

Gender pay report



2024

Schroders | We
personalwealth | Change
Lives

“For us, it’s about more than just financial advice. We help people make plans to get to where they want to be in their lives. That’s a great responsibility – and it clearly points us towards our purpose. In three words, **we change lives.**”



Mark Duckworth
Chief Executive Officer
Schroders Personal Wealth

Our purpose is to change our clients lives for the better, but we can do more for more people through our fundraising and volunteering, as well as delivering a supportive, flexible, inclusive place to work for all colleagues.

We change lives. That goes for all of us. In big ways, in small ways, at every opportunity, all the time.

I believe that shining a light on our gender pay and other diversity metrics contributes to our purpose of changing lives. We know that more progress is needed in this area, in our company as well as across our industry.

We continue to review and improve Schroders Personal Wealth’s (SPW) gender pay position as we grow our business and focus on our key priorities for the year ahead.

I am proud of the improvements we made to maternity, adoption, shared parental and paternity leave in 2023 and 2024, which are detailed in this report. I understand the value this creates for families first hand, having taken my own paternity leave in two parts last year. We also continue to place a laser focus on our Culture, giving our colleagues flexible working options to balance their work and family life but ensuring that we bring people together to align to our strategy, celebrate and recognise our successes and ensure we all continue to learn from each other.

As Chief Executive Officer, I am wholly committed to creating an inclusive workforce at SPW. I know that an environment where colleagues can bring their whole selves to work is an environment where people and businesses thrive.”

What is the gender pay gap?



The gender pay gap is the measure of the difference between the average man's and woman's pay across an organisation, expressed as a percentage. It is regardless of role, seniority, length of service or location and any other differentiating factors.

The gender pay gap is different from equal pay. Equal pay compares pay men and women who do the same, or similar, work. Equal pay is a legal requirement in the UK and, at SPW, we operate on an equal pay basis across the company, ensuring a clear, fair and transparent approach to pay, affirming we oblige both legally and morally.

The gender pay gap is formulated to show the differences between men and women across a business in higher and lower paid roles. For example, if the average man's hourly pay is £20 and the average women's is £15, women would earn 75% of what men earn, in turn, creating a gender pay gap of 25%.



SPW's pay gap

This report shares our gender pay data in April 2023, calculated using payroll data for 879 colleagues.

Mean and Median	2021	2022	2023
Gender Pay Gap Mean	15.5%	18.2%	19.8%
Gender Pay Gap Median	5.8%	17.7%	11.4%
Gender Bonus Pay Gap Mean	30.4%	26.8%	41.1%
Gender Bonus Pay Gap Median	0.0%	26.8%	30.1%

How is it calculated?

“Mean” Gap

The mean gap takes the average hourly pay or bonus of a man, and calculates the gap versus the average hourly pay or bonus of a woman.

“Median” Gap

The median gap takes the man at the mid-point between the lowest and highest paid man in the organisation, and calculates the gap versus the equivalent woman.

Both calculations include all relevant additional payments and are regardless of role within our business.

We compare hourly fixed pay, incorporating base salary and other cash allowances.

The total variable pay gap, which comprises cash annual bonus, plus variable awards such as deferred bonuses, is also calculated and compared. Hourly fixed pay, is based on what was paid in the April 2023 payroll, and variable pay is based payments made in the 12 months leading up to 30 April 2023.

¹ For example, regular pay, bonus awards, cost-of-living support payments, any long-term awards.

Pay Quartiles 2023

We are pleased that the proportion of females in our second highest quartile has increased for the third consecutive year, which we believe is the result of internal female promotions. This has, however, caused our third quartile to worsen. Our first and fourth quartiles have slightly fewer females than last year.

● Male ● Female

2022

Lower quartile of employees based on hourly pay



Upper paid quartile of employees based on hourly pay

2023

Lower quartile of employees based on hourly pay



Upper paid quartile of employees based on hourly pay



Who received a bonus?

Out of those eligible, 91.9% of colleagues received a bonus. Zero bonus was awarded where performance expectations were not met.

These figures are impacted by recruitment in early 2023, resulting in a number of new joiners who were ineligible for a bonus, having not worked for SPW during 2022.

This year's figures also contain a £1,200 cost-of-living support payment to staff in addition to bonuses, which was paid in late 2022. We have not included this payment as bonus for the purpose of the 'who received a bonus' figures below.



What is causing our figures to change over time?

