



Gender Pay Gap report

2025

LEIGH DAY

Introduction

At the time of the snapshot, 5th April 2025, there were 752 employees at Leigh Day.

In accordance with gender pay gap reporting rules, individuals who are Equity Partners in a firm must be excluded. Only 688 employees' pay data were used for this report. This was due sickness, maternity, unpaid leave and other factors at the time of the snapshot.

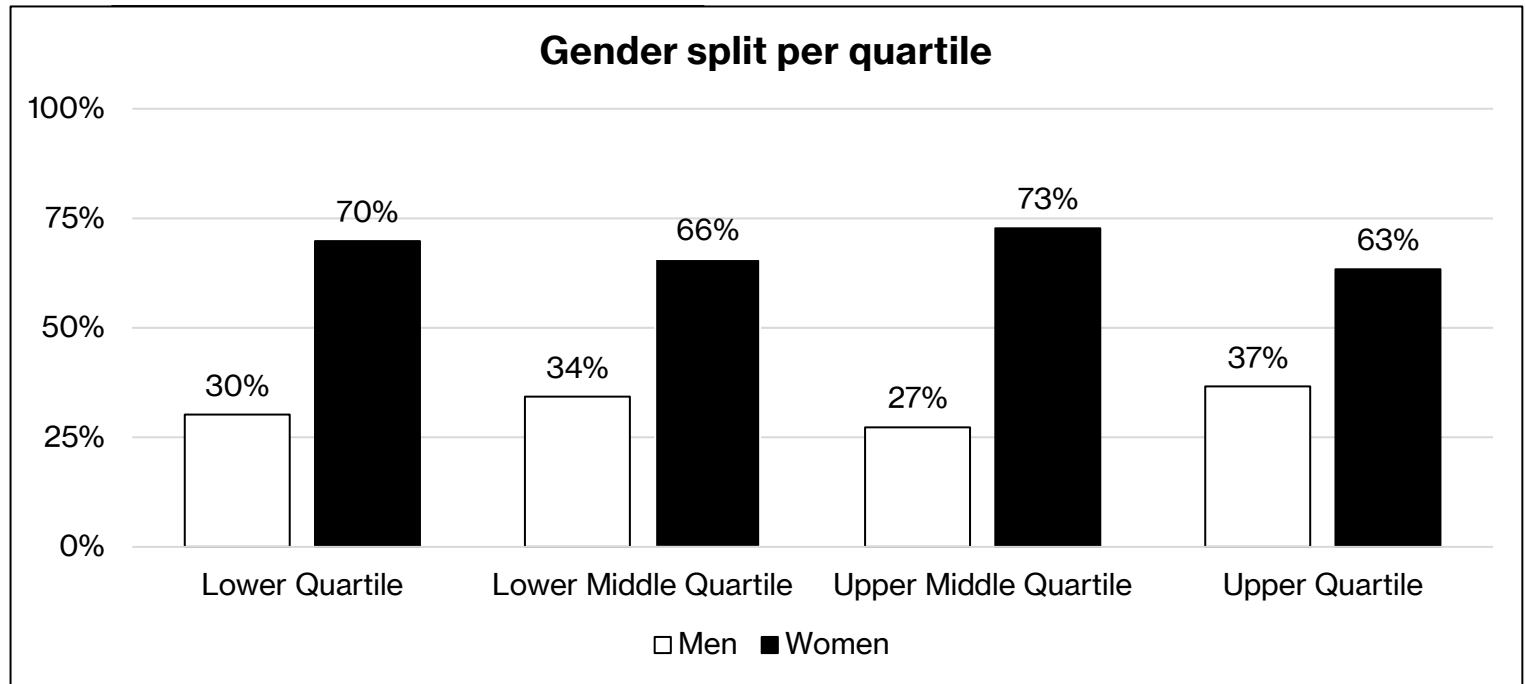
Please note that all figures provided in this report are accurate as at the snapshot date. For previous years' data please see appendix.

