

Gender Pay Gap Report

2020

Our people are central to everything we do and our goal is to deliver a workplace where everyone is treated fairly and equally, providing opportunities for development across the gender spectrum.



Jamie Martin
Senior Partner

Gender pay reflects the difference in average pay between men and women with the aim of highlighting concentrations of a particular gender at lower or higher pay levels. The figures do not show information relating to equal pay which relates to any differences between men and women in the same roles carrying out equal work.

This report is produced to comply with the relevant statutory requirements and hence is based on data taken at a snapshot date of 5 April 2020. The regulations require only employees in receipt of full pay to be included in the calculation and at the reporting date, our total relevant headcount at that date was 375 employees. Similar to a lot of other law firms, we accessed the Coronavirus Job Retention

Scheme (CJRS) in the early stages of the pandemic which has affected the data we are reporting given our lower quartile populations were more impacted by the CJRS.

Nevertheless, we are committed to narrowing our gender pay gap and raising the profile of this as part of our Equality, Diversity and Inclusion (EDI) agenda. As such, we have chosen to include data relevant to our partner gender pay gap for transparency despite this not being required under the regulations. Including partner data helps to provide us with an accurate representation of the issue and understanding of which areas of our structure require greater focus in addressing our gender pay gap.

Whilst we understand there isn't an instant solution to reducing our gender gap, addressing the imbalance remains an important focus for us and we know this also requires a combination of different approaches to overcoming perceived barriers - both in terms of internal progression of female talent as well as paying attention to our recruitment practices for senior roles.

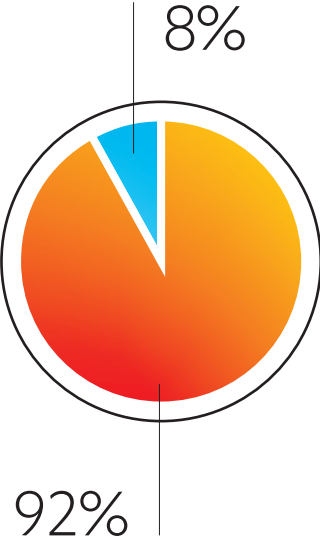
- During the reporting period, we introduced a new legal career structure which provides a greater range of opportunity for progression to senior roles within the firm, opening access to different trajectories across the upper quartiles of our employee population. We have also continued to promote and recruit female lateral hires which has improved gender representation in our senior lawyer groups – 69% of our promoted population in the reporting period were females and 60% of newly recruited partners and 57% of our Associate lateral hires were female.

- One of the biggest contributors to the gender pay gap is time spent away from work amongst those with caring responsibilities. The pandemic disproportionately affected our people with care-giving roles (many of whom were female) which brought flexibility to the forefront of our future working model. We introduced paid time off for employees juggling home and work commitments during lockdown and we are continuing to promote agile working practices to attract and retain those who lean on a better work/life balance as an enabler of continuing development and access to senior roles.
- Although our gender pay gap has narrowed we recognise that there is more work to be done on closing the gap, and we are establishing a Responsible Business Strategy driven and accounted for at senior leadership level which will provide an internal focus and awareness on EDI and initiatives directed at improving gender diversity. As part of our Responsible Business Strategy we are forming a Responsible Business Board to deliver strategies aimed at improving inclusion and we are committed to increasing the speed of reduction of our % pay gap annually through a range of initiatives.

A handwritten signature in black ink that reads "Jamie Martin". The signature is written in a cursive, slightly stylized font.

