



# Gender Pay Gap report

2024

**LEIGH DAY**

# **Introduction**

**At the time of the snapshot, 5<sup>th</sup> April 2024, there were 717 employees at Leigh Day.**

**In accordance with gender pay gap reporting rules, individuals who are Equity Partners in a firm must be excluded. For the purposes of this report, we have included our Salaried Partners, of whom 14 are men and 20 women.**

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

# Steps we have taken to ensure we pay staff fairly

---

- We developed a clear pay policy and have seen the difference this has now made to our gender pay gap reporting.
- Continued rollout to ensure our solicitors, paralegals and legal support staff are paid on incremental pay scales which reflect their level of experience. Neither their department, type of legal work, nor gender play a part in the pay scale. This is published on our intranet.
- We benchmark other non-legal roles against the market and undertake analysis of roles across equivalent levels within Business Services
- We have developed our recruitment processes to ensure fairness and consistency.
- We have improved our internal promotion processes to ensure they follow best practice and eliminate potential for bias.



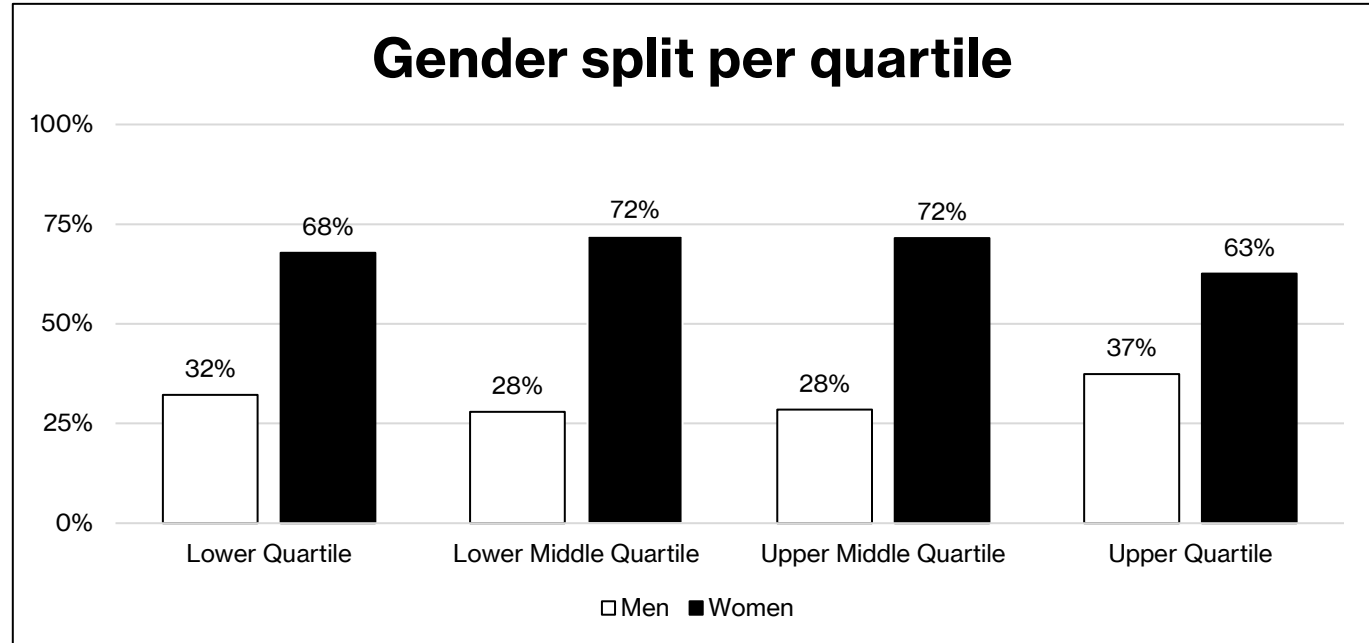
# Pay

	Men	Women	£ Gap	% Gap
Mean Hourly Pay	£24.84	£23.75	£1.09	4.37%
Median Hourly Pay	£19.30	£18.73	£0.57	2.97%

- Leigh Day’s mean gender pay gap has decreased from 11.48% to 4.37%
- Leigh Day’s median gender pay gap has reduced from 14.44% to 2.97%
- Influential factors within our pay gap include a structured salary banding in the lower quartiles compared to a broader range within the upper quartile.
- Additionally, the largest proportion of men per quartile is within the upper quartile.
- Our figures remain below the national gender pay gap figure of ≈13.1% from 2024 (ONS).
- We continue to monitor our pay practices to ensure they remain transparent, fair and free from gender bias.

