

Gender Pay Gap Report 2018

Last year, we published our first gender pay gap report, setting out the difference in hourly pay between men and women across the business. At the snapshot date for 2018's report our mean gender pay gap is **12.7%**. The action we have taken means that our gender pay gap won't change overnight. The latest UK data shows a minimal decrease in the gender pay gap over the last decade, and we have focused on positive changes for our people which we believe will 'feel fair' and reduce our gap in the future.

The majority of our employees work in professional practice and salaries are based on professional qualifications and experience. Our gender split for the whole firm this year is identical to 2017 at 42% male, 58% female. This report relates to the data for the snapshot date of 5th April 2018, calculated and set out according to the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Pay and Bonus Gap

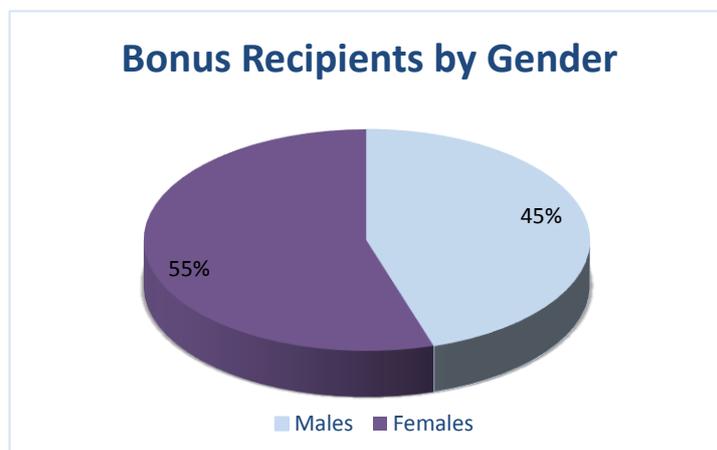
The difference between men and women, the pay gap

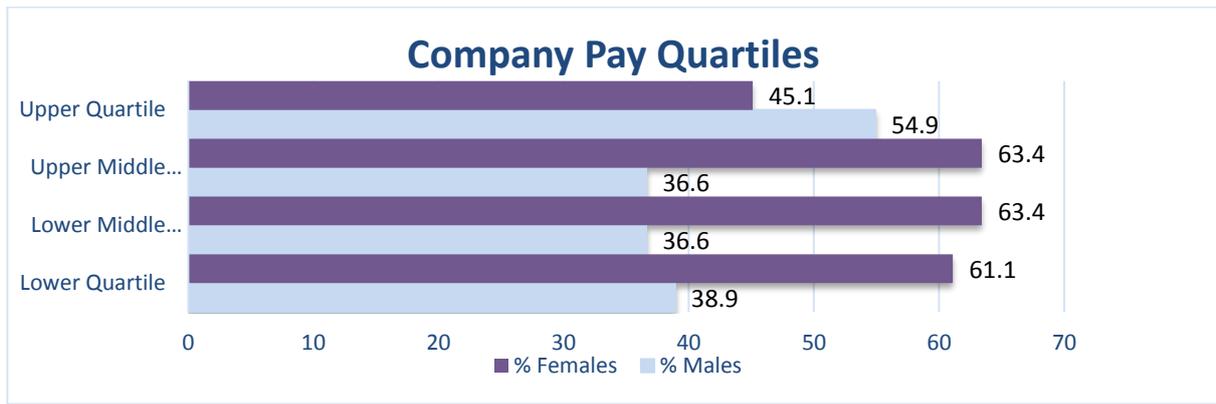
	Mean	Median
Hourly fixed pay	12.7%	11.0%
Bonus*	28.7%	50.0%

* We don't currently operate a bonus scheme. Bonus for the purposes of this report refers to our Recommend a Friend Recruitment Referral Scheme and Reward for Referral (client referral) Schemes, and the Suggestion Schemes. These schemes are voluntary schemes open to all employees and the resulting payments/vouchers are not related to salary, but to referrals made.

Proportion of employees receiving a bonus in the twelve months to 5th April 2018

Male	Female
13.4%	16.3%





The steps we are taking won't impact the results right away. We have made some positive changes and this has been recognised with our award-winning wellbeing programme. Our primary driver has been the wellbeing of our people, part of which has included introducing enhanced family pay, supporting families and having no stipulation on hours or salary when we advertise our vacancies.

The majority of non-client service roles are largely comprised of non-technical roles and the majority of employees in these roles are women. This can be seen above in the table depicting pay quartiles by gender. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile. However, 61.1% of our employees in the lower quartile are women and 38.8% men. The percentage of male employees throughout the remaining quartiles remains fairly consistent with this, but the gap shifts in the upper quartile to 54.9% of men amongst the highest paid in the business which is fundamentally where our biggest gap exists with one factor being length of service. In our current recruitment there is no gender preference in selection or pay and as time passes this policy will influence positively future gender pay gaps.

We remain passionate about fairness, equality and inclusion and over the last 12 months we've been committed to investigating and understanding the reasons for our gender pay gap. We have scrutinised our data and have identified priority actions that we believe will reduce our gap, such as a radical overhaul of our flexible working programme.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. We will continue to invest time in looking at our talent and salary frameworks, recruitment processes and the wellbeing of our people, which is being measured by finding out what is important to them and rewarding them accordingly.

Whilst we are committed to reducing our gender pay gap, we believe a much more important strategy is to continue to investigate and explore ways to improve working lives for all of our people.

I confirm that the data reported is accurate.

J. D. Woolston
 Managing Partner
 27th March 2019