



Independent Financial Advice

# Gender Pay Gap Report 2021/22

## At Ascot Lloyd, our people really matter

Ascot Lloyd is committed to developing, maintaining and supporting a culture of equality, diversity and inclusion.

We are an equal opportunities employer with a robust Equality, Diversity and Inclusion Policy. This is embedded into our culture through our “We Do” (Wellness, Education, Diversity & Inclusion and Openness) programme which includes an employee forum with representation across a range of our business areas and locations.

## We Do

Wellness, Education, Diversity & Inclusion  
and Openness

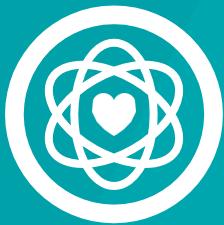




**At Ascot Lloyd, we make it a priority to treat our people well, help them develop and give them a rewarding work life.**

To us this means creating an environment where employees can excel in their performance, develop skills for improvement, achieve their career goals and trust and respect one another. We want Ascot Lloyd to be a fun place to work, where people feel inspired and motivated to be the best they can.

**Cath McVey, HR Director**



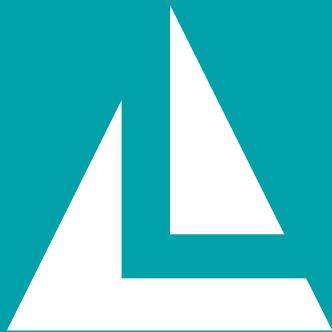
## Our core values

**At Ascot Lloyd, we all have the opportunity to develop our skills and have a rewarding work-life balance.**

To us this means creating a trusting environment where employees can achieve exceptional results through training, coaching and development. We care about our employees wellbeing, and through our ambassadors, staff surveys, intranet and employee forums, we all have a voice.

Our clients trust us to provide our employees with the resources and training to ensure they are credible in all they do, and we provide them with the knowledge to continually develop their skills and achieve their career goals. Ascot Lloyd is a fun place to work, where people feel inspired and motivated to be the best they can be.

# Our core values



## Trusted

By being truly independent we can deliver unbiased solutions. We build lasting relationships with our clients and respect everyone we work with.



## Excellent

We aim to exceed our clients' expectations.  
We implement flexible solutions to ensure they reflect the changing needs of our clients.



## Caring

We care about our clients, our people, our business and the communities around us. We invest in and develop our staff to be the best they can.



## Credible

We are committed to preserving the wealth of our clients. We are open and honest with each other to

deliver a consistently excellent service to our clients.



## Our benefits and rewards

During 2021 and into 2022 we have continued to invest in our People which is fully supported by our Execo team and our Board.

- Increased employer pension contributions
- Our Wellness, Diversity and Inclusion programme (We Do) continues to evolve, focused on mental health and menopause.
- Our Learning and Development internal training hub provides our employees with access to a wealth of tools for personal development, career development, mental well-being and financial well-being
- All employees are treated equally and receive the same benefits, regardless of status
- We continue to invest in several charities, our focus in 2021 was those small local charities affected by poverty, Crisis and the Wildlife Trust
- Hybrid working has been implemented to all employees who wish to take this up
- Gifted our apprenticeship levy to the Air Ambulance to enable them to recruit

**“I had a horrible start in my first administration post with another Financial Services company and wasn’t sure this job was for me. I am so happy in my job and am really pleased I stayed. Not just for the bonuses or pay rises. I can’t thank Ascot Lloyd enough for me actually liking my job at 50.” – Sara Sampson, IFA Administrator**

