

# Pay Gap Report 2022



**EY**

Building a better  
working world



# Key headlines for 2022

## Tangible actions, creating meaningful change

### Our current ambition:

We believe that successful diversity, equity and inclusiveness means success for everyone. Diverse perspectives, combined with an inclusive culture and equitable outcomes, drive better decision-making, stimulate innovation, increase organisational agility, and strengthen resilience to disruption.

We have 3 strategic priorities:

1. Create a culture of Belonging. We focus on building a culture that is inclusive of all.
2. Accelerate diversity in our business. We deliver careers without barriers for all communities.
3. Be a strong disruptive voice. We publicly demonstrate the value of social equity, diversity and inclusion.

We are using our convening power to catalyse change for good. We are signatories of Change the Race Ratio, founding members of Progress Together and signed the BITC Letter to the Prime Minister on Ethnicity Pay Gap Reporting.

## Changes to our entity structure

Our ongoing success has meant that our respective entities have grown so we are required to report on a different entity structure this year. This means that our data for this year is not comparable to previous years. Therefore, we have taken the opportunity to review our approach and go beyond compliance and report on all UK entities. This approach provides the most accurate picture of the EY UK pay and bonus gaps for 2022 and helps us to think through how we continue to improve.

## Diversity in our Partnership

The growing diversity of our Partner population has had a really positive effect on reducing our overall pay gap. However, we continue to grapple with inequity at the most senior levels. This is mainly because we are aware that the most effective way to diversify the Partnership and therefore reduce the pay gap is through bringing in fresh talent through Partner appointments. Our success here means our Junior Partners are more diverse

currently than among the Senior Partners. We believe this issue is time limited – based on our talent pipeline but remain committed to accelerating our progress as a matter of priority.

Based on our pipeline management, over time, we expect to see a diverse cohort of junior Partners move into our most senior positions. For example, our robust succession planning, which includes 40% female candidates on succession lists for our top 57 most influential positions, means that we are putting ourselves in the best position possible to diversify our most senior roles.

## Reduction in bonus gaps

To the extent that it is reasonable to compare trends, the largest changes can be seen across our gender and ethnicity bonus gaps. We are optimistic about the scale and direction of change this year for both gender and ethnicity.

There are several possible reasons for these large reductions in the gender and ethnicity bonus gaps. Proportionality in performance awards and related bonuses for women and ethnic minority colleagues in line with male and white colleagues helps to close these gaps. However, overall business performance will have a significant impact on bonus gaps which makes these numbers more likely to fluctuate. This will mean we need to maintain a tight focus on proportionality so this trend can continue.

## Expanding our voluntary pay gap reporting

We continue to voluntarily report our disability and sexual-orientation pay gaps. This year, we are also reporting our social mobility pay gap. We define social mobility as the link between a person's occupation or income and the occupation or income of their parents.

# Overcoming barriers to meaningful progress

## Progress against our targets

In 2018 we committed to double the number of female and ethnic minority partners. This clear statement of intent and leadership focus means that we have made more progress on women's representation in our Partnership in the last three years than in the previous decade.

This year 36% of new Partners are women and 23% are from an ethnic minority, with two identifying as Black or mixed-Black.

As a result of the diversity of our appointments, our female and ethnic minority representation in the Partnership has increased by two percentage points. Women now represent 26% of Partners and ethnic minority Partners comprise 16% of the group, 6% of which are Black Partners.

## Effective interventions and meaningful measurement

Targets and metrics drive our progress at all levels in the business. These initiatives provide focus and shared commitment. Our annual performance scorecards for our service lines include DE&I metrics for gender and ethnicity. We continuously review proportionality in performance appraisals, promotions, work allocation and people experience survey scores, across gender and ethnicity.

## Educating to increase equity

Education is at the heart of driving the shift in our culture. Our culture of equity and belonging programme continues to enable us to develop truly inclusive leadership behaviours. As a result, we are able to measure a significant change in the behaviours of our leaders and the experiences of our people. We believe that this change is a key driver of equitable outcomes for all people. With a focus on 'all in' – an initiative centred on the role of everyone's participation in creating an inclusive culture – a wider population of our people are now clear on the value of diversity, equity, and inclusiveness.

## Actions we are taking to close our race and gender pay gaps

Our differential investment also contributes to levelling the playing field.

1. We provide professional development to our female talent through EY Women's Network, our largest network.
2. We are members of Women in Banking and Finance, Everywoman, and headline sponsors of Northern Power Women and Cranfield University's Female FTSE Board report. These partnerships and initiatives ensure that our women receive cutting edge career insights and build critical developmental relationships.

