

This is our annual gender pay gap report for the snapshot date of 5 April 2020.

- Our mean gender pay gap is 21%.
- Our median gender pay gap is 40%.
- Our mean gender bonus gap is 15%.
- Our median gender bonus gap is 21%.
- The proportion of male employees receiving a bonus is 84% and the proportion of female employees receiving a bonus is 91%.

Table 1: Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Females	Males	Pay quartiles
A	92%	8%	Lower quartile
B	90%	10%	Lower middle quartile
C	84%	16%	Upper middle quartile
D	72%	28%	Upper quartile

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Table 2: Detailed figures - hourly pay by grade

HOURLY PAY BY GRADE				
MEAN				
Average of hourly rate	Column Labels			
Row Labels	Female	Male	Grand Total	Gender Gap %
Administration	12.65	12.68	12.65	0%
Administration Manager	26.18		26.18	
Associate	32.17	31.16	31.93	-3%
Legal Professional	24.79	26.29	25.21	6%
Paralegal	15.99	13.47	15.73	-19%
Salaried Partner	39.25	37.60	39.05	-4%
Secretary	13.70		13.70	
Senior Manager		50.24	50.24	
Trainee	14.13	14.57	14.40	3%
Grand Total	18.58	23.50	19.34	21%
MEDIAN				
Grade	Female	Male		Gender Gap %

Administration	12.76	10.46		-22%
Administration Manager	28.33			
Associate	32.17	30.66		-5%
Legal Professional	24.53	25.87		5%
Paralegal	15.565	13.69		-14%
Salaried Partner	38.33	37.6		-2%
Secretary	14.1			
Senior Manager		50.235		
Trainee	14.13	14.13		0%
BONUS BY GRADE				
MEAN				
Average of bonus total	Column Labels			
Row Labels	F	M	Grand Total	Gender Gap %
Administration	457.86	398.41	448.85	-15%
Administration Manager	1,900.00		1,900.00	
Associate	2,097.00	2,045.26	2,084.83	-3%
Legal Professional	1,566.73	948.64	1,396.75	-65%
Paralegal	626.66	488.33	612.35	-28%
Salaried Partner	2,266.01	-	1,982.76	
Secretary	388.03		388.03	
Senior Manager		4,250.00	4,250.00	
Trainee	126.67	326.59	251.62	61%
Grand Total	882.07	1,038.90	906.14	15%
MEDIAN				
Grade	Female	Male		Gender Gap %
Administration	415	500		17%
Administration Manager	1500			
Associate	1556.02	1875		17%
Legal Professional	660	920		28%
Paralegal	565	400		-41%
Salaried Partner	1750	0		
Secretary	415			
Senior Manager		4250		
Trainee	105	415		75%

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We carry out regular pay and benefits audits and evaluate job roles and pay levels to ensure fairness.

The generalised mean and median figures both suggest a gender pay gap, of 21% and 40% respectively for basic pay and of 15% and 21% respectively for bonus pay. However, these generalised figures are misleading, in that the gap is not due to a difference in pay between genders for the same grade of job. Rather, it is due to staff in secretarial roles being exclusively female.

The more detailed figures provide the same analysis, but for each level of seniority within our firm, both for support staff and for qualified legal staff.

For legal staff on both a mean and median basis, the figures show that female staff were paid more than male staff at Associate, Paralegal and Salaried Partner level. The reverse was true in the more junior category of Legal Professional.

For administration staff, there was no gap on a mean basis. On a median basis female staff were paid more. There were no male secretaries and only one senior manager who is male, so no comparison data arises.

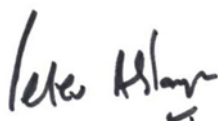
We are committed to fair pay based on role, merit, seniority, performance and market data. We review our pay annually on this basis.

Ongoing initiatives

- **Flexible working policy:** The firm's flexible working policy is clear in that we will consider requests from **all** employees to work flexibly, regardless of their role, level of seniority, length of service, and that flexible working is not just part-time working.
- **Career development structure/leadership and management training:** The firm is reviewing its career development structure to provide increased opportunity for everyone to progress and be promoted to senior roles within the firm.
- **Steps to promote gender diversity:** As part of the firm's future review of Diversity & Inclusion, it is intended that we initially create an evidence base which will include gender monitoring in people processes such as recruitment, career development and promotion, flexible working and returning from maternity or other parental leave.

I, Peter Taylor, Managing Partner, confirm that the information in this statement is accurate.

Signed:

A handwritten signature in black ink, appearing to read 'Peter Taylor', with a small mark below the name.

Date: 30 March 2021