



Gender Pay Gap report

2023

LEIGH DAY

Introduction

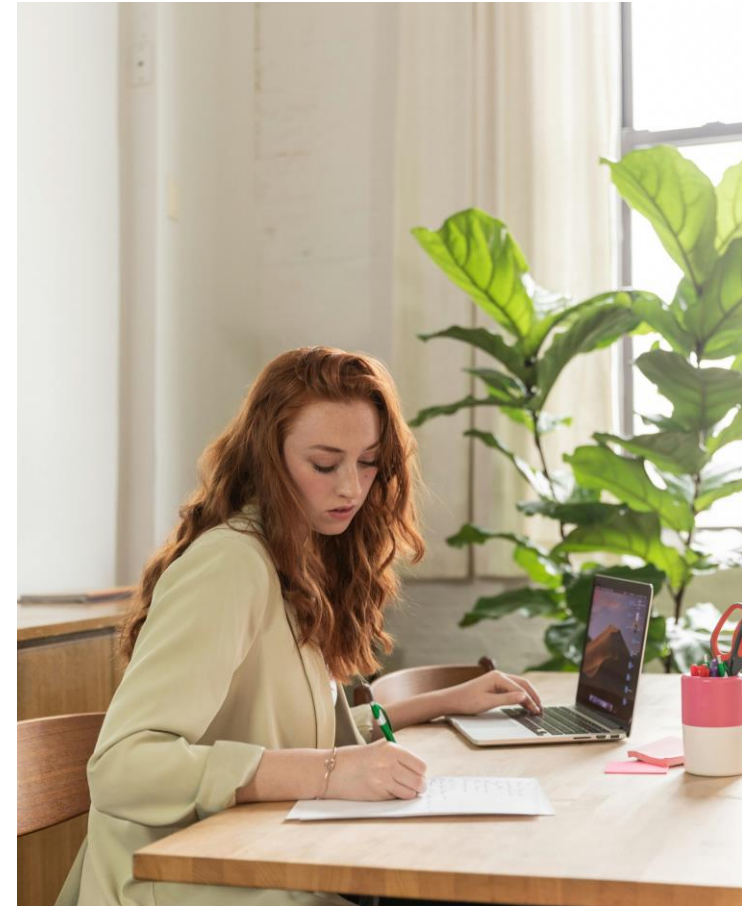
Please note that all figures provided in this report are accurate as at the snapshot date of 5 April 2023. For previous years' data please see appendix.

At the time of the snapshot there were 612 employees with women in the majority in all roles (70%) across Leigh Day, up to and including Partner level.

At the most senior level in the firm we have 67 Partners (both salaried and equity) of whom 30 are men and 37 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 12 are men and 17 women.

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. Neither their department, type of legal work, nor gender play a part in the pay scale. This is published internally on our intranet. 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 prorated for part-time staff.