Pay

	Men	Women	£ Gap	% Gap
Mean Hourly Pay	£26.39	£24.78	£1.61	6.08%
Median Hourly Pay	£19.53	£19.71	£-0.18	-0.94%

- Leigh Day's mean gender pay gap has increased from 4.37% in 2024 to 6.08%
- Leigh Day's median gender pay gap has reduced from 2.97% in 2024 to -0.94%

Pay Quartiles



- There are more women than men employed in every pay quartile at Leigh Day. This reflects the gender split of the firm, which was 69% women, 31% men on the snapshot date.
- The upper quartile makes the most significant impact on our gender pay gap due to the vast ranges of salaries.
- Influential factors within our pay gap include the largest proportion of men per quartile being within the upper quartile.
- Business Management departments such as IT and Finance are male dominated and contribute significantly to the pay gap at the upper quartile level.

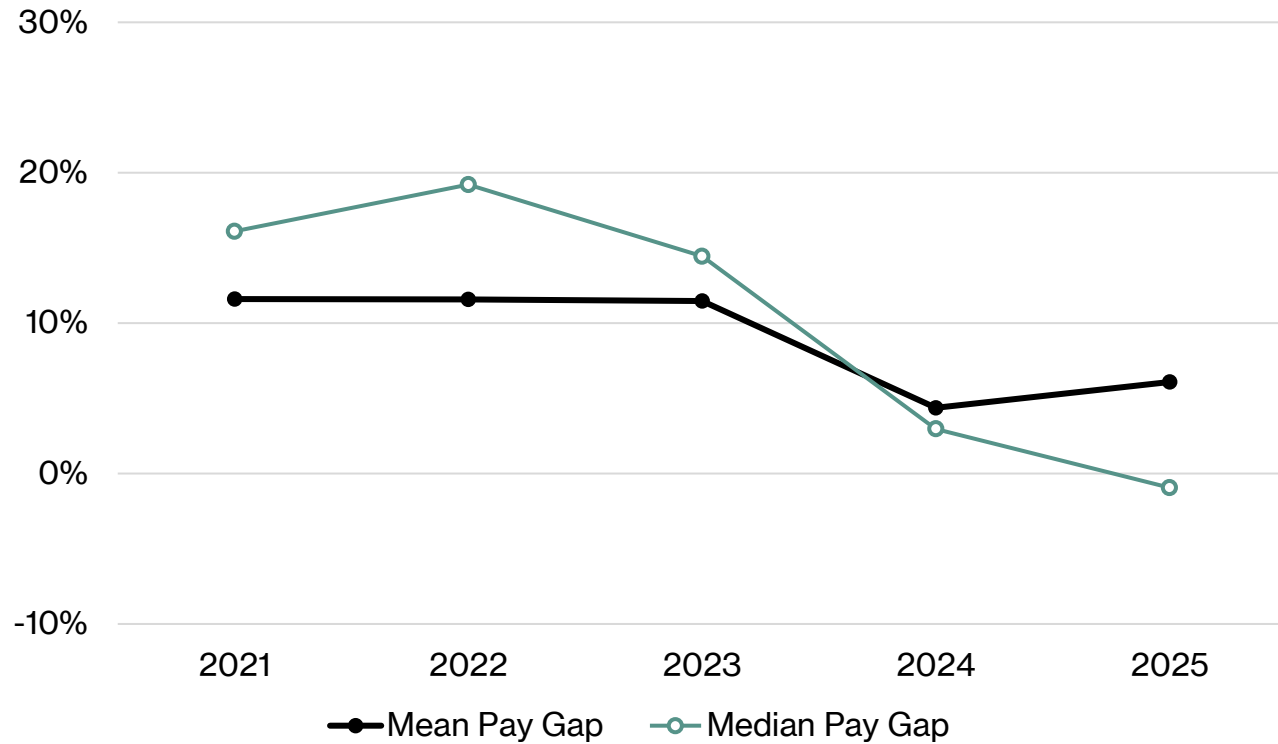
Bonus Pay

	Men	Women	£ Gap	% Gap
Mean Bonus Pay	£863.59	£693.98	£169.61	19.64%
Median Bonus Pay	£250	£250	£0	0%

- Proportion of men who received a bonus = 33.33% (75/225).
- Proportion of women who received a bonus = 36.43% (192/527).
- There is a change in the mean bonus pay gap, decreasing from 28.83% to 19.64%
- Influential factors within our bonus pay gap include length of service milestones being achieved. Additionally, the highest long-term service bonus was given to more men than women.
- The median bonus pay gap percentage remained at 0%.

