



Gender pay gap submission data

2024-2025

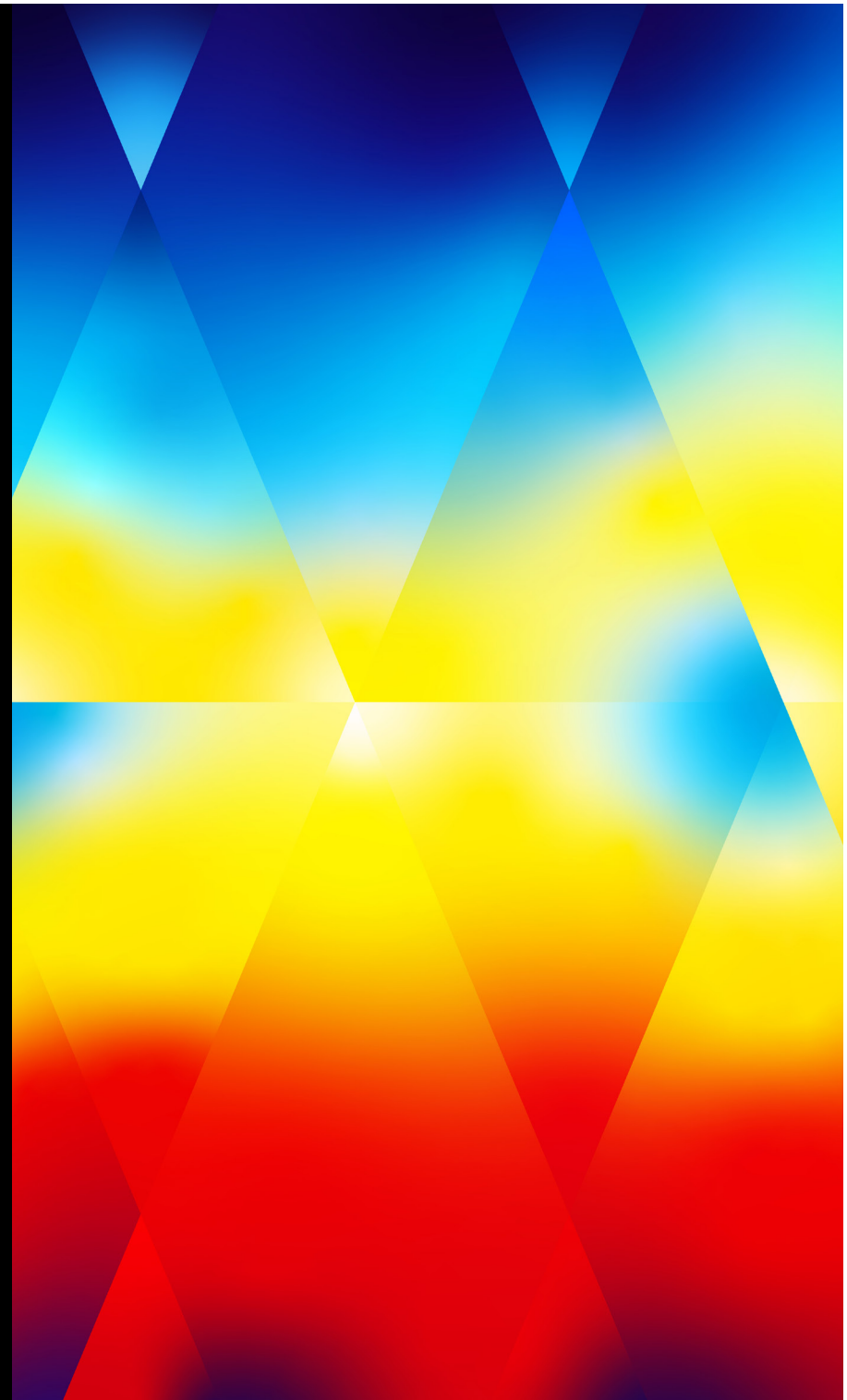
Introduction

Gender pay gap reporting in the UK is a legal requirement for employers with 250 or more employees to annually publish data comparing the average pay of men and women, including salary and bonuses. It highlights disparities in pay, helping organisations identify inequalities and form action plans to address these.

