



**GENDER PAY GAP REPORT**

April 2017/April 2018

Capital Professional t/a Ascot Lloyd

# Our purpose

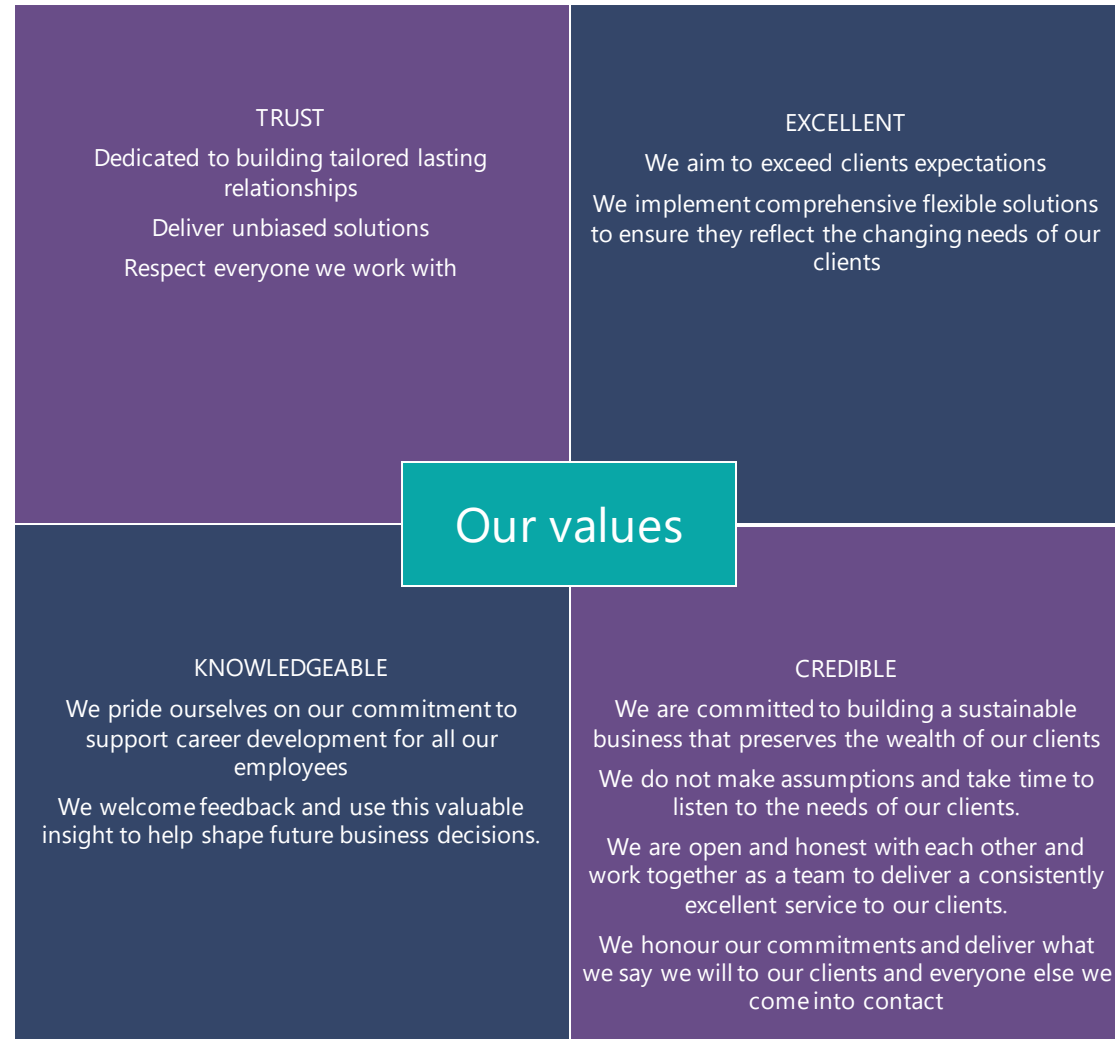
## Helping people achieve their financial goals

At Ascot Lloyd we are committed to equality, diversity and inclusion.

In 2017 we invested in our people strategy. We started by building the foundations by developing and imbedding our values.