Our company grew in the 24 months preceding this report, from 678 colleagues (April 2021) to 767 colleagues (April 2022) to 879 colleagues (April 2023). Growing our headcount by almost a third has caused our figures to be fairly volatile, given that the structure has changed as well as usual joiners and leavers. Throughout this period, we have overall maintained our proportion of female employees within a range of 36-38% of all staff.

Looking at our senior population, we are pleased that in the last year, the number of women in this group increased from 50 to 59, an 18% increase, as females progressed their careers internally and joined from other organisations into senior roles at SPW. However, we know we need to do more at the senior level to improve the gap. Our employee engagement scores show that our female population is highly engaged, and consistently give higher scores than our male population. In the Diversity and Inclusion engagement survey questions, 87% of women responded positively to “I believe SPW values the diversity of its employees” and 89% said they could be themselves at work. This engagement is reflected in our retention of female employees, which has been higher than our retention of male employees over the past year.

Our recruitment over the year was 38% female, so whilst this maintained our ratio, we know we can have more focus on improving it, particularly through attraction of female candidates.

Of our roles filled by internal candidates, 43% are woman, showing that women are progressing their careers with us. We were pleased that 64% of our entry talent recruitment was female.

Ethnicity data

In April 2023, ethnic minorities made up 14.8% of our workforce; this percentage has been on an increasing trend over the past three years. Our Ethnicity Pay Gap Mean is 13.1%, and our median is 13.0%, we are pleased that both these figures have improved year-on-year. We also set ourselves targets at a senior leadership level to improve representation within this group.





SPWomen: Supporting the Potential of Women

At Schroders Personal Wealth (SPW), creating and maintaining an inclusive workforce is our passion. We strive to ensure our female colleagues are represented and that their voices are heard.

With the support of our network, SPWomen, we continuously aim to provide a space for females, and allies, to share their stories, support their career goals and personal and professional development to achieve gender equity at SPW. We are proud to be the largest diversity network and have over 170 members. This equates to 20% of our colleagues being involved.

Throughout 2023 the SPWomen Network's strategy had four key aims;

- to build connections,
- empower female colleagues,
- support, and increase female career progression,
- and increase allyship.

To do this, the network held round table sessions, to gain feedback and insights from our colleagues, in particular around any barriers to internal progression.

Aligning our goals and strategy with what our colleagues want, and need is fundamental to achieving this. In the last year, SPWomen has held events and hosted sessions that directly addressed the feedback from colleagues, these included career planning and mentoring, the strengths, and challenges of being an empath, and goal setting for success.

One outcome of the focus on progression of our internal talent was to invite four of our key female leaders to participate in an external Women's leadership programme. The programme looks to build confidence, create a network outside of the organisation and an opportunity to hear other stories to inspire them to achieve their own career goals.

Throughout 2024, SPWomen will continue to provide opportunities to connect, share practical skills and celebrate role models who will inspire others, and aims to empower colleagues to achieve their full potential.

Thoughts from our female colleagues



Elaine Porter, Personal Wealth Adviser

What attracted you to join SPW?

When I started my search I was clear on my non-negotiables to myself. I wanted to be an employed adviser in a growth company, the interviewers were key that I felt authentic and in my flow. I needed to feel I could be myself. The proposition was key, that I could offer holistic advice, and the investments being managed by Schroders was a huge win. As a financial adviser, it is critical that I fully believe in what I have to offer each client. The flexible working hours to fit into my family life and the benefits package was the cherry on the cake. Since joining in June 2022 I have not looked back.

What's important to you as a woman working in the Wealth Management industry?

It is important that I can be authentic, as I feel that women can bring so much to the industry. It is important to harness that female energy and not to shy away from being ourselves. Advisers come in all shapes and sizes, as do clients, and it is important that everyone is represented at all levels, and that we continue to see women role models in leadership. Since joining SPW, I feel passionate about the advice I can offer, which for me sits more as financial coaching and lifeline planning for each client, leading to great client outcomes. The old-fashioned investment sales is in the past, and SPW provides the tools and salaried advisers to deliver financial planning that can meet their clients' long-term dreams and aspirations.

What would you advise women who are considering a similar career to yours?