Reporting promotes transparency, builds trust with employees and stakeholders, and supports efforts to create a more diverse, inclusive, and fair workplace.

The gender pay gap is calculated as the difference between the average hourly earnings of men and women, as a proportion of the average hourly earnings of men. (Earnings do not include overtime or reduced earnings such as maternity leave.)

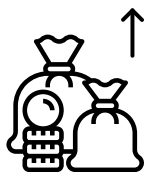
**In Ward Hadaway
for the submission
period 2024-25**



In Ward Hadaway for the submission period 2024-25



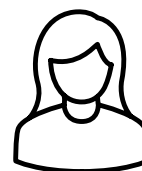
Women earned 86p for every £1 that men earned (comparing median hourly pay)



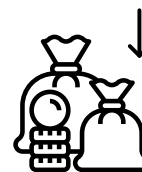
99.0% of women received bonus pay, compared with 98.0% of men

At Ward Hadaway we offer equal pay for equal work and have externally benchmarked salary scales to ensure we are competitive within our markets, awarding equal pay based on roles and level of PQE.

A continuing cause of our gender pay gap is the structure of our business (typical of many law firms) and our majority female demographic (70% of employees are female and 30% are male). We have a higher proportion of females in secretarial and support roles which fall into the lower two quartiles. However, we are seeing a downward trend in our pay gap which is attributable to an increase in males in support roles and female promotions.



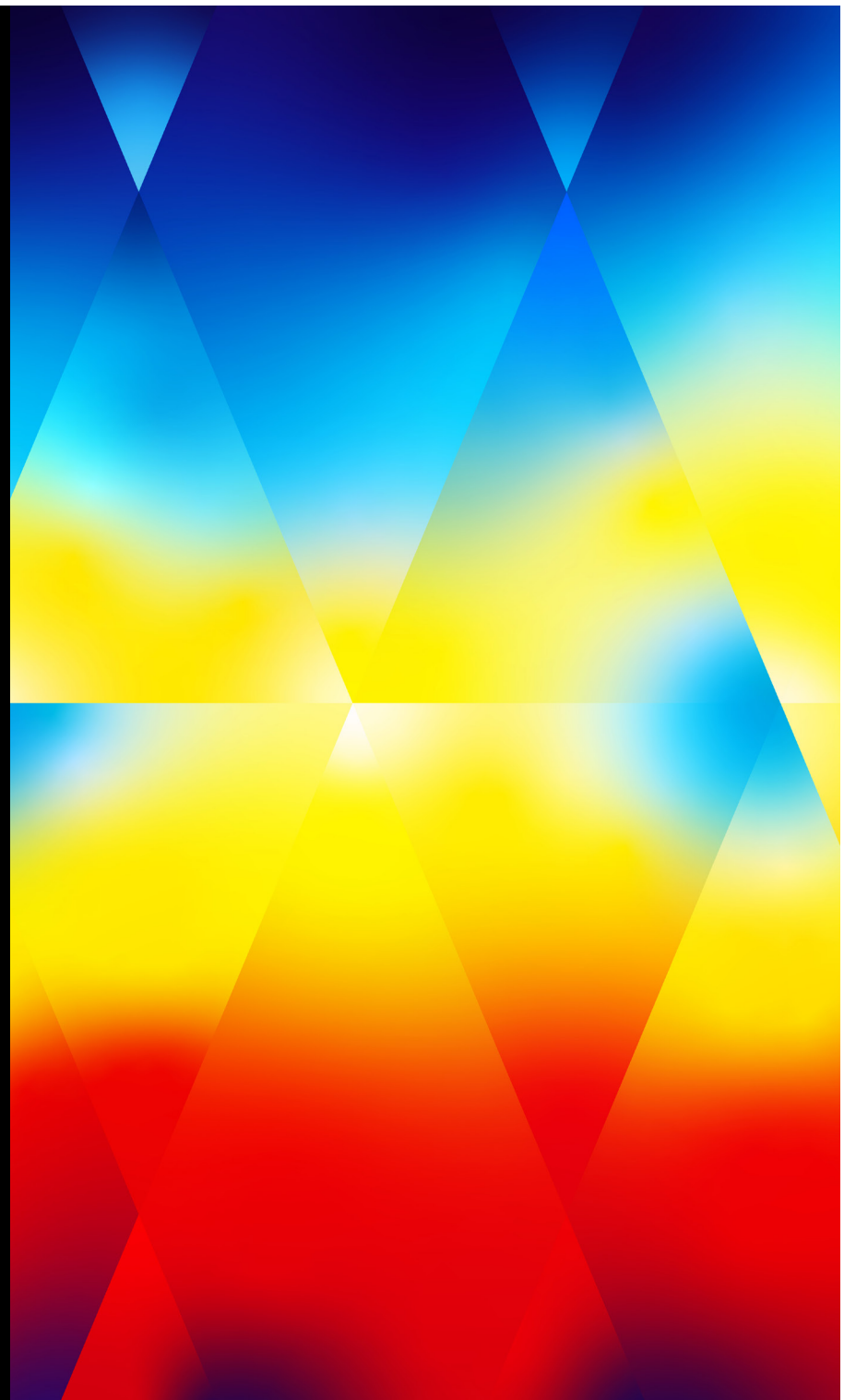
Women made up 55.0% of employees in the highest paid quarter, and 68.0% of employees in the lowest paid quarter