It was important to include our employees in the development of our values and a cross range of employees were involved.

We encourage our employees to strive to be the best and put the client at the heart of everything we do, our values reflect our clients and employees expectations.



# Our results

05.04.2018

## GENDER PAY AND BONUS GAPS

Ascot Lloyd's Gender Pay Gap between men and women, at 5<sup>th</sup> April 2018 is 32.1% median, and 33.7% mean.

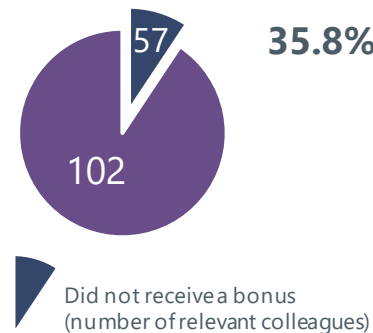
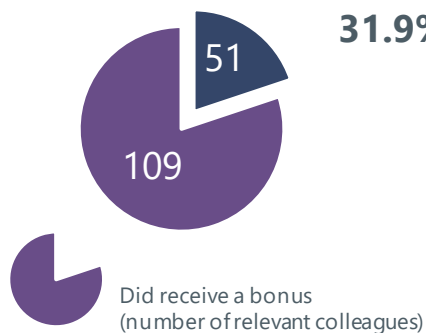
For Bonus payments, the results show that women are bonused 89.7% median, and 86.5% mean less than men.

### Difference Between Men and Women (05.04.2018)

	MEDIAN	MEAN
Hourly Pay	32.1%	33.7%
Bonus Pay	89.7%	86.5%

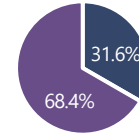
## PROPORTION OF COLLEAGUES AWARDED A BONUS TO APRIL 2018

68.1% of men received a bonus and 64.2% of women received a bonus in 2017/2018



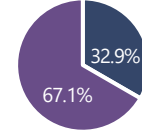
## Pay quartiles

### LOWEST



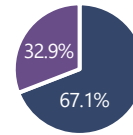
-2.9% pay gap

### LOWER MIDDLE



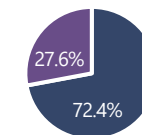
2.9% pay gap

### UPPER MIDDLE



2.4% pay gap

### UPPER



13% pay gap



The gender split in each of the 4 pay quartiles is detailed in the above pie charts. Each quartile represents 76 colleagues

Ascot Lloyd's Gender Pay Gap between men and women is greater at the upper quartile and in favour of women in the lowest quartile.

## Key insights

The Gender Pay Gap is not driven by unequal pay. Our recruitment and pay reviews ensure we offer equal pay for equal work regardless of gender or background.

The proportion of female/males received bonus is of equal value.

There are more women than men in roles that attract a lower salary. Ascot Lloyd provide employees and potential employees with the opportunity to apply for all roles. Selection is based on skills and behaviours regardless of gender and background.



# Key insights

## LEADERSHIP ROLES

- 33% of senior roles are held by females and 77% by male
- 66% of our support roles are held by female and 34% by male
- 14% of our Advisers are female and 86% are male
- Although the numbers are biased towards our male employees we are ahead of the financial services market
- The bonus pay gap is due to 86% of Advisers being male and with established client banks

## TRAINING & DEVELOPMENT

- We launched our T.E.C.K (acronym of our values) to ensure all employees have the opportunity for training and development
- We have started the process of building a robust succession plan to support our long-term growth strategy, a number of our high potentials are studying towards leadership and professional qualifications
- Our trainee adviser program has been a success, supported by our experienced advisers, training and development manager and management team

## OUR FUTURE COMMITMENT

- Continue to grow our IFA trainee program to attract more females in to what has been predominately a male role
- Whenever possible accommodate flexible working, adopt the Flexible Working Task Force tag line "Happy to talk flexible working"
- Gain insight into our gender diversity through our employee pulse surveys
- Carry out bi-annual salary surveys to ensure we are paying our employees fairly
- All our employees will have the opportunity to earn a bonus following a maximum of 24 months post acquisition



A handwritten signature in black ink, appearing to read 'N Stockton', written over a light background.

Nigel Stockton  
CEO



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