3. Through our membership of Everywoman, all women receive access to career development training resources to apply to their careers. We have invested in our Network Co-chairs across all diversity strands, supporting the career progression of underrepresented change agents in our business.
4. We continue to deliver our flagship Future Leaders Programme for our senior ethnic minority talent, ensuring participation of and sponsorship for our ethnic minority talent through senior leader 'allies' who support and champion their success.
5. Our leadership are clear in their commitment to accelerating our achievements. In 2022 our Managing Partner and UK Chair brought all UK Service Line Leaders together for EY's first DE&I Conference of Parties (CoP) Summit to agree how and commit to actions to accelerate our progress.
6. Each leader has clear and tactical actions that are measured and discussed regularly at leadership executive meetings.

## Ongoing commitment to progress

Despite our progress, challenges persist. We recognise the challenges presented by our structure and industry, as well as our culture. At EY, we work across markets, sectors, and industries. We know that different areas of business present different challenges for women, and other underrepresented groups. The external barriers exacerbate challenges internally and we continue to address these. For example, we challenge definitions of 'talent' and required appointment criteria, and the biases inherent within these, to expand the diversity of our hires. We continue to work towards being an employer of choice to diversify our business.

The pay gap is one way in which we monitor our progress. However, there are other indicators of progress too, such as our representation numbers and our people's sense of belonging. Therefore, we will continue to work with our business leaders to meet our partner targets by 2025. We also commit to building a culture of equity and belonging.

# 2022 Gender and ethnicity including the Black pay gap

## Whole firm†

Gender		
Pay Gap	2022	% Dif. to 2021
Median	17.2%	1.7% ▲
Mean	31.3%	-0.4% ▼

Ethnicity		
Pay Gap	2022	% Dif. to 2021
Median	17.8%	2.8% ▲
Mean	37.3%	1.4% ▲

Black and other ethnicities 2022					
Pay Gap	Black	Chinese	Asian	Mixed	Other
Median	23.0%	3.9%	17.9%	10.1%	0.4%
Mean	51.2%	36.9%	37.5%	27.5%	1.9%

At the time of calculation, 88.8 % of our pay gap employees and partner population had disclosed their ethnicity.

## Partners only

Gender		
Pay Gap	2022	% Dif. to 2021
Median	15.9%	3.3% ▲
Mean	9.0%	1.1% ▲

Ethnicity		
Pay Gap	2022	% Dif. to 2021
Median	21.1%	-4.2% ▼
Mean	15.5%	-1.0% ▼

At the time of calculation, 96.4 % of our pay gap partner population had disclosed their ethnicity.

## Employees only

Gender		
Pay Gap	2022	% Dif. to 2021
Median	13.5%	3.1% ▲
Mean	14.6%	0.1% ▲

Ethnicity		
Pay Gap	2022	% Dif. to 2021
Median	13.1%	3.8% ▲
Mean	17.7%	2.3% ▲

At the time of calculation, 88.5% of our pay gap employee population had disclosed their ethnicity.

## Equal Pay is different from pay gap

It is important to note that EY monitors pay at all levels of the organisation and is firmly committed to equal pay, as set out in the Equality Act (2010). This ensures that a man or woman doing the same or a similar role is paid equally and is different from the pay gap.

## Our approach to pay gap reporting

The pay gap shows differences in the average (median and mean) earnings between different groups of people by, for example, gender or race, across a workforce. We know that a

pay gap will persist until there is equal or proportionate gender and ethnic minority\* representation at every level and job role in our organisation.

We have published the pay gaps for all our ethnic minority populations in line with our strategic focus on both gender and race as part of our DE&I strategy. We recognise that the aim of pay gap reporting is to understand the make-up of our workforce and identify and overcome the barriers that may prevent our people from thriving. This is why EY has chosen to voluntarily publish its Black, Chinese, Asian, Mixed ethnicity, and other ethnic group pay gaps.

▲ Gap widened from previous year

▼ Gap reduced from previous year

\* † Please note that due to changes in our entity structure this year, the '% difference to 2021' comparisons shown under 'whole firm' relates to our previous EY Services Limited disclosures, combined with our Equity Partner population.

\* At EY we have committed to refrain from using the BAME category as far as practically possible when we scrutinise the experience of our people in the UK Firm. Instead, we will use the UK census ethnicity categories, calling out Black and other representation, to seek to truly understand all our employees.