Women's bonus pay was 13.3% lower than men's (comparing median bonus pay)

Our bonus pay gap has reduced since 23-24 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.

Hourly pay



Hourly pay

The gender pay gap is shown as 2 types of average - median and mean.

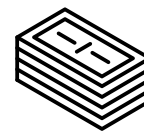
The mean is the total hourly pay of all employees divided by the number of people in the group. The mean is more commonly used for considering averages.

The median is the middle figure when hourly pay is arranged in order from highest to lowest.

In Ward Hadaway for the submission period:

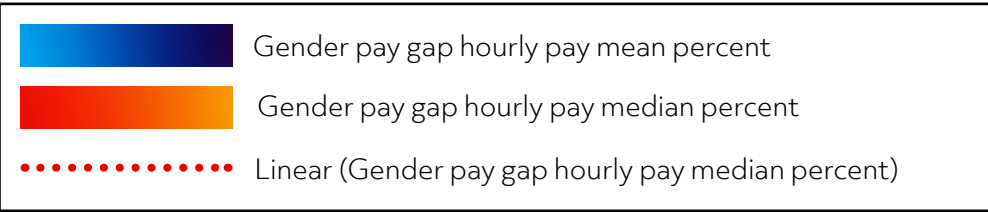
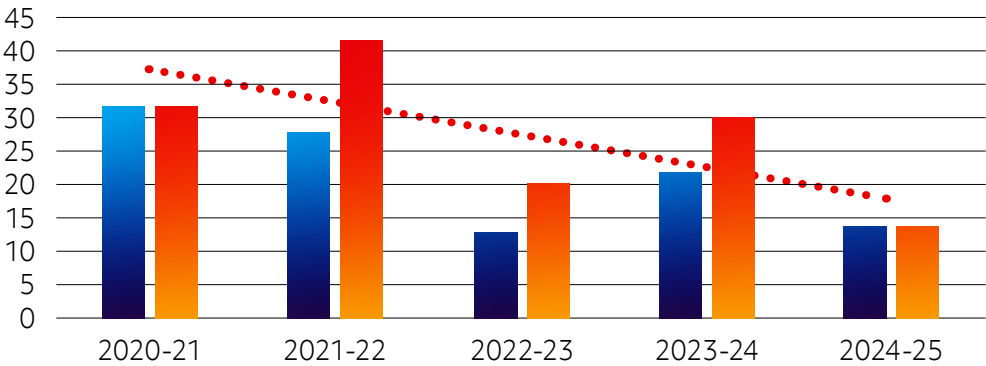


Women's median hourly pay was 14.0% lower than men's – this means they earned 86p for every £1 that men earn when comparing median hourly pay.



