measures the difference in average earnings between males and females across the organisation. It is distinct from equal pay, which ensures that males and females receive the same pay for equivalent roles and responsibilities.

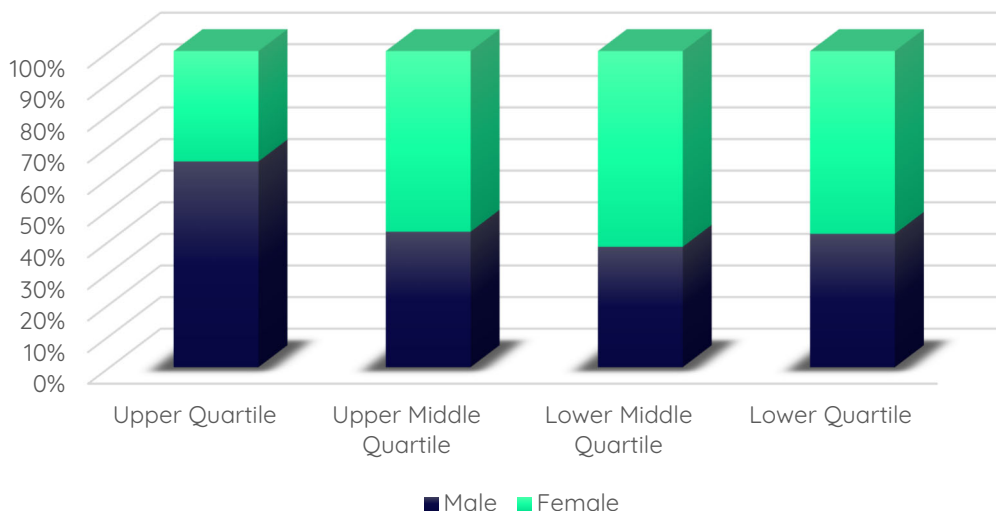
As of 5 April 2024, our gender pay gap figures are as follows:

- Mean gender pay gap: 30.35%
- Median gender pay gap: 23.81%
- Mean gender bonus gap: 71.20%
- Median gender bonus gap: 25.41%
- Proportion of males receiving a bonus: 72.50%
- Proportion of females receiving a bonus: 83.69%

Pay quartiles

The proportion of males and females in each pay quartile is:

Band	Males	Females
Upper Quartile	65.08%	34.92%
Upper Middle Quartile	42.86%	57.14%
Lower Middle Quartile	38.10%	61.90%
Lower Quartile	42.19%	57.81%



Group-Level Context

While this report focuses on Dains Accountants Limited due to statutory reporting requirements, we acknowledge that this data does not represent the full picture across our group. Our wider organisation had 650 employees within the group at the time of the snapshot date, and gender pay patterns across the group may differ due to variations in workforce composition, job roles and business functions.

Where relevant, we analyse group-level gender pay data to identify trends, ensure consistency in our approach to pay equity, and drive meaningful progress in gender diversity and inclusion across all our business areas.

What are the underlying reasons for the company’s gender pay gap?

Several factors influence our gender pay gap, including:

- A higher proportion of males in senior and higher paying roles.
- More females in the lower middle quartile with many more likely to have had periods of time away from work, due to caring responsibilities which may affect their career progression.
- More females employed in part-time roles, which often align with lower pay bands.
- Differences in representation across business functions.

Our actions to address the gender pay gap

We remain committed to reducing our gender pay gap and supporting gender equality. The percentage of females receiving a bonus has increased, demonstrating our commitment to reducing any gap.

Key initiatives include:

- Recruitment & Hiring Practices: Strengthening policies to attract diverse talent, including more structured interview processes and inclusive job advertisements.
- Establishment of an employee resource group dedicated to working women to get an understanding as to where our female employees might be finding challenges in progressing and to look at what we can do to remove those, either actual or perceived, barriers.
- More Flexible Working & Support for Parents: Promoting flexible working arrangements, enhancing family-friendly policies to support work-life balance, for example, introducing more generous family leave policies encouraging fathers as well as mothers to take leave. We already offer a range of opportunities to work flexibly, including compressed hours, hybrid working, enhanced maternity and paternity pay.
- Pay Transparency & Benchmarking: Continue to regularly review pay structures to ensure fairness and equity across all roles. We are confident that the rate of pay is consistent across both males and females and we will continue to encourage women to work at all levels, including senior positions.

Conclusion

We recognise that closing the gender pay gap requires ongoing commitment and action. By taking a group-wide approach and continuing to implement meaningful initiatives, we aim to create a more equitable and inclusive workplace for all employees.

This report has been reviewed and approved in accordance with government reporting requirements.

Signed by:

A handwritten signature in black ink, appearing to read 'A. Millward', written in a cursive style.

Angela Millward

HR Director