

Gender pay gap report United Kingdom

2025



A message from Derry Crowley, Chief Executive Officer

Xeinadin's growth has been both an exciting and remarkable journey. It's because of this growth that we're sharing our first ever gender pay gap report, as we now reach the legislative requirements. While those requirements are met only in one of our 55 legal entities in UK, we see this as an important opportunity to review our country-wide data to ensure a comprehensive understanding of gender pay dynamics throughout our UK teams.

It's also an opportunity for us to show openness and transparency by going above and beyond the requirements, and sharing our results for our business in the UK as a whole.

Xeinadin has continued to evolve and thrive, and I'm proud to be supported by a talented Executive team, which includes a number of successful women, who are helping to drive our business forward. These female leaders are important role models who provide inspiration for the women in our business and industry, and I look forward to continuing to create an environment where diversity is celebrated.



A message from Kate Evans, Chief People Officer

At Xeinadin, we're proud to have created a workplace where diversity and inclusion is acknowledged as a strength in our business, with our people telling us in our employee engagement survey that it's one of our top-performing areas. As we continue our efforts to foster an inclusive environment for all our colleagues, we recognise that publishing our first ever gender pay gap report provides us with an opportunity to improve even further.

Our gender pay gap is broadly consistent with the wider financial and professional services industry, and we have already put in place solid foundations at an impressive pace given our business's formation in just 2019. We're proud to have a very good gender balance across our organisation, including exceptional women in key leadership roles in our Executive team, and leading our local regions and offices. A priority for us is to now build on our foundations, and ensure we have the right practices and support models in place so we can continue to create an inclusive and equitable workplace for everyone.

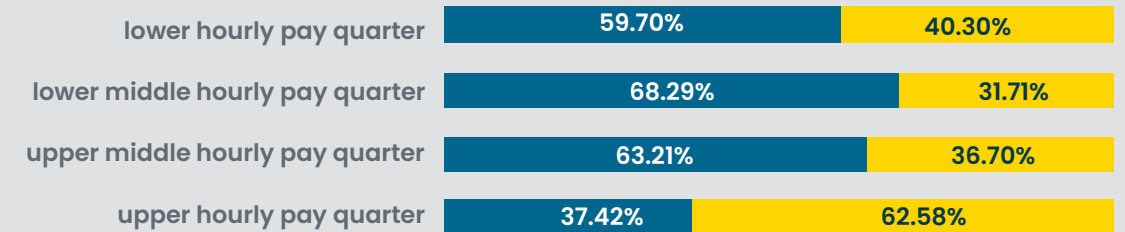
Our gender pay gap: United Kingdom

For the snapshot date of 5 April 2025, we can report the following gender pay statistics for our business in the UK as a whole. These figures have been calculated using the mechanisms that are set out in the UK's gender pay gap reporting legislation.

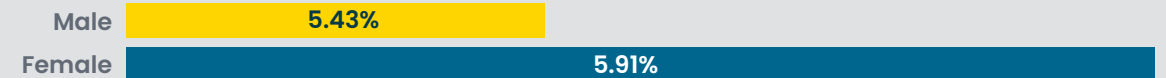
Mean Gender Pay Gap	Median Gender Pay Gap	Mean Bonus Gap	Median Bonus Gap
23.59%	20.69%	6.51%	-56.00%

Proportion of gender by pay quartile

Female Male



Proportion of employees receiving bonus



Declaration

I confirm that the gender pay gap calculations are accurate and meet the requirements of the regulations.

Kate Evans, Chief People Officer

Our context

Xeinadin was established in 2019 through the consolidation of more than 100 independent accountancy firms across the UK and Ireland, subsequently receiving private equity investment in 2022. This consolidation, along with our significant and ongoing M&A activity, has resulted in the inheritance of a wide range of differing policies and practices.

We have made rapid and robust progress, putting in place systems and processes to help us understand our data and statistics, as well as standardising our employment terms and benefits to ensure a fair, consistent and attractive workplace for everyone.

Financial and professional services is historically very male-dominated, and we continue to see the impact of this industry-wide with many senior leadership roles still being held by men. Xeinadin recognises that we have a very important role to play in championing change across our industry.

Understanding our gender pay gap

Our gender pay gap is broadly consistent with the wider financial and professional services industry, and is primarily driven by the following factors:

- Historic impact of financial and professional services traditionally being a male-dominated sector, leading to higher pay gaps across the industry on average and particularly at senior levels.
- Higher proportion of men in more senior career levels with higher paying roles.
- Higher proportion of females in lower paid roles and more junior career levels.
- Difference in gender balance across career functions, with a higher proportion of women in back office/administrative roles which typically come with lower pay.
- Multiple new acquisitions with differing bonus policies and pay structures. While acquisitions adopt Xeinadin pay and bonus structures over time, due to M&A activity being a high driver of growth for Xeinadin, any snapshot date will therefore invariably be impacted by these differentials.

Our commitments to addressing the gap

Xeinadin remains committed to reducing our gender pay gap and promoting gender equality across the business.

