

# Gender pay gap report 2017



## Statutory disclosures

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with 250 or more employees to publish their gender pay gap data annually.

## Gender pay gap

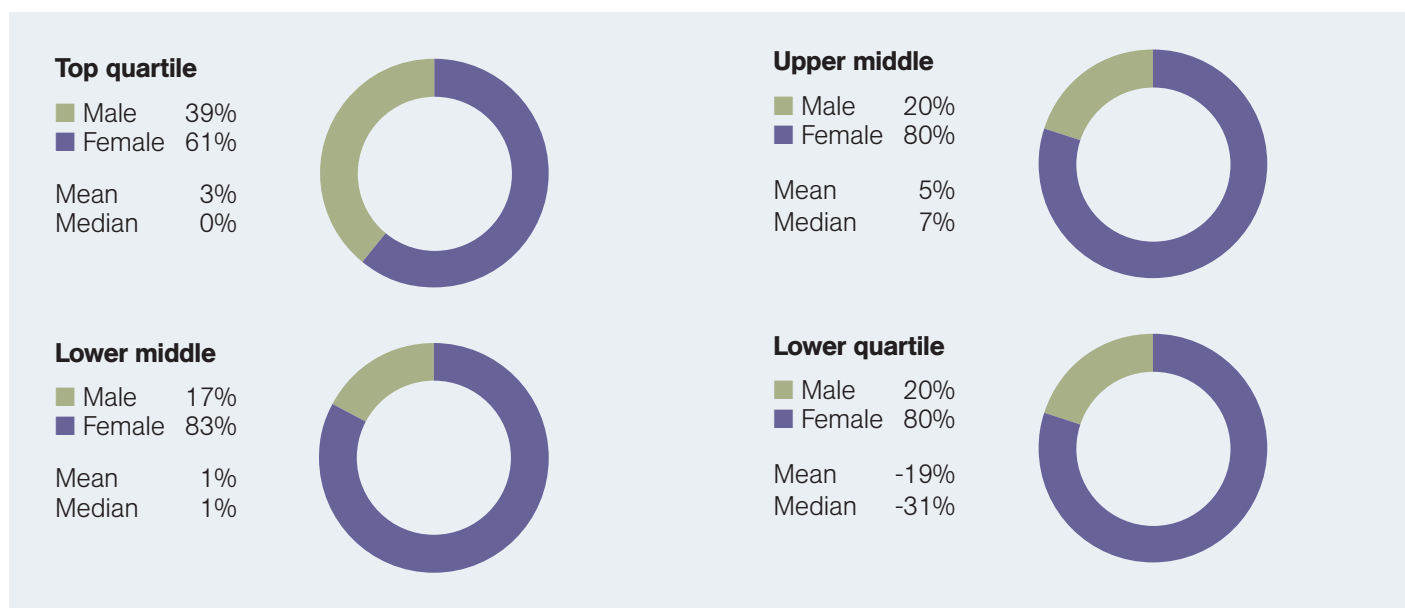
Based on the statutory reporting requirements, the firm's gender pay gap data as at 5 April 2017 was as follows:

	Mean	Median
Hourly pay	13.7%	20.0%
Bonus paid	29.6%	17.5%

	Male	Female
Proportion of employees receiving a bonus	88.5%	85.0%

## Gender distribution

Proportion of females and males in each hourly pay quartile.



## Understanding our results

The statutory data consists of 261 employees as at 5 April 2017; partners are not included. As has been observed across the legal sector, the gender pay gap data is impacted by the type of roles within the firm.

### Secretarial roles

72 of our employees were secretarial staff and of those 72, 71 were female. As with most law firms, secretarial pay is materially lower than that of solicitors. If secretarial roles are excluded from the data, the hourly pay gap is reduced as follows:

Mean	Median
4.5%	5.0%

**Note:** The small sample size may mean these results are not statistically significant.

### Part-time working

The statutory reporting requirement for the bonus pay gap is based on the absolute amount of bonus paid, regardless of whether the employee is full or part-time and regardless of grade. We provide opportunities for flexible working where we can and have significant numbers of part time-staff, 96% of whom are female.

### New recruits

Our bonus scheme rewards all employees, irrespective of role or grade. The only exceptions are those who have recently joined the firm or are working notice periods. As at 5 April 2017, a greater proportion of new recruits were female than male, and these recruits had not been eligible for bonuses in the reporting period.

*“We are by no means complacent but in our firm, as with a number of comparable firms, gender issues (insofar as they arose at all within our culture) were addressed many years ago. It is noteworthy, for example, that half of our elected Board members are women. Why would they not be?”*

*Our main effort now is in relation to social inclusion where, although we have made good progress and are probably more inclusive than many top 100 firms, work remains to be done.”*

## Partner pay gap

The statutory reporting requirements only include employees, so partners are excluded. The firm has 61 partners, all of whom are equity partners. The gender pay gap for partners, based on total profit share was as follows:

Mean	Median
15.0%	2.0%

The mean difference in partner remuneration reflects a greater proportion of the longest serving partners being male - a sign of the gender balance of admissions to the profession in the last century. 43% of all partners are female while 48% of partners under 60 are female. If those partners over 60 are excluded the gap is reduced as follows:

Mean	Median
8.0%	-7.0%

With such a small sample size, the data can be significantly impacted by the position of one or two individuals. For example, if the highest and lowest earning partners are excluded, the gender pay gap data is reduced as follows:

Mean	Median
0.8%	-10.0%



I confirm that the data in this report is accurate.

**John Gould** | Senior Partner