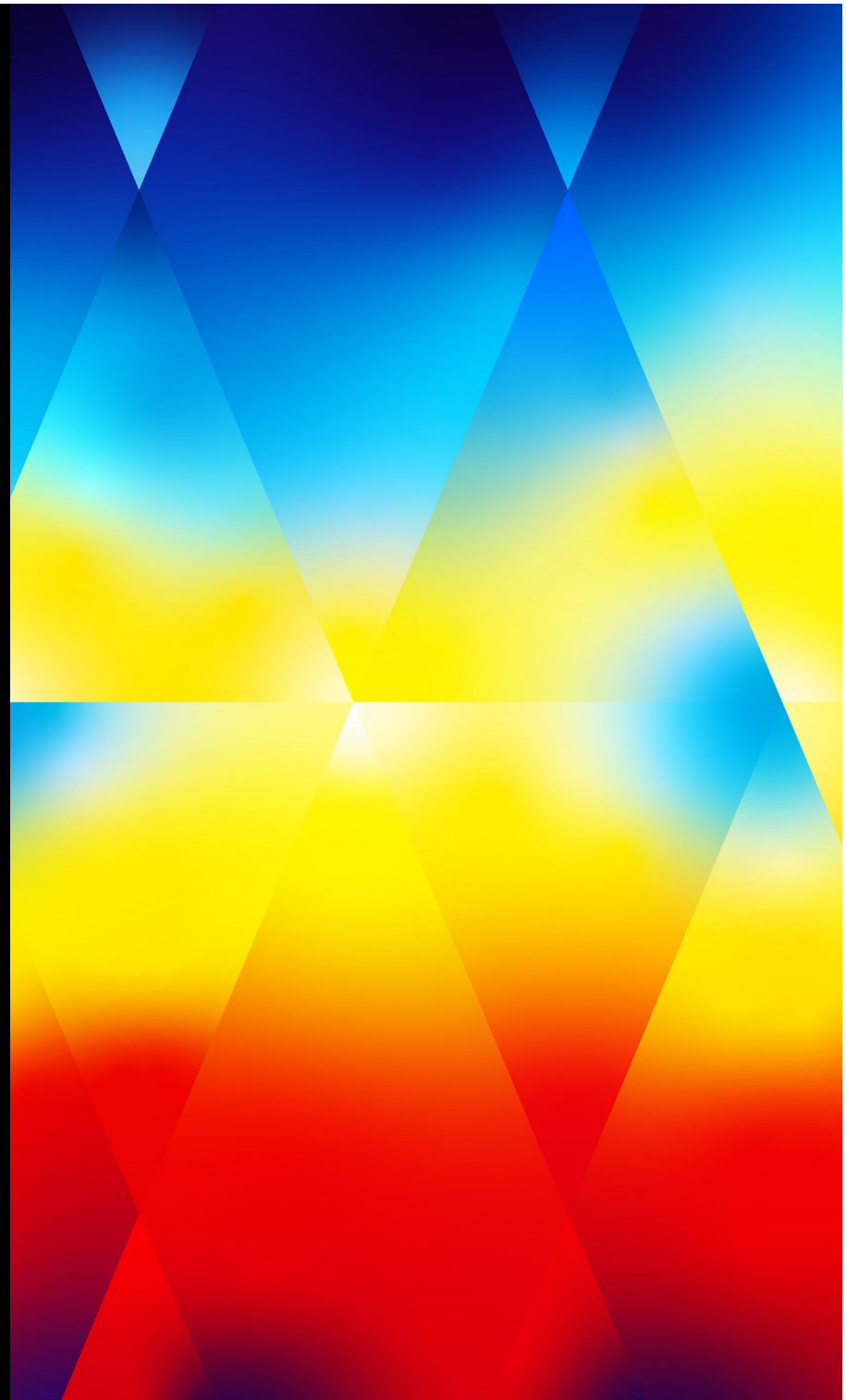
Women's mean (average) hourly pay was 14.0% lower than men's.

