

# GENDER PAY GAP REPORT FLINT BISHOP (2026)

## Our Commitment

Flint Bishop is committed to fostering a fair, inclusive and supportive workplace where all individuals are valued and rewarded equitably for their contribution. Gender pay gap reporting provides an important opportunity to assess how opportunity and reward are distributed across the firm, to understand the structural factors that influence outcomes, and to focus our efforts on meaningful, long term improvement.

We are also proud to be a Real Living Wage Employer, ensuring that all our people receive a salary that reflects the true cost of living. This commitment underpins our wider approach to fair and responsible reward and provides a strong pay foundation across the firm, particularly for colleagues in lower paid roles.

## Our Workforce Profile

As at the statutory snapshot date of 05 April 2025, Flint Bishop employed 308 people, comprising 202 women and 106 men. Women therefore represent a clear majority of our overall workforce. As with many professional services firms, however, representation varies by seniority, and this has a material impact on our gender pay and bonus gap figures.

## Understanding Our Headline Pay Gaps

Our statutory results show that men earn more than women on both a mean and median basis:

- The mean gender pay gap is 41.2%, with men earning £28.73 per hour compared to £20.49 for women.
- The median gender pay gap is 21.6%, with men earning £17.95 per hour and women £14.07 per hour.

We recognise that these headline figures are significant. It is therefore important to consider the underlying structural factors that drive these outcomes rather than viewing the figures in isolation.

## Bonus Pay Outcomes

The gender bonus gap is materially wider than the hourly pay gap in this reporting year:

- The mean bonus gap is 528.1%, with average bonuses of £6,515.18 for men and £1,037.33 for women.
- The median bonus gap is 100%, with median bonuses of £750 for men and £375 for women.
- Bonus participation levels are broadly comparable, with 74% of men and 67% of women receiving a bonus.

The mean bonus gap this year is significantly influenced by a very small number of senior, one off bonus awards (three individuals) paid during the reporting period. These exceptional payments materially increase the average (mean) bonus figure but do not reflect the typical bonus experience across the firm. This is illustrated by the median bonus gap and the relatively narrow difference in bonus participation rates. These payments sit outside our standard annual bonus arrangements and are not expected to recur on a regular basis.

## Pay Distribution Across the Firm

Our quartile analysis provides the clearest explanation of the gender pay gap:

- Lower quartile: 82% women, 18% men
- Lower middle quartile: 68% women, 32% men
- Upper middle quartile: 68% women, 32% men
- Upper quartile: 44% women, 56% men

Although women represent the majority of our workforce overall, they are disproportionately represented in the lower and middle pay quartiles, while men are more highly represented in the upper quartile. This distribution is the primary driver of our hourly pay gap and, as senior roles also attract higher bonus opportunities, contributes to the bonus gap.

## Equal Pay Assurance

Flint Bishop's gender pay gap does not reflect unequal pay for equal work. Men and women undertaking equivalent roles are paid equally. We regularly review remuneration by role, level and experience to ensure compliance with equal pay legislation and to maintain fair and consistent reward practices. The gaps identified reflect workforce composition and progression patterns rather than differences in pay for comparable work.

## Key Structural Drivers

The principal factors influencing our results are:

- the distribution of men and women across pay quartiles;
- under representation of women in senior, higher paid and partner roles; and
- a small number of exceptional, non standard bonus payments during the reporting period.

## Our Actions & Focus

We are committed to reducing our gender pay gap over time by improving representation at senior levels and ensuring equitable access to progression opportunities. Our ongoing focus includes:

- strengthening development, mentoring and sponsorship pathways for future leaders
- reviewing recruitment, promotion and reward processes to ensure transparency and fairness
- improving gender balance within roles predominantly represented in the upper pay quartile

## Looking Ahead

We are encouraged by the strong representation of women across the firm overall. However, we recognise that achieving greater balance at senior and partner level is critical to narrowing our gender pay and bonus gaps. This is a long term challenge that requires sustained action. We will continue to monitor our progress, engage with our people, and refine our approach to ensure that Flint Bishop remains a fair and inclusive place to build a career.