Gender pay gap results 2020

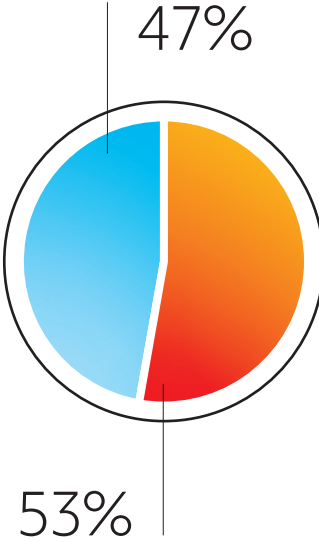
Lower Quartile



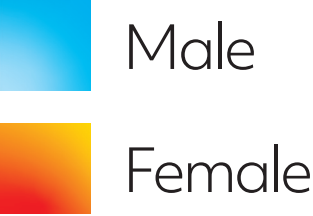
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

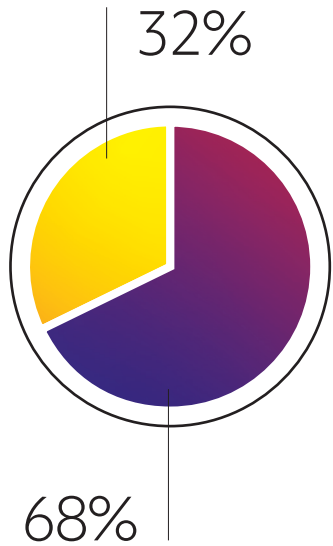


	2020		2019	
	Mean	Median	Mean	Median
Hourly Pay Gap	32.15%	32.49%	34.26%	39.12%

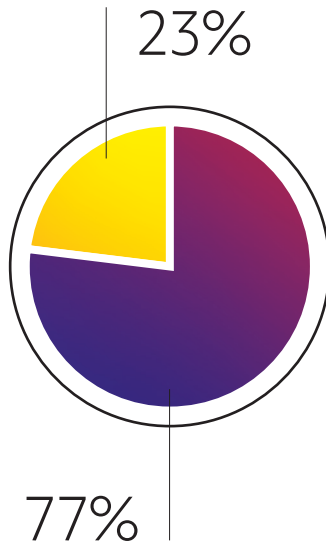
Bonus pay

Proportion of all employees who received a bonus

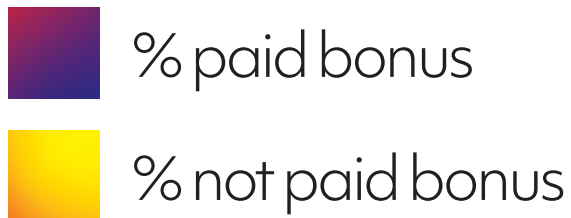
Male



Female



The data shows our overall mean and median gender pay and bonus gap based on hourly rates of pay at the snapshot date of 5 April 2020 and bonuses paid in the year (performance year 19-20).



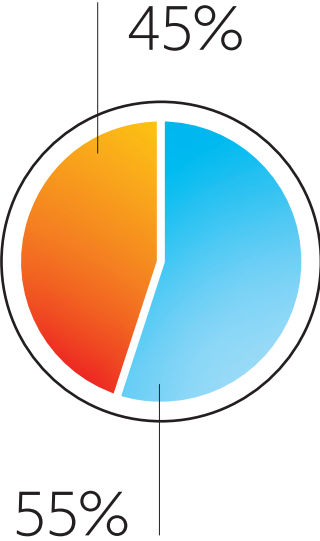
	2020		2019	
	Mean	Median	Mean	Median
Employee Bonus Pay Gap	63.60%	25.11%	65.51%	25.98%

The most significant cause of our gender pay gap is the structure of our business and our majority female demographic – 77% of our employees are female compared to 23% who are male and this has an influence on our overall gender pay gap. We have a higher proportion of females in secretarial and support roles which fall into the lower two quartiles. Roles in these categories are rewarded in line with the market but will continue to have an impact upon the average pay and bonus amount paid to women. More of our total male population are positioned in the two upper quartiles compared with our female section of the workforce who are more evenly distributed across each quartile.

