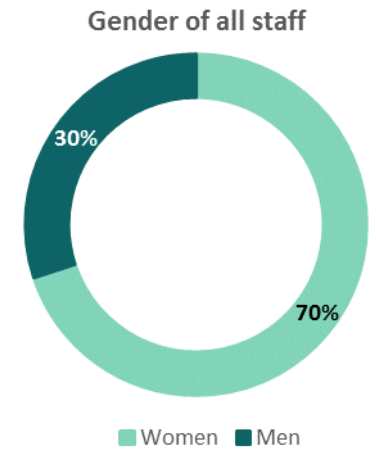


# Gender pay gap report 2022

Please note that all figures provided in this report are accurate as at the snapshot date of 5 April 2022. For previous years' data please see appendix.

At the time of the snapshot there were 497 employees with women in the majority in all roles across Leigh Day, up to and including Partner level.

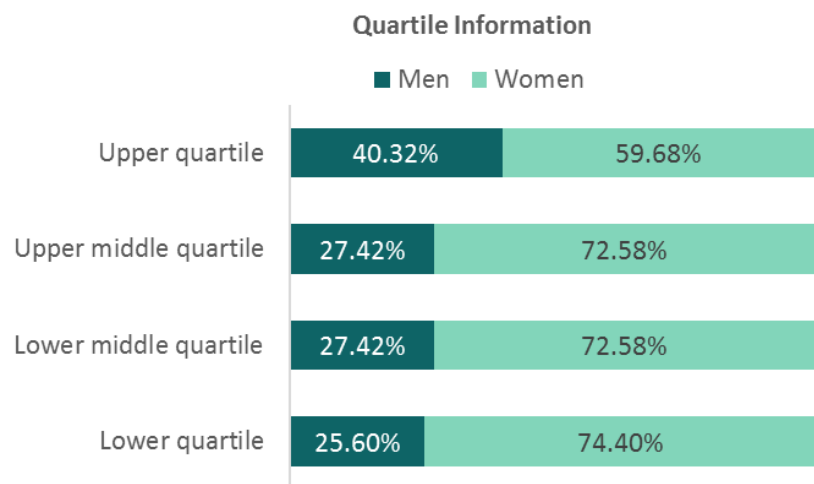
At the most senior level in the firm we have 64 Partners (both salaried and equity) of whom 30 are men and 34 are women. Individuals who are Equity Partners in a firm must be excluded and for the purposes of this report we have only included our Salaried Partners, of whom 14 are men and 13 women.



## Pay

Women's **mean hourly rate** is 11.57% less than men's. Women's **median hourly rate** is 19.21% less than men's.

We have seen no change in the mean gender pay gap compared to the previous year (April 2021: 11.6%) but a 3% increase in our median gender pay gap since 2021. According to the Office of National Statistics, in 2022 the Legal and Accounting activities sector had a 22.8% median and a 21.9% mean gender pay gap.



Leigh Day has very clear pay scales for non-qualified and qualified fee earners. For non-qualified fee earners this is based on their number of years' relevant experience and workload. For qualified lawyers the scale is based on the amount of post-qualified experience. This means that there is complete transparency in equal pay.

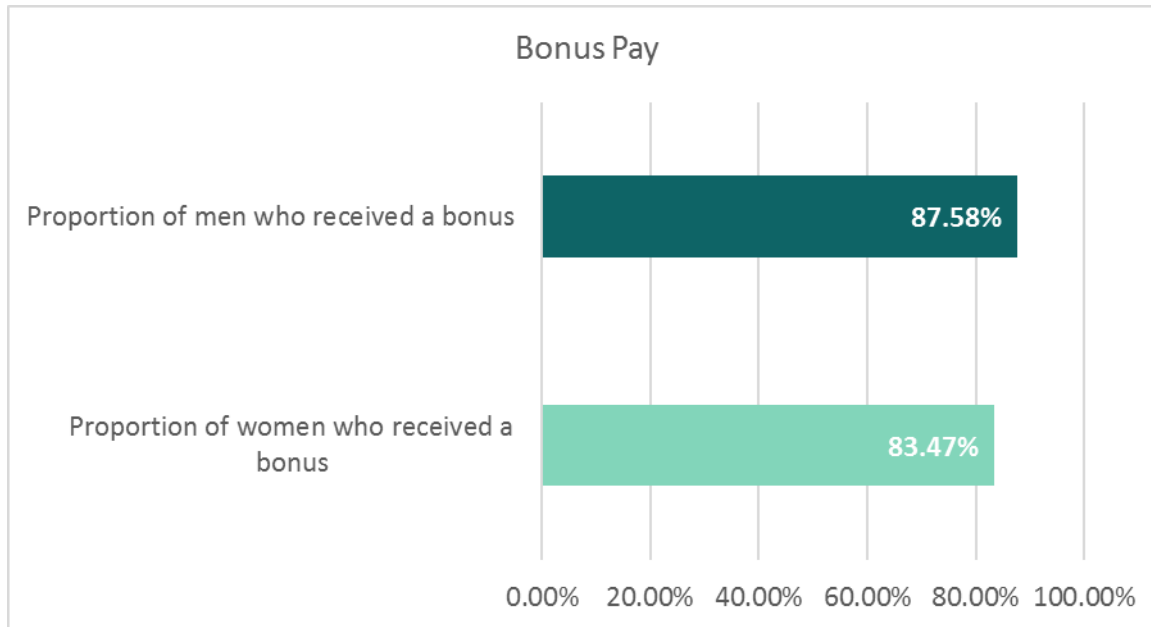
Using gender pay software, we were able to identify specifics around which job titles and business units contributed to the 2022 gender pay gap, and we have devised actions to ensure we are able to make a difference to future pay gap reporting (see page 3).

## Bonus Pay

Women's **mean bonus pay** is 10.10% less than men's.

Women's **median bonus pay** is 9.28% less than men's.

There is an increase in both the mean and median bonus figures since our last report. During the 12 month period prior to April 2022, a discretionary bonus was awarded based on length of service and pro-rated for part-time staff. For those employees who did not receive a bonus, 59 were women who were not eligible due to being in their probationary period; conversely there were only 19 men who were in their probationary period.



The discretionary bonus is a fixed amount so we can infer that the new starters joining the firm, who were predominantly women had an impact on the gender bonus pay gap.

The gap is also impacted by the fact that take-up of part time working is higher among women (88% of our part time workers are female), so when the bonus is pro-rated, the amounts are lower and for 2022 this equated overall to a difference of 30%.

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

- We are a signatory to 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 and gender plays no part in the scale. 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 professional services.
- 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.

## Actions for 2023/2024

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. 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. We are committed to the following actions for 2023-2024:

- ✓ Implement a mentoring scheme to promote ongoing personal and professional development. The scheme will be particularly beneficial for the development of women within the firm.
- ✓ Ensure all hiring managers are trained in Unconscious Bias.
- ✓ Work with an impartial expert third party to identify, if any, potential barriers we have in our promotion process to Senior Associate Solicitor.
- ✓ Pilot e-Mentoring with Networking Nuance, a specialist law firm that coaches and supports women in their legal careers.
- ✓ Work with the Women's Committee to provide a specific suite of different learning and development options for women at Leigh Day.

Chris Benson  
Managing Partner

## Appendix: Comparison to previous years