Gender Pay Gap Hourly Pay YOY



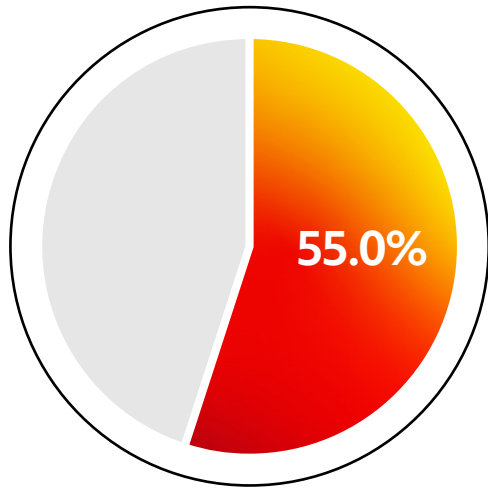
When reviewing our previous gender pay gap submission data we can see a strong downward trend of the gender pay gap in hourly pay.

Pay quarters

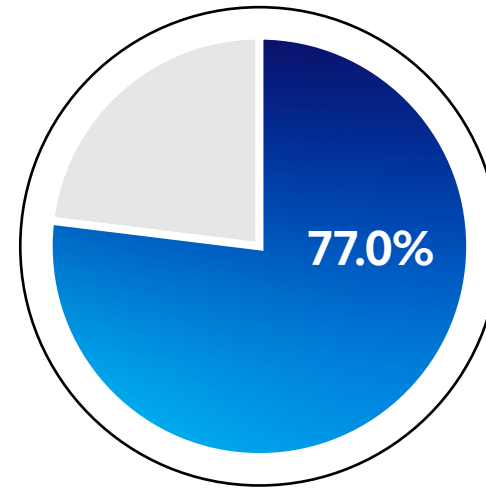


Pay quarters

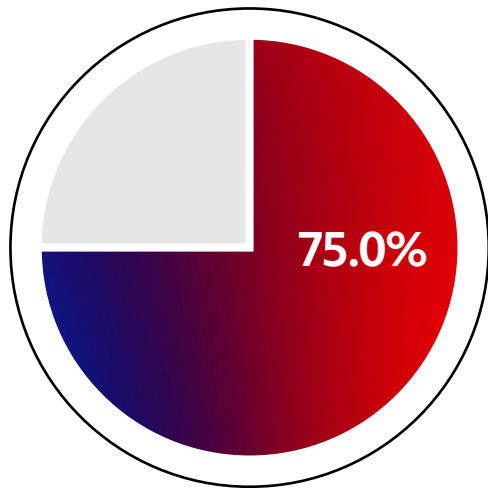
Pay quarters show the percentage of men and women in 4 equally-sized groups based on their hourly pay. They indicate how women are represented at different levels of the firm. In the Ward Hadaway, for the submission period, women made up:



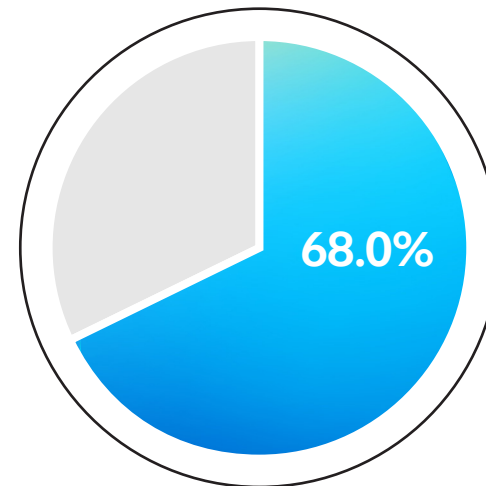
55.0% of employees in the upper hourly pay quarter (highest paid jobs)