# Additional pay gaps

At EY we believe in promoting transparency and constantly push ourselves to do better, believing in upholding the spirit of legislation and not simply the letter. As such, this year we have made moves to explore our social mobility pay gap with the recognition that we need to improve the rates of those declaring these demographics.

We are now reporting whole firm figures for Social Mobility, Disability and Sexual Orientation in order to drive more transparency and measure progress.

## Disability

Disability		
Pay Gap	2022	% Dif. to 2021
Median	1.8%	8.9% ▼
Mean	-3.9%	0.4% ▼

At the time of calculation, 64.8% of our pay gap employee and Partner population has answered the question regarding their disability. Please note that last year's Disability Pay Gaps were negative percentages.

## Sexual orientation

Sexual orientation		
Pay Gap	2022	% Dif. to 2021
Median	6.1%	3.4% ▲
Mean	18.8%	5.7% ▲

At the time of calculation, 49.7% of our pay gap employee and Partner population has answered the question regarding their sexual orientation.

Gender identity is a separate question of identity to sexual orientation and so is not included in these calculations.

## Social Mobility

Please note that our social mobility data relates to our Whole Firm, which includes employees and Partners.

Social Mobility – School Type 2022	Median	Mean
Selective on academic, faith or other grounds	-6.9%	-0.2%
Attended school outside the UK	-10.9%	6.5%
A state-run or state-funded school	8.6%	9.8%

The Pay Gaps in the table above are in comparison to those that identified as mainly attending an Independent/fee-paying school.

At the time of calculation, 57.2% of our pay gap employee population had answered the question regarding their School Type.

	Median	Mean
Parental Degree Pay Gap	-0.2%	-13.6%

The Pay Gaps in the table above are in comparison to those that identified as parents not having a degree or equivalent compared to those who had (i.e., negative value = those without a degree earning higher on average).

At the time of calculation, 57.1% of our pay gap employee population had answered the following question:

At age fourteen, had any of your parent(s) or guardian(s) completed a university degree course or equivalent (e.g., BA, BSc or higher)?

# Actions we are taking to close our pay gaps

## Disability Pay Gap

Currently, our pay gap reports on those who consider themselves to have a disability or long-term condition (physical or mental).

At EY, we seek to better understand and take action to recognise different abilities and achieve equitable outcomes.

### Actions on driving awareness of disabilities, both visible or invisible, and neurodiversity:

1. We have a thriving **AbilityEY** Network with seven communities representing hearing, long-term health, mental health, mobility, neurodiversity, stammering and visual. The Network helps promote understanding of lived experience; and prioritise improvements including ease of workplace adjustments and accessible communications. The group raises awareness of diverse abilities through leadership team interventions, and informs our disability work on all issues, including workplace accessibility, policies, and support.
2. We recognise that creating a culture with a mix of thinking styles is crucial to business success. Our **Neurodiverse Community**, which is run for and by colleagues that identify as neurodivergent, or have colleagues, friends or family members of colleagues that are neurodivergent, helps to build a sense of community and to raise awareness of neurodiversity related topics.
3. We are strengthening our inclusive environment through our Neuro-Diverse Centre of Excellence (NCoE), launched in Manchester earlier this year. The centre is designed to fuel innovation in technology, bring a new dimension of creativity, and drive greater diversity and inclusion in the UK workplace. The NCoE fosters an extended supportive environment for individuals with Neuro-cognitive differences who self-identify as requiring additional support and will help them apply their strengths and meet clients' business needs in emerging technologies, such as artificial intelligence, data science, automation, blockchain and cyber.
4. EY UK has continued our partnerships with external organisations working to transform the lived experiences of people with disabilities and we are proud of these collaborations. We are partners of the **Business Disability Forum** and, this year, we increased our support for **50 Million Voices**, supporting individuals who stammer.

We have a longstanding partnership with **WhizzKidz**, supporting young wheelchair users. As members of **Purple Space**, for the last several years we have participated in the Purple Light Up campaign to mark International Day of Persons with Disabilities, and we deliver a schedule of internal events, as part of our commitment to disability inclusion. Globally, EY is a signatory of the **Valuable 500**.

