

GENDER PAY AT A GLANCE

APRIL 2019

Julie Adams, Managing Partner

“We are a professional services firm where more than 50% of our staff are women, and a significant number of them are in part-time and/or administrative roles. Inevitably, this employee profile impacts on our gender pay gap and results should be considered in the context of this distribution.”

We are committed to improving on our current Gender Pay position by embracing different ideas and approaches in the way we work to create an inclusive culture where all employees feel empowered, supported and respected.

We are confident that our reward and career progression strategies promote fairness and equity, allowing for talent to be properly rewarded across the Firm.”

Headlines
<ul style="list-style-type: none"> Fair rewards for all employees. Opportunities for talent to pursue meaningful careers, supported by active career sponsorship and our Menzies Academy. Employee bonuses are paid in only exceptional circumstances – our bonus gap this year is distorted by a small number of irregular commission payments made in a niche part of our business.

	Mean	Median
Gender Pay Gap	19.7%	26.9%
Gender Bonus Pay Gap	79.2%	78.9%

Quartiles	Females	Males
Upper	35.1%	64.9%
Upper Middle	61.1%	38.9%
Lower Middle	63.2%	36.8%
Lower	63.2%	36.8%

Proportion of males and females receiving a bonus payment.

