

# Gender pay gap report 2022

Leigh Day

At Leigh Day we continue to be committed to equal pay for all staff and ensuring they have equal opportunities for career progression and equal access to interesting and rewarding work.

Women are in the majority in all roles across Leigh Day, up to and including Equity Partner. This continues to be unusual compared to other firms in the legal sector.

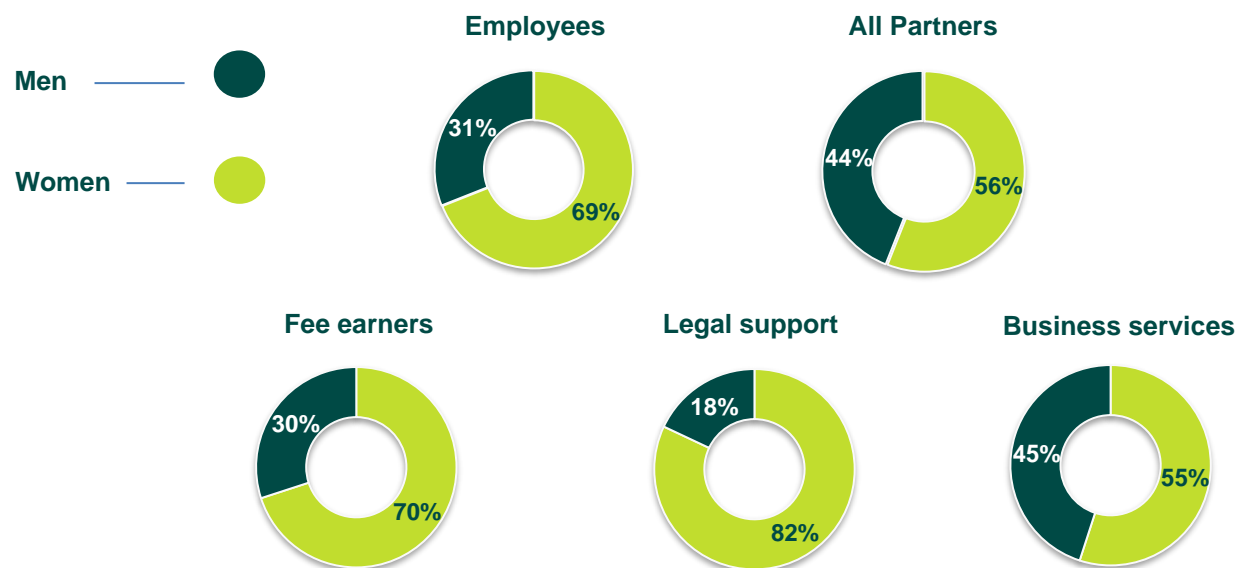
At the most senior level of partnership, 33% of roles on the firm's Management Board were held by women and 66% by men at the snapshot date. At senior level within our business services teams (Director and Head of), 62.5% were women and 37.5% were men at the snapshot date.

We have 55 Partners in the firm (both salaried and equity) of whom 31 are women and 24 are men.

Please note that all figures provided in this report are accurate as at the snapshot date of 5 April 2021.

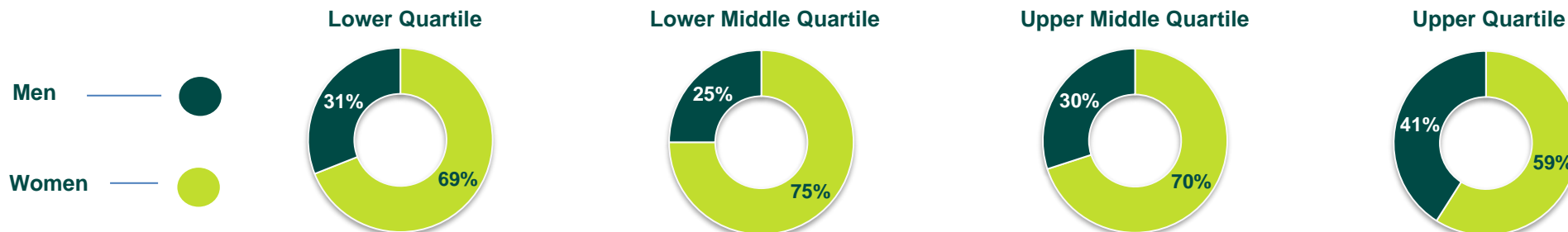
## Gender balance within the firm

Relative to fee earners and the gender balance of the firm as a whole, we have proportionately fewer men in legal support roles and a broadly equal number of men and women in business support roles.