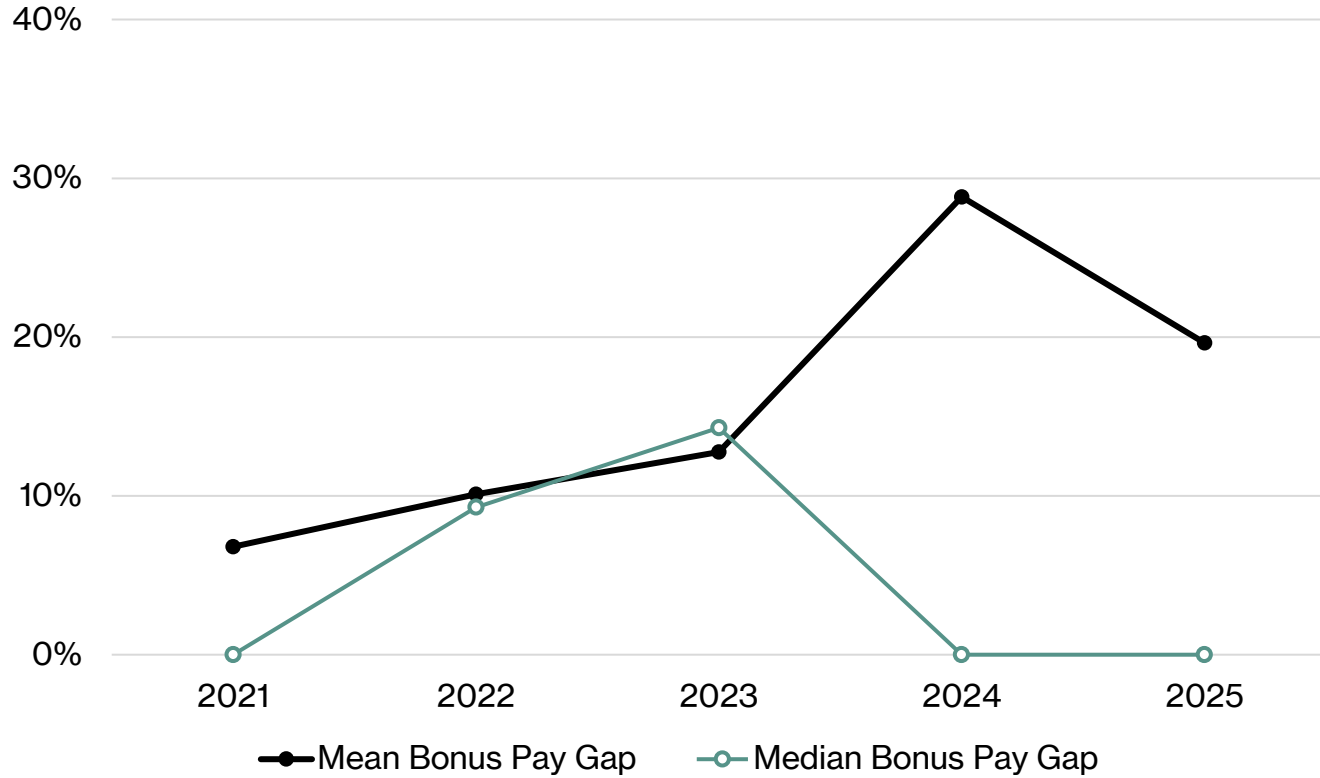
Appendix

Pay Gaps 2021-2025



Appendix

Bonus Pay Gaps 2021-2025



LEIGH DAY
LAWYERS AGAINST INJUSTICE