

# Gender pay gap report 2020

Leigh Day

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

As set out in last year's report, in the legal world we are unusual in that we have a majority of women at all levels up to and including Equity Partner. In our most senior roles we have a 50/50 split with a female Managing Partner and a male Senior Partner. Three of our Heads of Department are female and the other three are male. Within our business services teams, our Finance, IT and Marketing Directors are male while our HR Director is female. Our Heads of Facilities, Compliance, Learning & Development and Information & Website are all female.

We have 44 Partners in the firm (both salaried and equity) of whom 27 are female and 17 are male.

Please note that all figures provided in this report are accurate as at the snapshot date of 5 April 2019.

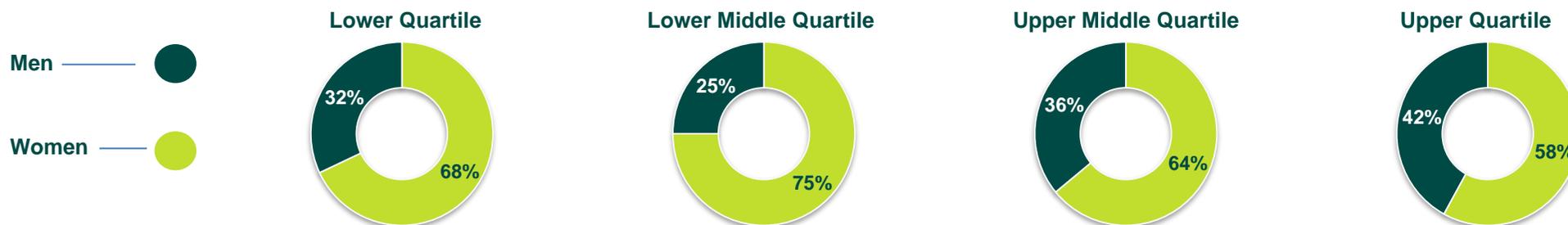
## Gender balance within the firm

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.

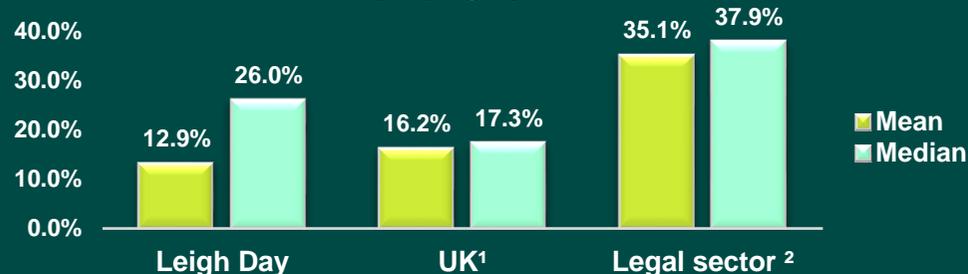


## Pay Quartiles

We employ more women than men in every pay quartile. We have seen a large increase in the proportion of females in the lower middle quartile from last year. This quartile includes paralegals, trainee solicitors, secretaries and some litigation assistants, as well as some newly qualified solicitors. This has contributed to the disparity in our average salary rates for men and women overall.



## Gender pay gap



<sup>1</sup>October 2019 Office for National Statistics Annual Survey of Hours and Earnings

<sup>2</sup>ONS figures relating to legal activities

### Pay

Both the firm's mean and median gender pay gap percentages have increased since last year (2019 figures: mean 11.1% and median 13.0%). Our figures continue to compare favourably to legal sector averages. Our mean pay gap is lower than the national average. This increase is reflective of the increased number of women in the lower middle quartile compared to last year. A number of roles in this quartile are entry level legal roles e.g. paralegal, trainee solicitors and litigation assistants. This demonstrates that more females are entering the profession and we can expect to see them progress through to the upper middle quartile as they gain experience.

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. However, we will continue to strive to ensure that our pay practices remain fair and free from gender bias, in line with our core values.

### Bonus pay gap

Women paid bonuses	87.80%	Men paid bonuses	92.19%
Mean bonus gap	36.24%	Median bonus gap	20.00%

### Bonus

89% of our staff were awarded a set figure discretionary bonus this year, based on length of service. The bonus pay gap reflects the fact that proportionately fewer women than men received a bonus because a high proportion of our new joiners in this period were women and had not therefore become eligible for the bonus. The gap is also impacted by the fact that take up of part time working is higher among female than male staff, so when the bonus is pro-rated, the amounts are lower. Additional bonuses were paid to two salaried partners – one male, one female. Although they relate to the same period, the payment to the female partner was made at a later date and therefore is not included in this data. The data is therefore distorted.

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

- 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 participation in a legal-sector pay survey, by which we benchmark our salary scales for legal staff against other law firms, 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 using an external job evaluation system. This ensures 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
- 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.

### Future steps

We will:

- **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
- **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.**
- carry out, in light of the findings of this gender pay gap exercise, an **analysis of our ethnicity pay gap** as part of a wider initiative to ensure our practices are aligned to our deeply-held values of equality, diversity and inclusion
- carry out, in the light of the findings of this year's gender pay gap exercise, **further analysis of the pay and bonus for similar jobs** to assess for any potential bias

We intend to undertake a full report of changes in our gender pay gap after 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.

**Frances Swaine**  
Managing Partner