



2024

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# GENDER PAY GAP REPORT

# INTRODUCTION

Since publishing our first gender pay gap report, we have continued to adapt as a Company to create a business that is diverse and inclusive.

We are a business focused on delivering outstanding service and outcomes for our clients across the country – and our people are the key to doing this. It is incredibly important that we develop and nurture a culture which is as diverse and rich as our clients.

We can only do this by ensuring that gender representation and pay across all aspects of our Company is equal and fair. The financial and insurance sector which Kingswood operates in has one of the largest gender pay gaps of all industries in the UK given its historic nature of having a male dominated workforce, particularly within senior roles.

We are pleased to announce in this report that across both mean and median hourly pay and bonus pay we have seen a decrease in the gender pay gap which highlights that we are heading in the right direction.

Just over 50% of employees at Kingswood are female. Most of these individuals undertake roles within our central functions such as Finance and HR and across our wealth planning operations support community. In our last report we stated our ambition to further increase the number of women holding financial adviser positions in the Company. With an average of 18% of regulated advisers across the industry being female, we are thrilled to state that currently 27% of our Wealth Planners identify as female, which has increased from 18% since our last published report.

This increase in female Wealth Planners has also added to the reduction in the mean gender pay gap across bonus which has reduced by 9.92% since our last report. Our Wealth Planners are typically on a contracted bonus scheme, and where previously more males than women have held these positions, it had resulted in a greater pay gap in this area.

At an executive level, we are pleased to be able to state that women represent a third of our team, and that further across the Company 47% of line management roles are undertaken by women. It is important to have these female role models across Kingswood and we are continuing to invest in the next generation with leadership and management training which will be rolled out to aspiring managers in 2025.

Our people are what makes us successful and having happy and productive colleagues across the business is key. Whilst we have made progress, we know there is more to do. We remain committed to investing in our people and fostering an inclusive culture across every level of the Company. To build upon previous initiatives we have even more planned for 2025 including:

- additional menopause support, manager training and awareness activity following the launch of our menopause policy roll out
- support relating to pregnancy loss
- a review of recruitment processes including unconscious bias training and gender engagement targets
- further enhancements to our family friendly policies and leave benefits



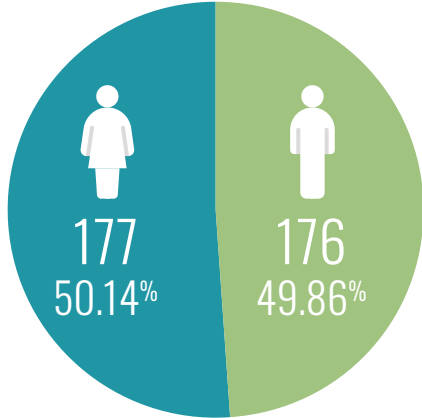
Peter Coleman  
CEO



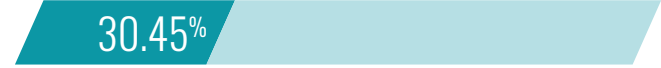
Rachel Bailey  
CHIEF PEOPLE OFFICER

# GENDER PAY GAP DATA

## NUMBER OF EMPLOYEES



## MEAN GENDER PAY GAP (BASED ON HOURLY PAY)

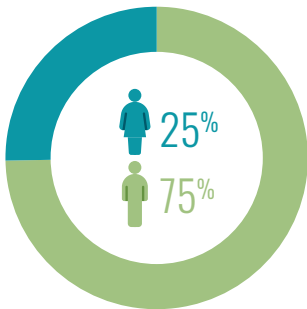


## MEDIAN GENDER PAY GAP (BASED ON HOURLY PAY)

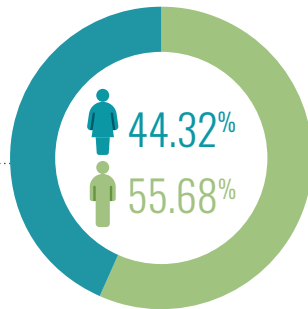


## QUARTILES

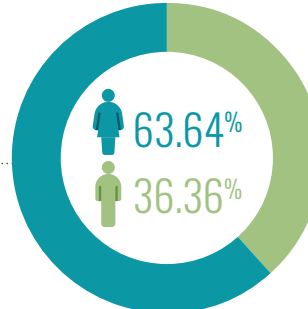
### UPPER QUARTILE



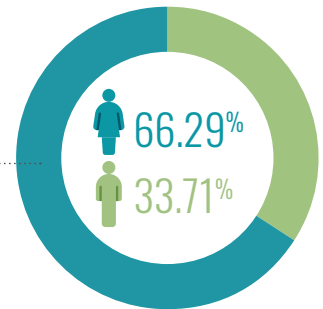
### UPPER MIDDLE QUARTILE



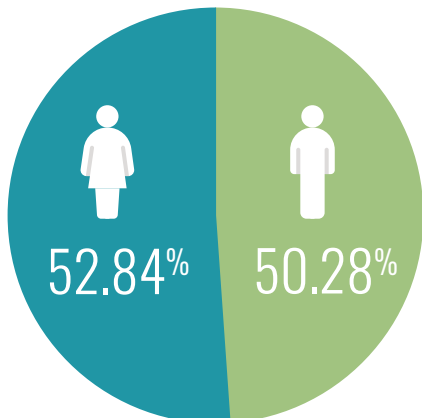
### LOWER MIDDLE QUARTILE



### LOWER QUARTILE



## PERCENTAGE OF EMPLOYEES RECEIVING BONUS



## MEAN GENDER PAY GAP (BONUS PAY)



## MEDIAN GENDER PAY GAP (BONUS PAY)



Kingswood confirms that the data reported is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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