## Sexual Orientation Pay Gap

### Actions on driving LGBT+ inclusion

1. We were proud to be recognised as a Top 100 employer in last year's **Stonewall Workplace Equality Index (WEI)** and also received a Gold Award. We are launching dual access passes to allow our Non-binary employees to have two identities on their pass, to better represent how they choose to present on any given day. Our next submission will be to the 2024 Index.
2. EY is proud to continue to champion and support the LGBT+ community around the world and advance LGBT+ inclusion through **Unity, EY's LGBT+ employee Network** and through activities internally.
3. Our Unity Network has launched a new community structure to increase representation of all aspects of LGBT+ identities. The communities represent Trans and Non-Binary, A+, Bi+, Gay men and Lesbian and Gay women. Since June 2022 they have held 8 events with over 600 attendees.
4. The Network has provided **reverse mentoring** for 25 Partners across the UK firm, supporting leaders in better understanding their LGBT+ colleagues' lived experiences and needs.
5. We collaborate on external cross-industry events, to discuss issues affecting the LGBT+ community and to serve as an example to EY clients and other organisations who are looking to increase their LGBT+ inclusion conversation.
6. This year we have sponsored the 'We Are Queer Britain' exhibition at the **Queer Britain museum**, the UK's first LGBT+ museum. We're also sponsoring **National Student Pride, Black Pride, Bi Pride** and an award at the Trans in the City awards, demonstrating our commitment to being a visible and vocal supporter of the LGBT+ community.

7. Globally, we continue to celebrate **Pride, LGBT+ History Month** and raise awareness and stand in solidarity on **International Day Against Homophobia, Biphobia and Transphobia**. EY also continues to be a member of **Stonewall's Diversity Champions programme**.

## Social Mobility Pay Gap

Actions on removing barriers to improving socio-economic diversity representation

1. In 2017 EY signed The [Social Mobility Pledge](#), a cross-party campaign to improve social mobility in the UK. This committed us to look at social mobility through the three lenses of partnerships, access and recruitment of young people and informed our approach to social mobility.
2. In 2021 HM Treasury and the Department for Business, Energy and Industrial Strategy (BEIS) commissioned the City of London Corporation (CoLC) to lead an independent task force to improve socioeconomic diversity at senior levels in UK financial and professional services. EY were active contributors and were represented by one of our Senior Partners.
3. As a result of the task force, [Progress Together](#), a membership body was created. It's the first of its kind focusing on progression, retention and socioeconomic diversity. EY are proud to be a founding member.
4. This year, we appointed a Senior Partner as EY's Social Mobility Partner Sponsor. This helps ensure that social mobility is being considered and discussed at the highest level.

5. We partner with external organisations to amplify our voice on social mobility, including EY Foundation, [Access Accountancy](#), and [icanyoucantoo](#).
6. We have launched a seventh EY DE&I Network – Uplift. Uplift is a Network for employees from lower socioeconomic backgrounds and their allies. This Network will help drive the conversation internally and give representation to its members.
7. We recognise that we have lower declaration rates on some socioeconomic backgrounds, which means we cannot share data on all the recommended questions to measure Social Economic Diversity. In line with our commitment to be transparent and to encourage other organisations to share, we have declared the data we have and are working hard to close any gaps.

To encourage more of our people to disclose, we launched a data disclosure campaign called 'Getting to Know You'. Through this cyclical campaign, we help our people understand how we use their data and the difference it can make in enabling us to ensure different demographics are understood, represented and achieve equity.

Looking at the bigger picture, we know that low social mobility is a barrier to the UK's economic success. We want to create systemic change to tackle the root causes of an issue holding back the country.

### Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.

*Justine Campbell*

**Justine Campbell**  
EY UK&I Managing Partner for Talent





# Statutory Gender Pay Gap Reporting for other EY Entities

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# 1. Ernst & Young Services Ltd Statutory gender pay gap and ethnicity pay gap

Our full statutory Gender Pay Gap (GPG) figures are presented below, with the addition of our voluntary corresponding ethnicity pay gap figures. In-line with the statutory legislation, these statistics relate to employees only and do not include partners.

Note: 89 % of the employee population that makes up our voluntary firmwide gender pay gap numbers falls under EY Services. Ltd.

## Gender pay and bonus gap

Gender		
Pay Gap	2022	% Dif. to 2021
Median	11.2%	0.8% ▲
Mean	14.6%	0.1% ▲

Gender		
Bonus Gap	2022	% Dif. to 2021
Median	11.2%	-14.6% ▼
Mean	27.0%	-6.7% ▼

Percentage receiving a bonus: 88.8% female and 86.6% male

## Quartiles

2022	Female	Dif. in female since 2021	Male
Upper	37.5%	-1.1% ▼	62.5%
Upper Middle	49.1%	-0.4% ▼	50.9%
Lower Middle	52.3%	-0.5% ▼	47.7%
Lower	49.8%	0.8% ▲	50.2%