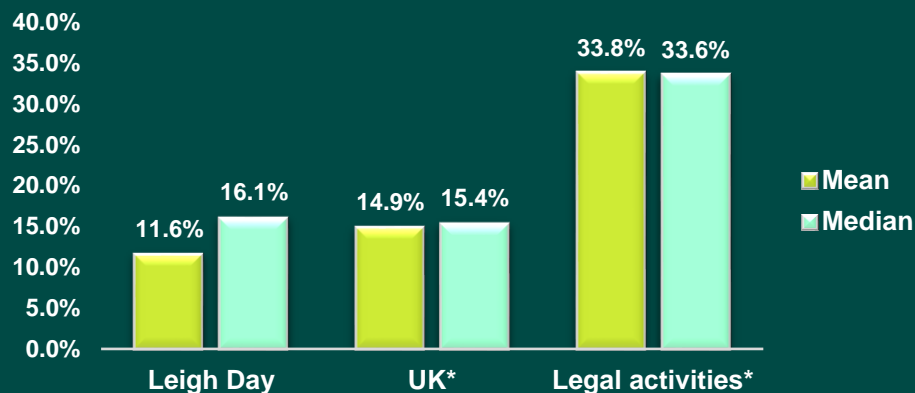


## Pay Quartiles

More women than men are employed in every pay quartile, with women at a slightly higher proportion in the lower quartiles. The percentage of women in the upper middle quartile increased by 4% from the previous year, however, the number of women in the upper quartile decreased by 3% from the previous year. The lower quartiles include roles such as paralegals, trainee solicitors and secretaries. This contributes to the disparity in our average salary rates for men and women overall.



## Gender pay gap



\*Both benchmarks are taken from the Office for National Statistics gender pay gap dataset 2021

### Pay

We have seen a slight decrease in the mean gender pay gap but an increase in the median gap (figures at April 2020: mean 11.7% and median 14.7%). Our figures are in line with national gender pay gap figures and continue to compare favourably to those in the legal sector.

However, we recognise that there is still work to be done to ensure our pay practices remain fair and free from gender bias in line with our core values.

Year on year we expect there to be fluctuations in our pay gap figures as they are sensitive to even slight variations in the number of men and women in any one category.

Women paid bonuses	81.5%	Men paid bonuses	79.1%
Mean bonus gap	6.8%	Median bonus gap	0.0%

### Bonus

We are pleased to see that there is no median bonus pay gap again this year, however, our mean pay gap has slightly increased. Annual discretionary bonuses are generally awarded based on length of service so the difference in the proportion of men and women receiving a bonus reflects those with a lower length of service who were therefore not eligible for a bonus. We also pay time recording bonuses to fee earning staff based on their recorded hours.

### Steps we have taken to ensure we pay staff fairly

- We are a signatory of the Women in Law Pledge, to promote gender equality.
- We have developed a clear pay policy, agreed by our Management Board, which outlines our pay positioning and commitment to equal pay
- Our solicitors, paralegals and legal support staff are paid on incremental pay scales which reflect their level of experience. This is supported by our work to benchmark our salary scales for legal staff against the market, thus removing any personal bias from the review process. Analysis of our pay data has confirmed this process to be effective in maintaining a low pay gap for these roles
- We benchmark our other non-legal roles against the market to ensure that all our roles are rewarded appropriately and that pay is benchmarked against similar roles in other law firms. Again, this facilitates objectivity in the decision-making process
- Annual bonus payments are non-contractual and awarded as a set figure to all staff with a minimum length of service. Bonuses are pro-rated for part-time staff.

We will:

- continue to **collect and analyse a wide range of pay and reward-based** data to assist in the identification and explanation of potentially unfair practices that result in differences in the pay and bonuses awarded to different genders
- continue to **develop an action plan** with clear objectives relating to any potentially unfair practices identified above
- continue to **monitor our pay, reward and promotion processes for objectivity and fairness** and to ensure that any one gender is not at a disadvantage relative to another
- continue to **monitor our recruitment practices/external appointments** both at the higher and lower levels across both fee-earning and non-fee-earning populations to ensure there is no gender bias
- ensure we **promote roles at all levels in a gender neutral manner**.

We intend to undertake a full report of changes in our gender pay gap over the last five years of reporting to discover whether we have met the aims of the firm in relation to our stated aim of fair pay for all staff.

**Chris Benson**  
Managing Partner

## Appendix: Comparison to previous years

### Gender pay gap

	Mean gender pay gap	Median gender pay gap
5 April 2021	11.6%	16.1%
5 April 2020	11.7%	14.7%
5 April 2019	12.9%	26.0%
5 April 2018	11.1%	13.0%

### Bonus pay gap

	Mean bonus pay gap	Median bonus pay gap
5 April 2021	6.8%	0.0%
5 April 2020	2.1%	0.0%
5 April 2019	36.2%	20.0%
5 April 2018	7.3%	0.0%