77.0% of employees in the lower middle hourly pay quarter

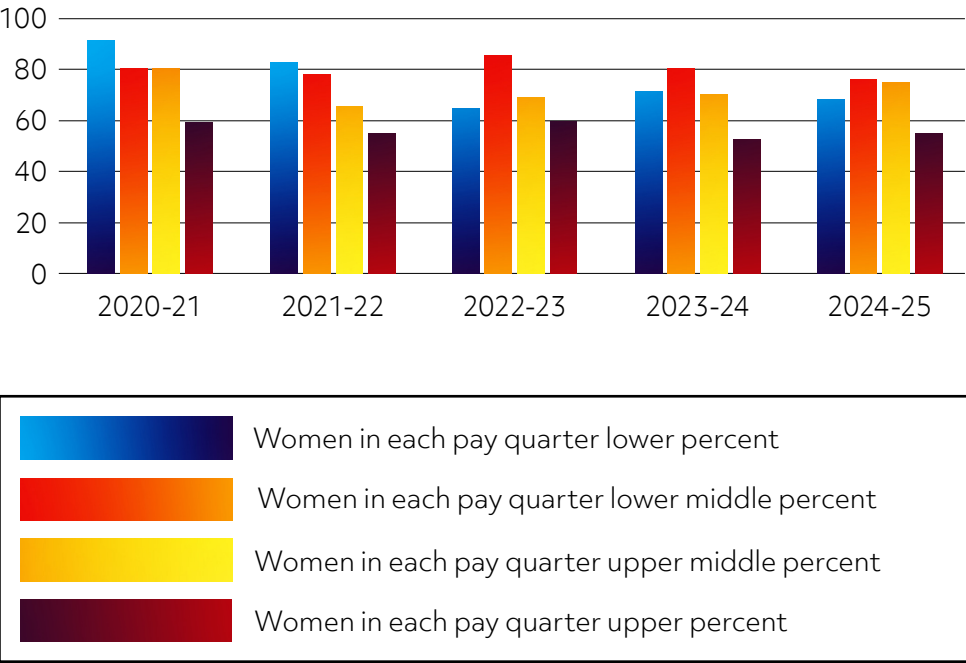


75.0% of employees in the upper middle hourly pay quarter



68.0% of employees in the lower hourly pay quarter

Women in each pay quarter YOY

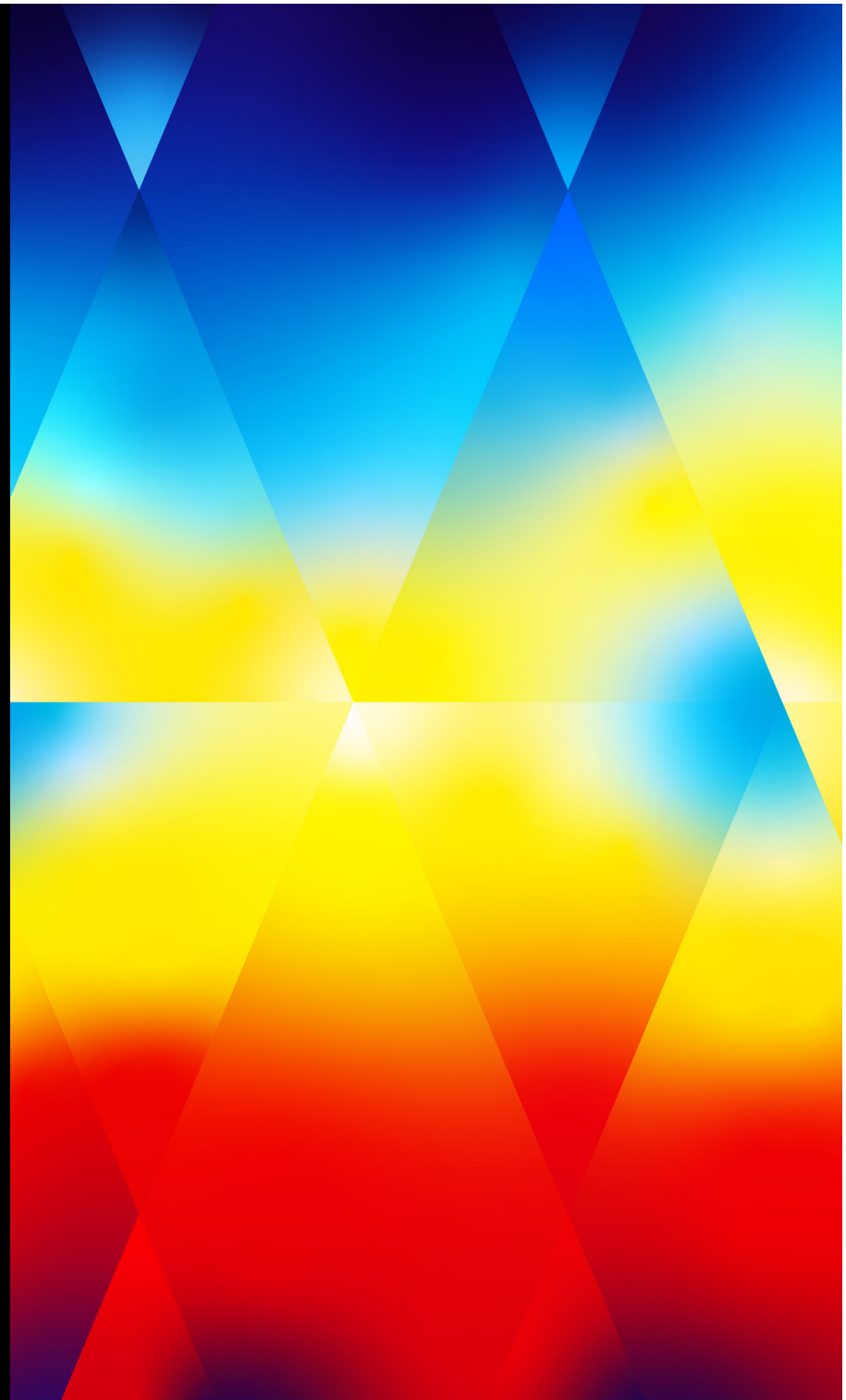


Since our 2020-2021 submission we can see the gender split in each quarter has become more balanced with a significant reduction of women in the lower quarter pay section. This data shows women are progressing more into the upper middle pay quarters.

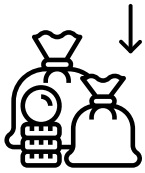
Data shows the number of women in the lower pay quarter has reduced from 92% for the reporting period 2020-21 to 68% for the reporting period 2024-25.

We can also see an increase in women in the upper middle pay quarter from 53% for the reporting period 2020-21 to 75% for the reporting period 2024-25.

Bonus pay



Bonus pay



Women's median bonus pay was 13.32% lower than men's – this means they earned 87p for every £1 that men earn when comparing median bonus pay.