## Ethnicity pay and bonus gap

Ethnicity		
Pay Gap	2022	% Dif. to 2021
Median	8.0%	-1.3% ▼
Mean	14.1%	-1.4% ▼

Ethnicity		
Bonus Gap	2022	% Dif. to 2021
Median	24.9%	-15.6% ▼
Mean	31.8%	-2.5% ▼

Percentage receiving a bonus: 84.3% ethnic minority and 91.7% White

## Quartiles

2022	Ethnic Minority	Dif. in ethnic minority since 2021	White
Upper	29.0%	3.9% ▲	71.0%
Upper Middle	43.5%	3.0% ▲	56.5%
Lower Middle	49.2%	4.7% ▲	50.8%
Lower	35.1%	1.0% ▲	64.9%



Full statutory Gender Pay Gap (GPG) figures are presented below for each of our UK entities.  
In-line with the statutory legislation, these statistics relate to employees only and do not include partners.

## 2. EY Professional Services Ltd

### Gender pay and bonus gap

Gender	
Pay Gap	2022
Median	27.7%
Mean	25.1%

Gender	
Bonus Gap	2022
Median	-815.2%
Mean	39.0%

Percentage receiving a bonus: 92.6% female and 95.4% male

Our bonus gaps include payments made under our staff recognition programme, Applause, which provides the opportunity for all employees to recognise and thank colleagues who demonstrate our values and behaviour during their daily working lives. This can be in various ways, from a simple 'Thank you' to awarding a small monetary award (on average £25) ensuring that all of our EY people feel valued and appreciated for their contributions.

The Applause Programme is separate from our performance related annual bonus scheme, which permanent employees

### Quartiles

2022	Female	Male
Upper	22.0%	78.0%
Upper Middle	18.7%	81.3%
Lower Middle	46.2%	53.8%
Lower	52.2%	47.8%

qualify for after six months' service and is based on a number of criteria such as the performance of the individual employee, their seniority, and the financial performance of the part of the business in which they work.

The inclusion of Applause awards impacts some of our bonus gap figures. For example, discounting Applause awards from our gender median bonus gap in EY Professional Services Ltd, would result in a gap of 40.5%, still a significant gap, but rather different to the -815.2% we have reported.

### Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.



**Jon Hughes**  
UK&I Transformation Strategy Leader | EY Professional Services

# 3. EY Foundation

## Gender pay and bonus gap\*

Gender	
Pay Gap	2022
Median	0.0%
Mean	-20.2%

Gender	
Bonus Gap	2022
Median	33.3%
Mean	-10.9%

Percentage receiving a bonus: 12.2% female and 5.1% male

\*Please note that EY Foundation does not pay annual performance bonuses to its employees or volunteers. However, in line with the statutory guidelines for Pay Gap reporting, our bonus gaps include payments made under our staff recognition programme, Applause, which provides the opportunity for all employees to recognise and thank colleagues who demonstrate our values and behaviour during their daily working lives. This can be in various ways, from a simple 'Thank you' to awarding a small monetary award (on average £25) ensuring that all our people feel valued and appreciated for their contributions.

## Quartiles

2022	Female	Male
Upper	68.2%	31.8%
Upper Middle	60.6%	39.4%
Lower Middle	60.0%	40.0%
Lower	60.0%	40.0%

### Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.



**Jodie McNally**  
Interim CEO & Head of Programmes and Regions | EY Foundation

# 4. EY Global Services Ltd

## Gender pay and bonus gap

Gender	
Pay Gap	2022
Median	16.8%
Mean	11.8%

Gender	
Bonus Gap	2022
Median	33.6%
Mean	10.6%

Percentage receiving a bonus: 95.3 % female and 93.6 % male

## Quartiles

2022	Female	Male
Upper	44.3%	55.7%
Upper Middle	45.3%	54.7%
Lower Middle	47.2%	52.8%
Lower	74.5%	25.5%

### Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.



**Penny Stoker**  
Talent Leader, Executive Functions – EY Global Services and EY GS LLP

# 5. EY GS LLP

## Gender pay and bonus gap

Gender	
Pay Gap	2022
Median	9.7%
Mean	14.1 %

Gender	
Bonus Gap	2022
Median	12.7 %
Mean	13.4%

Percentage receiving a bonus: 88.4% female and 90.5% male

## Quartiles

2022	Female	Male
Upper	50.0%	50.0%
Upper Middle	61.9%	38.1%
Lower Middle	62.7%	37.3%
Lower	65.8%	34.2%

### Declaration

I confirm this report is an accurate statement of our pay gaps and meets the statutory requirements.



**Penny Stoker**  
Talent Leader, Executive Functions – EY Global Services and EY GS LLP

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