

# Killik & Co Gender Pay Gap Report 2022

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# Foreword

Welcome to Killik & Co's 2022 Gender Pay Gap report, which outlines the results of our annual pay gap analysis between genders employed at our firm as of 5th April 2022.

Workplace equality is a top priority for our business, and while we recognise that turning the ship on the legacy of the finance industry will not be a quick win, we continue to make conscious efforts in the name of positive change, the details of which are also included in this report [page 3].

Killik & Co is proud to have been proactively managing and safeguarding equal pay for both male and female employees in the same job role for over 13 years, and we continue to address the gender imbalance across higher paying roles, that impacts mean and median salaries overall. With that in mind, recruitment and retention is a big focus for us, and we are pleased that in the past twelve months, 44% of newly appointed Investment Managers have been female and in turn, 30% of our recruited Wealth Planners. 30% of our Executive Board is female. We have seen improvements to our mean and median gender pay gaps, all of which are steps in the right direction.

In recognition of the value that mothers bring to our business, we have improved

our Enhanced Maternity Policy to 26 weeks full pay. Mothers returning to the business continue to be supported with a newly rejuvenated reintegration programme, and a roles-based working policy that should better support a work-life balance. In line with our business purpose to be the best wealth manager for families, and along with our already established Menopause Support Group, we look forward to building out more initiatives that support both male and female employees at their various life stages.

It has always been our responsibility as a respectable employer to ensure our business shows how much it values its people, and our focus now more than ever is to put DE&I at the forefront of our corporate plans, and while this may take time, we believe our strategic path is the right one to deliver real change. Killik & Co welcomes the requirement for businesses to be more transparent at every level, not just around pay, and is 100% committed to actively working towards change, both for our own staff, and the industry as a whole.

*Paul Killik & Georgie Killik*

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I confirm that the calculations provided are accurate and meet the requirements of legislation.



**Paul Killik**  
Founder and SEO  
of Killik & Co



**Georgie Killik**  
Deputy Senior  
Partner of Killik & Co



# Understanding and addressing our gender pay gap

## Breakdown of figures

146 male employees, 117 female employees. NB these figures exclude Partners as per reporting guidelines.

Hourly rate			Bonus pay*		
	Mean	Median		Mean	Median
Pay gap	24.25% (2021 27.26%)	31.79% (2021 33.4%)	Pay gap	76.18% (2021 73.74%)	64.21% (2021 63.75%)

\* 72.65% of female employees received a bonus. 78.77% of male employees received a bonus.

Hourly rate		
	Male	Female
Upper quartile	79%	21%
Upper middle quartile	65%	35%
Lower middle quartile	49%	51%
Lower quartile	34%	66%

## The requirement

The gender pay gap is the percentage difference between average hourly earnings for men and women.

The reporting regulations came into force on 6 April 2017, and requires all UK companies with an employee headcount of 250 or more to publish the following specific gender pay information:

**Quartile pay bands** – the percentage of male and female employees in each hourly pay quartile

**Mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

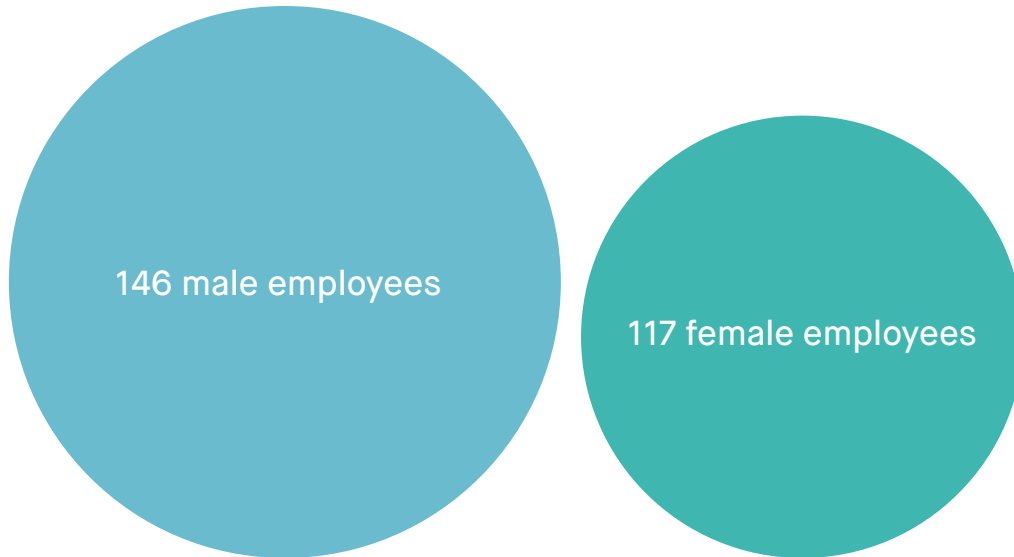
**Median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

**Bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period

**Mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees

**Median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees

During the period for reporting, the Killik & Co Partnership consisted of 300 individuals, made up of 263 employees and 37 Partners. Of those employees, 164 are based in London, and 99 in Ipswich. 71% of our male employees are based in London while 49% of our female employees are based In Ipswich. The regional difference in salaries for London and Ipswich has a significant effect on our pay gap, so our focus continues to be on equal pay.



	Partner	Director	Manager/Line Manager	Below Line Manager
Male	33	2	27	116
Female	4	1	15	102

In the past 12 months, we have established or improved the following initiatives in the name of driving positive change:

- **Improved Enhanced Maternity Pay Policy** to reflect the value that we put on the mothers within our organisation, eligible employees taking maternity leave will qualify for 26 weeks of full basic pay.
- **Return to work programme** for mothers re-entering the workplace, including optional part-time hours to support reintegration.
- **Mentoring programme** involving staff from across the business, operating with clear guidelines that ensure relevance and effectiveness for all parties.
- **Menopause Support Group** for employees seeking information, guidance and care on all aspects of the menopause and its symptoms.

**Impartial recruitment**, including genderless and nameless CVs to mitigate unconscious bias. When advertising roles, we use a third party review tool to ensure the language we use is gender balanced and natural. All interview panels are gender balanced where possible.

**Diversity & Inclusion Forum** that addresses gender, ethnicity and social mobility issues will launch in 2023, involving representatives from across the business from Exec Board downwards.

Our annual staff survey results showed that 6.10/7 staff feel they have a good relationship with their colleagues and 6.04/7 feel comfortable approaching and speaking with their Line Manager.



We recognise that a working environment where our female staff feel not only supported but empowered, is one where they are able to thrive and we are pleased that this is the culture we are nurturing at Killik & Co.

We now look forward to another year of positive improvements. We are passionate in our belief that a diverse workforce brings more effective innovation, real collaboration and will ground our work in being truly client centric, which will always be our founding principle as a business.



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