- Hourly rate of pay - the reduction in part is attributed to the headcount comparison being taken during the initial stages of the pandemic however we have continued to improve gender representation in senior lawyer groups through the recruitment of lateral hires and promotions. At the snapshot date, 27% of our total Partner population are female and 61% of all Associates are female.
- Bonus pay - both our mean and median bonus gap has reduced since 2019 which is again attributable to the increase in the appointment of females to senior roles in the reporting period in addition to a higher percentage of males not receiving a bonus.

Partner pay gap results 2020

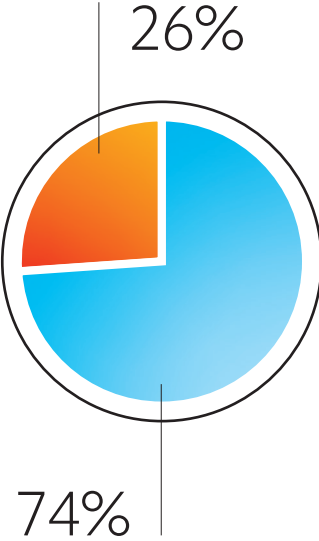
Lower Quartile



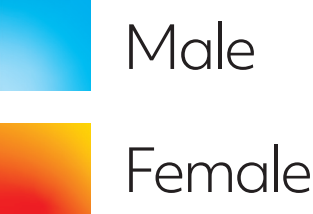
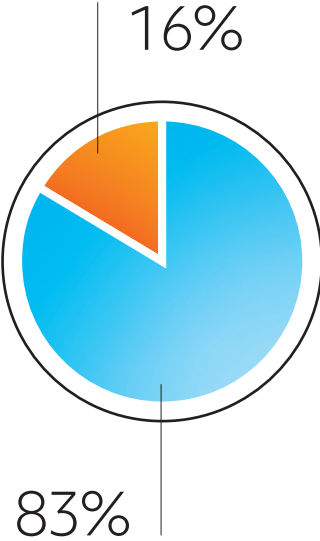
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

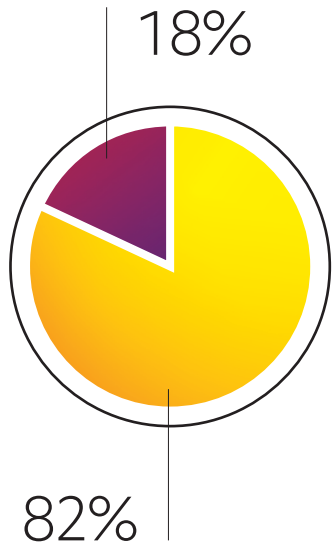


	2020		2019	
	Mean	Median	Mean	Median
Hourly Rate of Pay	19%	18%	18%	21%

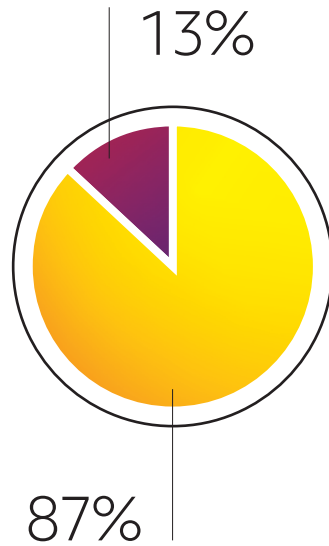
Bonus pay

Proportion of all partners who received a bonus

Male



Female



	2020		2019	
	Mean	Median	Mean	Median
Partner Bonus Pay Gap	13%	0%	62%	31%

Our partner data is also indicative of fewer females representing the upper quartiles, however as we recruit more females to the partnership we expect to see this imbalance reduce - such as we can see by our lowest quartile where 45% are female. The narrowing partner bonus gap is attributable to a more even gender distribution in percentage allocation.

The data shows our overall mean and median gender pay and bonus gap based on hourly rates of pay at the snapshot date of 5 April 2020 and bonuses paid in the year (performance year 19-20).