We are proud of the female representation we have within our Executive team, including Chief People Officer Kate Evans, IT Director Georgina Barber, Managing Partner for Ireland Sandra Clarke, and Managing Partner for UK North & Midlands Samantha Rainbow. We also have many talented women in Partner roles leading our local regions and offices. Most specifically in 2024, more than 50% of our promotions to Partner were women.

We have a number of planned initiatives to help reduce the gap:

- Introduce unconscious bias training for all managers and senior colleagues, helping to raise awareness and to mitigate the impact of unintentional gender biases.
- Continue to evolve our Learning & Development programme, with a particular focus on our manager and leadership population and supporting them in the key areas of performance reviews, assessments and providing feedback.
- Continue to embed our competency frameworks which are designed to guide and support our people throughout their career progression. They ensure our female and male colleagues alike have a clear pathway to achieving the next step in their professional journeys, and enable all managers and colleagues to have effective conversations around career progression.
- Strengthening recruitment practices with an aim to attract more diverse talent and increase gender balance in recruitment shortlists.
- Continue to regularly review pay structures to ensure fairness and equity across all roles and legal entities.
- Continue to offer and promote enhanced family leave policies and flexible working practices, ensuring we review these regularly in line not only with industry benchmarks and standards, but importantly with the needs of our employee populations.

We will also continue to champion and celebrate Xeinadin's female talent, and talk openly about the different challenges they face within their careers. International Women's Day and National Inclusion Week are both key dates in our Inclusion and Wellbeing Calendar. While we recognise that inclusion is much more than individual campaigns, we embrace these opportunities to celebrate our female talent and discuss key topics that impact women and their careers.

Celebrating our female talent

Xeinadin has many successful and talented women at all levels and across all regions of our organisation. We're delighted to introduce you to just a selection of them here.



Sandra Clarke, Managing Partner Ireland

With 35 years' experience in the industry, Sandra was a founding partner of BCC Accountants in 1999 where she played a key role in expanding the practice from four people to 40, and going on to be a Xeinadin board member at the very early stages of the company's journey. She's a Chartered Tax Advisor and was elected as President to the Council of the Irish Tax Institute in 2020/21, and was also a member of Ireland's Commission on Taxation and Welfare.



Helena O'Callaghan and Rebecca Richards, Partners

Helena and Rebecca featured in our colleague magazine to talk about their experiences as women in a historically male-dominated industry. Reflecting on the changes they've seen, and the increase in women now progressing in our business, they talked about the different challenges that women face in the workplace with the aim of helping others to understand how they can be supported in their careers. We're delighted that Helena and Rebecca were both promoted to Partner in 2024.

Kira Jurkowski, Client Manager

Kira started working with Xeinadin in 2022 in our Coalville office. While training for her ACCA qualification, she passed her Advanced Audit Exam with the highest scores in the world. She went on to repeat this remarkable feat in her final two ACCA level 3 exams, as well as gaining the joint highest marks worldwide for the whole of level 3 with an amazing 88.75%.



Bindi Palmer, Head of Audit Growth

With Xeinadin being a member firm of the Praxity alliance, Bindi was invited to share her learnings and reflections in their magazine article celebrating International Women's Day: "It's a day of celebration where we can all stand back and look at what has been achieved by women progressively over the months, years, decades, centuries gone by. It's also a day to celebrate the 'individuality' of women, valuing eclecticism and variety – moving away from stereotyping."

Casey O'Connor, Trainee Accountant

Casey is based in our Ballsbridge office. The launch of our competency frameworks has helped her identify how she can progress throughout the business to gain future promotions. She's also found it inspiring to be supported by female mentor and Partner Niamh Boyd, who is helping guide her through the early stages of her career.



Samantha Rainbow, Managing Partner UK North & Midlands

With an early background in both practice and industry, Samantha has a wealth of experience in leading multiple implementation projects across the UK and Europe. Her demonstrable success in leading growth and increasing turnover, as well as her passion for people, client service and quality, led to Samantha's most recent promotion to Managing Partner.



Georgina Barber, IT Director

With over 25 years' experience in technology roles, Georgina has focused on Digital & IT transformation for the last 15 years. Technology can also be a male-dominated industry, but this is changing more rapidly with the advent of AI, something Georgina is driving and championing across Xeinadin. Her passion for technology is critical when it comes to engaging our offices and integrating new acquisitions.



Stephanie Baker, Partner

Having joined our Chester office as a trainee accountant, Stephanie has successfully progressed to Senior Audit Manager as well as gaining Responsible Individual status. She welcomed the launch of our enhanced family friendly policies in 2023 when she was expecting her first child. Following her return from maternity leave, Stephanie was promoted to Director, and has most recently been promoted to Partner.

Contact Xeinadin

Becket House,
36 Old Jewry, London
EC2R 8DD
United Kingdom

Call: 0203 086 8677
Email: info@xeinadin.com
Career and work experience enquiries: careers@xeinadin.com



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Accountancy Audit Advisory