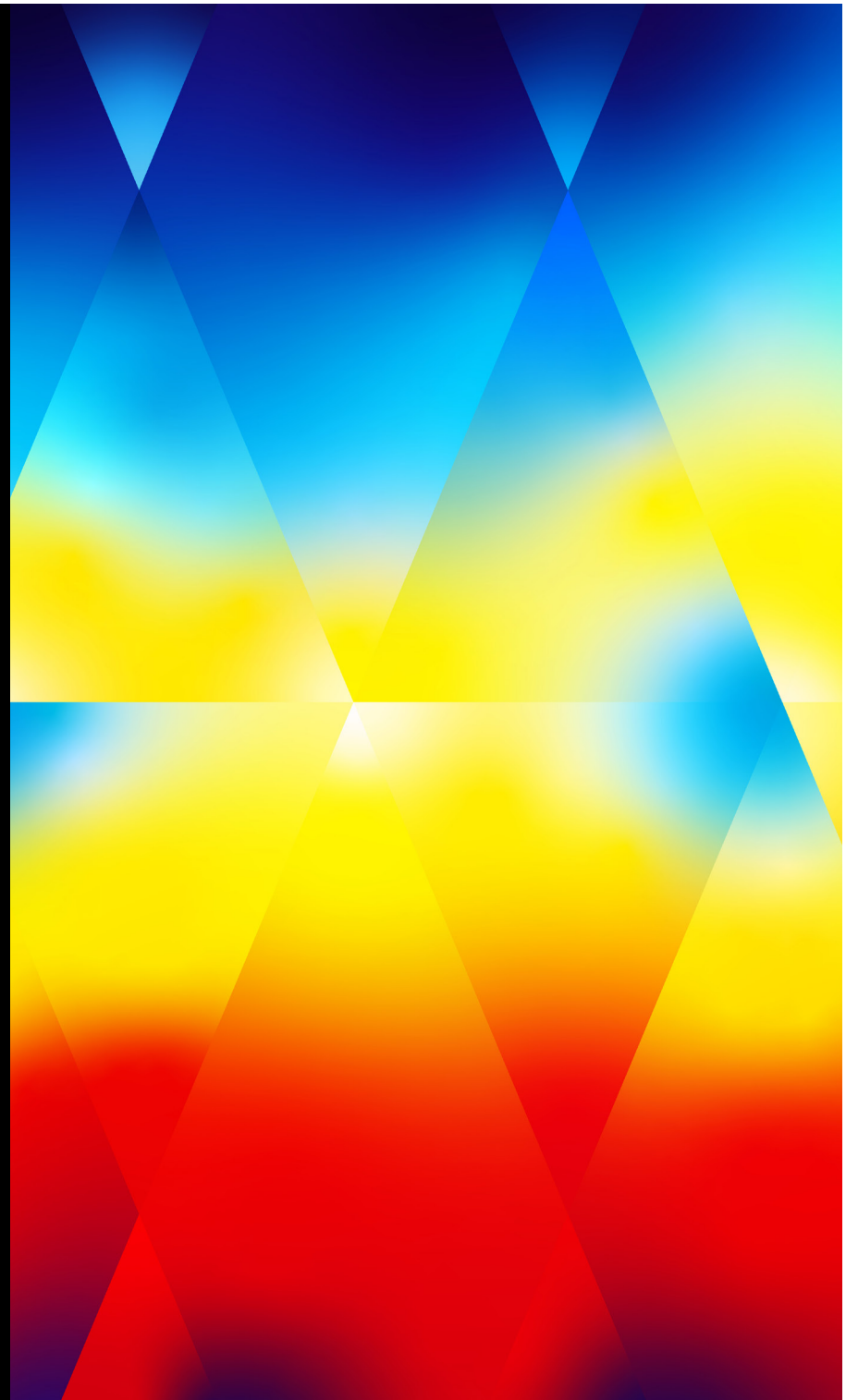


Women's mean (average) bonus pay was 4% lower than men's.



99.0% of women and 98.0% of men received bonus pay.

Actions



Actions

We are committed to narrowing our gender pay gap and recognise a range of initiatives being implemented as part of our People Strategy, underpinned by our values and behaviours, will reduce the gap.

We understand the work we are doing takes time and our approach in completing change from a people perspective is to be transparent, building habits and make gradual change which makes change sustainable. Whilst there's still work to do, the data shows the changes we are making is having a long term impact on creating equity within the firm and reducing our gender pay gap.



Embedding Values and Behaviours

We communicated internally in late 2024 our plans to embed our values and behaviours more deeply into our people processes beginning with a focus on recruitment and performance management. We believe this will help ensure recruitment and development decisions reflect the qualities we value and promote equity.



Enhancing Performance Management

We have introduced more frequent and reflective conversations between managers and colleagues. These discussions include performance-related metrics such as financial performance and KPIs, promoting continuous development and more consistent performance evaluation. Each conversation now involves a reflection on values and behaviours and how to take steps to embed behaviours in to day to day working. This approach will in turn support fairness, transparency and objectivity in decision-making around reward and recognition.

Actions



Refining Pay Review, Promotion, and Succession Planning Processes

We are reviewing and refining these critical talent processes to ensure they are objective, transparent, and aligned with our values. The aim is to ensure that employees who exemplify Ward Hadaway's values and behaviours are recognised and rewarded accordingly, regardless of gender. As a result, linked with the more regular and reflective performance conversations, there will be a clearer link between performance outcomes and progression opportunities.



Long-Term Talent Development

We have made changes to our Emerging Talent approach as a whole, and with our early career development programmes we expected to positively influence gender balance at more senior levels over time. We recognise that closing the gender pay gap is a long-term endeavour and are committed to sustaining our efforts.



Benchmarking and Peer Review

We continually review our internal progress alongside external benchmarks within the legal sector. This comparative analysis ensures our actions remain proactive, relevant, and aligned with best practices, allowing us to evolve in step with or ahead of the sector.

We are confident that these measures will contribute meaningfully to reducing our gender pay gap over time, and we remain committed to transparency, fairness, and inclusive growth.

Ward Hadaway LLP is a limited liability partnership registered in England and Wales under number OC430614. Registered office: Sandgate House, 102 Quayside, Newcastle upon Tyne, NE1 3DX where a list of members' names is available for inspection. We use the word "partner" to refer to a member of Ward Hadaway LLP. Authorised and regulated by the Solicitors Regulation Authority (No.817773).

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