

# Gender Pay Gap Report 2017

As a Top 100 law firm we are committed to treating our people equally and providing opportunities for the development of all employees. It is vital to the long-term success of our business that we continue to attract and retain a diverse and talented workforce.

Ward Hadaway's gender pay gap is influenced, as are many law firms, by the legal sector historically being male dominated. This is changing and we have seen an increase in the proportion of female entrants into our graduate scheme which in time will filter through to this data. In the meantime and over recent years we have taken positive steps to embrace the trend of an increase of women entering the legal profession. This has enabled us to build strong foundations for progression of women within the Firm which remains a priority.

## Proportion of Male and Female UK employees according to quartile pay bands and the mean pay gap per quartile



The above image shows the gender distribution at Ward Hadaway across four equally sized quartiles, each containing 84 employees. The gender pay gap across all quartiles is lower than our overall pay gap.

## Pay & Bonus Gap: Difference between male and females

	MEAN	MEDIAN
<b>Hourly rate of pay</b>	34.8%	44.45%
<b>Bonus Paid</b>	81.1%	57.7%

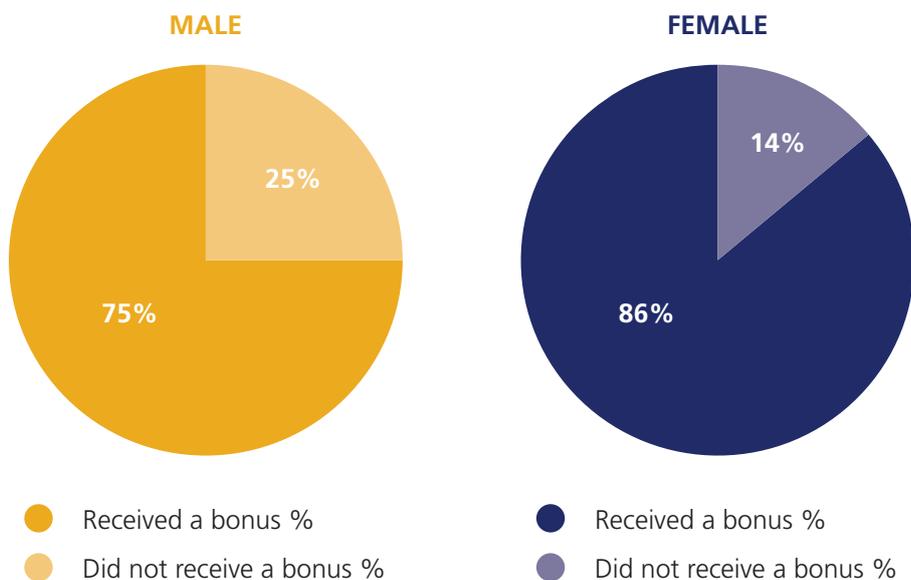
This table shows our overall mean and median gender pay and bonus gap based on hourly rates of pay as at the snapshot date of 5 April 2017, and bonuses paid in the year (performance year 16-17).

**Pay & Bonus Gap: Difference between male and female Partner pay**

	MEAN	MEDIAN
Hourly rate of pay	19%	14%
Bonus Paid	-168%	-147%

Partners are not classed as employees under the regulations and the Firm is not required to include them in its reporting. For transparency we have chosen to include this data. The bonus figures reflect that very few Partners receive a bonus.

**Proportion of male and female UK employees receiving bonus pay**



We have significantly more females working part time than male which impacted our bonus gap as the figures need to be calculated based on actual amounts paid rather than the full-time equivalent value.

**Summary**

**Based on our analysis we are confident that men and women are paid fairly for equivalent roles.**

The quartile results highlight that we employ more females in support roles (e.g. legal secretaries) than males and also employ more females than males in our top pay quartiles (Solicitors, Associates and Consultants etc.). Whilst we recognise that further progress still needs to be made, the gender balance in our quartile 3 and highest quartile reflect the progress we have made in more females holding senior roles. The pay gap in the highest quartile is reflective of the high earners being consultants, of which a high proportion are males.

We are committed to reducing our gender pay gap and will continue to support the progression of females to senior roles.

New legislation came into force in April 2017 that requires employers with more than 250 employees to publish their gender pay gap. This is Ward Hadaway's first report based on the UK's new gender pay reporting requirements.

I can confirm that the data contained within this report is accurate.



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