For previous years’ data please see appendix

# Pay Quartiles



- There are more women than men employed in every pay quartile at Leigh Day.
- The percentage of women in the upper and upper middle quartiles has increased by 2% and 1% respectively compared to the previous year.
- The percentage of women in the lower middle quartile has decreased by 7% since 2023.
- The upper quartile makes the most significant impact on our gender pay gap due to the vast ranges of salaries however the changes from the previous year within this quartile is promising from a gender pay gap perspective.

For previous years' data please see appendix

---

## Bonus Pay

---

	Men	Women	£ Gap	% Gap
Mean Bonus Pay	£880.98	£626.95	£254.03	28.83%
Median Bonus Pay	£500	£500	£0.00	0.00%

- Proportion of men who received a bonus = 38.94% (88/226).
- Proportion of women who received a bonus = 46.14% (227/492).
- There is an increase in the mean bonus pay gap, rising from 12.77% to 28.83%
- Influential factors within our bonus pay gap include length of service milestones being achieved.
- The median bonus pay gap percentage fell from 14.29 to 0%.

For previous years' data please see appendix

---

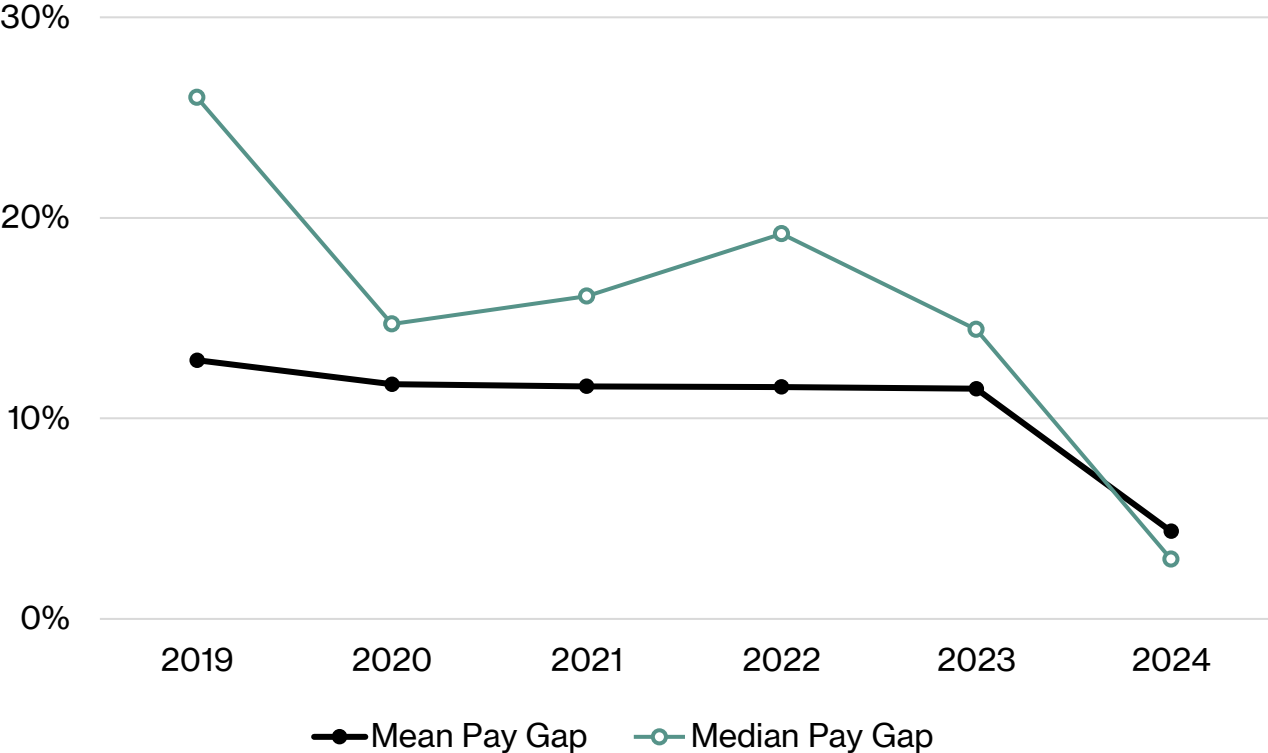
## Actions to progress in 2025

At Leigh Day we continue to be committed to ensuring all staff have equal opportunities for career progression and equal access to interesting and rewarding work. To ensure our pay practices remain fair and free from gender bias in line with our core values. We will:

- Monitor opportunities to develop our approach to recruitment, performance and progression.
- Implement a new applicant tracking system (ATS) to monitor gender and other diversity data when it comes to attraction and promotion.
- Deliver a suite of different learning and development options for women at Leigh Day e.g. e-learning, mentoring and continue to collaborate with our Women's Committee for insights and feedback.

Appendix

Pay Gaps 2019-2024





# Appendix

## Bonus Pay Gaps 2019-2024