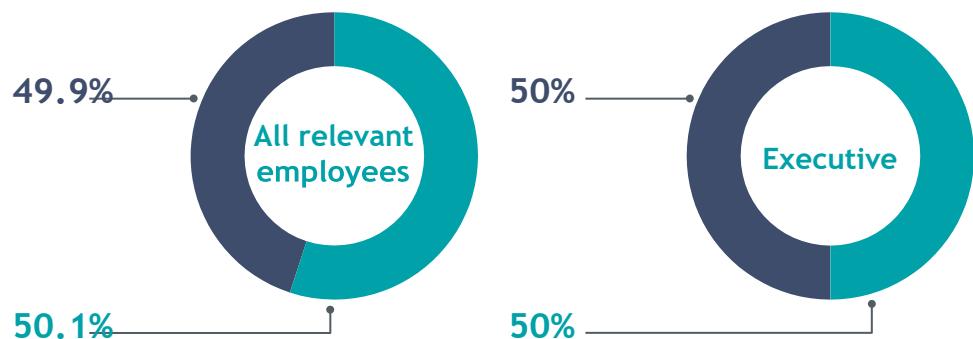


# 2021 pay gap review

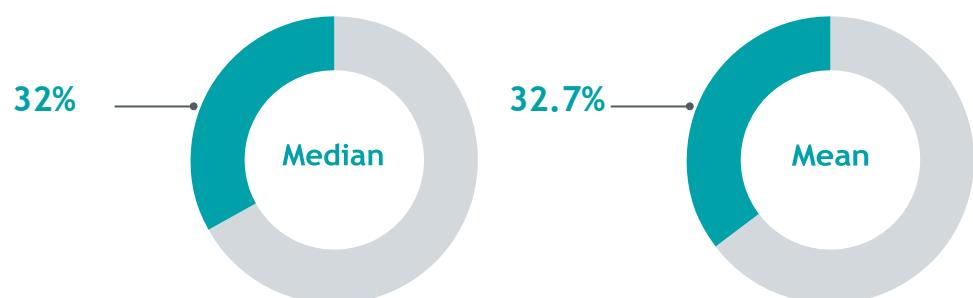
## At a glance

Proportion	50.1% Male	49.9% Female
<b>Base Pay Gap</b>	Mean	32.7% (improved by 0.6%)
	Median	32% (improved by 3.3%)
<b>Bonus Pay Gap</b>	Mean	83.5% (improved by 3.1%)
	Median	94.3% (increased from 8.6%)
<b>Bonus Allocation</b>	Male	80% (decreased by 4%)
	Female	88% (increased by 4%)
<b>Quartile 1 Pay Gap</b>	In favour of females	2.69% (improved by 0.25%)
<b>Quartile 2 Pay Gap</b>	In favour of males	1.9% (increased by 0.43%)
<b>Quartile 3 Pay Gap</b>	In favour of males	4.42% (increased by 2.59%)
<b>Quartile 4 Pay Gap</b>	In favour of males	10.4% (increased by 1.83%)

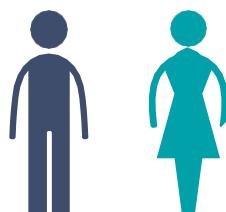
### Gender splits



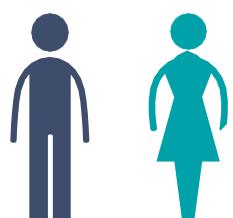
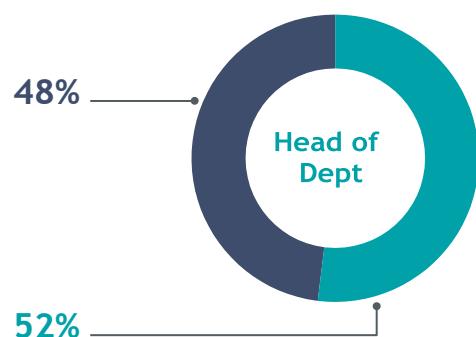
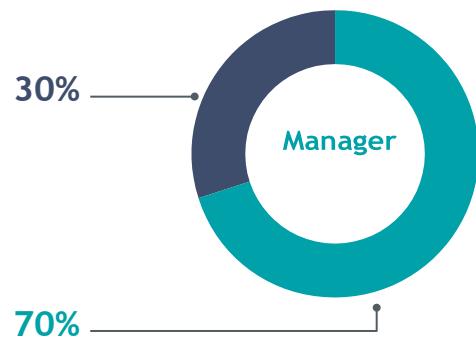
### Gender pay gap



### Proportion of colleagues awarded a bonus in the 12 months to 31 March 2021



### Management gender split





## Key insights

- 50% of our Executive Committee are female, compared with 33% in 2018.
- There is no median pay gap between our male and female advisers
- Whilst there is only a 0.2% difference in the number of women compared to men that work for Ascot Lloyd, there are a higher proportion of women in roles where the salaries are low.
- Consequently, Ascot Lloyd's pay gap is not as a result of unequal pay, we address pay on a regular basis, particularly when we acquire companies.
- As part of our annual pay review process we ensure that our employees are being paid fairly based on their role, responsibilities, experience and performance
- Annual salary surveys are carried out; our aim is to pay no less than 80% of the industry median base pay.
- Financial Advisers receive the highest bonus. The ratio of 1:7.2 female to male advisers explains the high bonus pay gap.
- Our recruitment process continues to ensure we offer equal pay for equal work regardless of gender.
- The majority of the base pay gaps have improved since the 2020 report, only the overall median bonus gap and the female bonus allocation have increased since 2020. The proportion of female employees receiving a bonus has increased, whereas the proportion of male bonuses has decreased. This can be partly attributed to some employees joining us through acquisition joining bonus schemes in their first year for the first time.
- There has been a slight change in the quartile pay gaps, but not significant. The increase in quartile 3 and 4 is a result of having a higher proportion of men in higher paid roles.



## Commitments

- Continue to review our benefits and offer a competitive benefit package
- Continue to offer all our employees with the opportunity to enter our trainee programmes
- Ensure our employees are paid fairly for their responsibilities, experience and performance.

## Declaration

We confirm that our data is accurate and has been calculated according to the requirements of the Equality Act 2019 (Gender Pay Gap Information) Regulations 2017.



Nigel Stockton, CEO



Cath McVey, HR Director



Independent Financial Advice

**Call** 0345 475 7500

**Visit** [www.ascotlloyd.co.uk](http://www.ascotlloyd.co.uk)

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