Financial advice is a rewarding career which, if you are genuinely interested in helping people uncover, plan and realise their dreams, can be the best job in the world. I would say it takes hard work and commitment along with continuous development and a growth mindset. It is important to find the right fit for you, to ensure that you stay true to yourself, rather than trying to fit the mold. It is important that you find a company with a culture that encourages you to question the status quo. The industry has changed for the better and it needs to continue to be fluid by remaining diverse and inclusive for both the adviser and clients. As more and more women are seeking financial independence, it is important that they can access the right advice and the right adviser for them.

Thoughts from our female colleagues



Grace Ingram, Graduate

What attracted you to join SPW?

The people. Since starting as an intern, SPW has continued to support my career goals, encouraged me to take on the next challenge and has constantly looked to accelerate my skills as a new starter in the industry.

Every member of staff has always been willing to go above and beyond to help when asked. It's this truly supportive culture, combined with the dynamic nature of the business, that allows you to have the opportunity to step up and have your voice heard. As a young woman I can see the difference it makes when I compare my own career path to some of my peers.

What's important to you as a woman working in the Wealth Management industry?

The most important thing to me is financial education. Understanding your finances is such an invaluable part of life and gives you control and power in your decision making. At the moment, although it's improving, it's still an overlooked knowledge base, particularly for young women.

Being in control of your finances can only be a power for good. It empowers you to be able to make informed choices for your financial future, and is the key for inclusivity within economic participation. Therefore to me, with 60% of the UK wealth set to be owned by Women by 2050, educating the next generation of women to own and take control of their financial wellbeing is vital.

What would you advise women who are considering a similar career to yours?

The world of finance can seem intimidating from the outside, and often, the feeling of imposter syndrome can be even greater when you are just starting out. Traditionally, this industry has been the domain of men, with some parts still heavily biased towards male culture. Whilst this is changing, other industry sectors are further up the adoption curve. However, SPW has a wide range of talented individuals who all work towards the success of the business. You don't just have a singular skill set to drive a successful business, you realise its vital to have the balance, so don't discount yourself before you even have a chance to get started, trust in the value you can bring to the table. You'll quickly find that once you build connections you will become increasingly more confident to step up to take on new challenges.

One thing I would recommend is to get yourself a mentor. This support can be invaluable as you grow in your role, with their expertise, they can provide guidance, help you to build your network and support you to grow your confidence and skills, ensuring you always prioritise yourself and your development.

A message from Faye Farrant



“There is no silver bullet to improving our gender pay gap and senior representation of women. I believe we need to continue to focus on a number of different initiatives to move the needle in the right direction.

First is keeping a focus on our family leave policies. These need to be supportive and market-aligned in order to attract and retain our talent and to ensure both men and women have the opportunity to support their families. To increase our support for families with new children, we made the following changes in 2023:

- Removed the qualifying period for maternity, adoption, shared parental and paternity leave. We believe that new joiners should be eligible for parental leave in the same way as our existing colleagues. We would never want a qualifying period to be a barrier to recruiting talent into our company, we want to make the right hires for the long term and are happy to support colleagues through a period of leave.
- Allowed paternity leavers more flexibility around when they can use their paid leave. Rather than taking all six weeks of paid paternity leave within the first eight weeks of the child’s birth or placement, paternity leavers can now use four of these weeks at any time within the first year of the child’s life, giving families more choice and flexibility.
- Publishing the high level family leave policy details on our external website, so that candidates are able to see the key points without having to ask. We hope this will improve our attractiveness to potential candidates.

In addition we know we need to get better at both creating a diverse slate of candidates for senior roles whilst encouraging those who aspire to be a leader that it’s achievable.

In 2023 we conducted round tables with members of our Women’s network to better understand the barriers to promotion.

The themes which came from these roundtables were: Being more intentional about career and development; wanting the opportunity to demonstrate broader growth rather than always upwards progression or leadership, and wanting to ‘give something back’ from those later in their careers. It was lovely to hear such positive themes from the sessions and they allowed us to investigate ways of formalising opportunities for experienced women to contribute to the training and development of other colleagues.

From the start of 2024 onwards, we also increased our period of paid maternity, adoption and shared parental leave to 26 weeks, giving an additional six weeks of paid leave to new parents. We already cover both employee and employer pension contributions throughout periods of maternity, adoption and shared parental leave, to directly address the gender pension gap.

I hereby certify that with accordance to the United Kingdom’s Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, that the UK gender pay information in this document is correct.”

A handwritten signature in black ink that reads "Faye Farrant". The signature is fluid and cursive.

Faye Farrant
Chief People Officer
Schroders Personal Wealth



spw.com

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