Pay

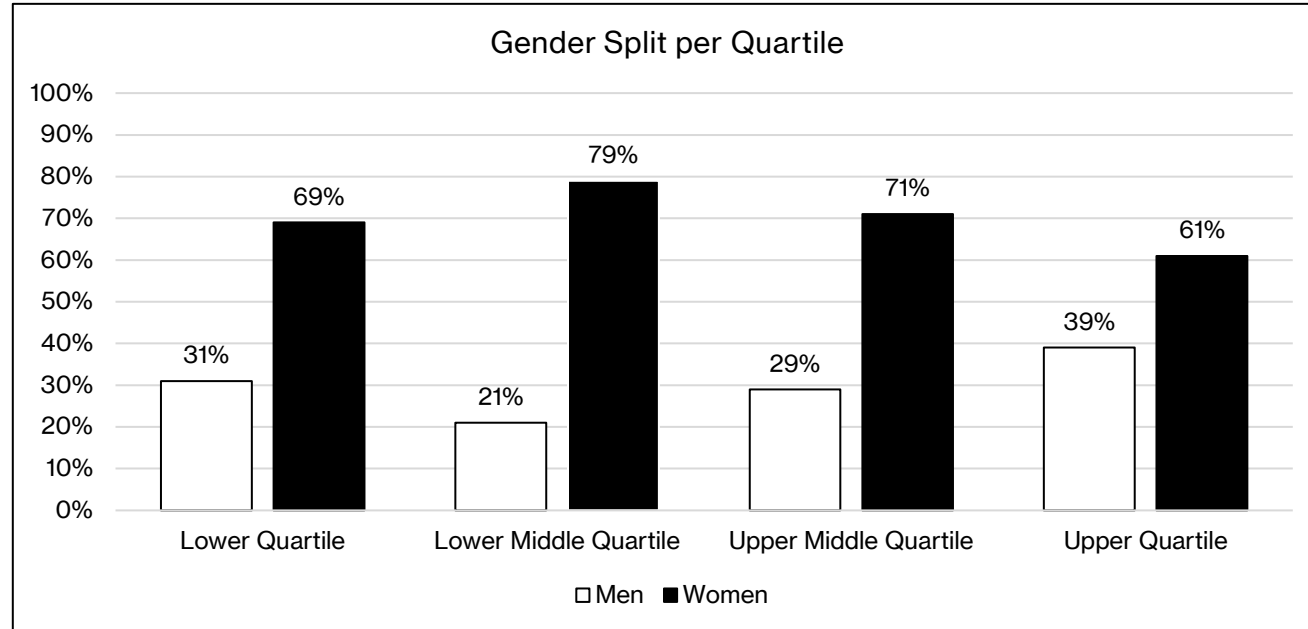
At the time of the snapshot there were 612 employees. The gender split of employees at the time was men being 30% and women 70% of the firm. At the most senior level in the firm we have 67 Partners (both salaried and equity) of whom 30 are men and 37 are women. Equity Partners must be excluded for this report, therefore we only included our Salaried Partners, of whom 12 are men and 17 women.

	Men	Women	£ Difference	% Difference
Mean Hourly Pay	£25.85	£22.88	- £2.97	11.48%
Median Hourly Pay	£20.48	£17.52	- £2.96	14.44%

- The mean gender pay gap in 2022 was 11.57% so a minimal change to this year. We have however seen a larger decrease in our median gender pay gap, previously 19.21% in 2022.
- 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 are within the upper quartile.
- Our figures remain well below the national gender pay gap figure ($\approx 14.3\%$) and compared to the legal sector ($\approx 22.5\%$) in 2023.
- 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 quartile has slightly increased compared to the previous year, whilst the percentage of women in the lower quartile has decreased.
- 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.

For previous years' data please see appendix

Bonus Pay

	Men	Women	£ Difference	% Difference
Mean Bonus Pay	£2943.95	£2568.02	£375.92	12.77%
Median Bonus Pay	£3500.00	£3000.00	£500.00	14.29%

- Proportion of men who received a bonus = **85.25%** (156/183).
- Proportion of women who received a bonus = **87.18%** (374/429). We have seen an increase in the percentage women receiving bonuses. This was 83.47% last year.
- There is a slight increase in the mean bonus pay gap percentage, rising from 10.10% to 12.77%; as well as the median bonus pay gap percentage, rising from 9.28% to 14.29%.
- Influential factors within our bonus pay gap include length of service milestones being achieved and recorded hours bonuses for fee-earning employees.
- The bonus pay gap is also impacted by the fact it is prorated. The take-up of part time working is higher among women (86.9% of our part time workers who received bonuses are women, 13.1% men), so when bonuses are prorated, the amounts are naturally lower. For part-time employees, there was a mean bonus pay gap of 23.3%. Overall, part-time employees contribute 0.70% to the mean bonus pay gap and 0% to the median.

For previous years' data please see appendix

Actions to progress in 2024/2025

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. 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 will:

- Continue to monitor opportunities to develop our approach to recruitment, performance and progression.
- Explore a structured salary banding for upper quartile roles
- Actively monitor gender data when it comes to attraction and promotion, especially for upper quartile roles.
- Provide a specific suite of different learning and development options for women at Leigh Day and collaborate with our Women's Committee for insights and feedback.

Appendix

Pay Gaps 2018-2022

	Mean Pay Gap	Median Pay Gap
2022	11.57%	19.21%
2021	11.6%	16.1%
2020	11.7%	14.7%
2019	12.9%	26.0%
2018	11.1%	13.0%

Bonus Pay Gaps 2018-2022

	Mean Bonus Pay Gap	Median Bonus Pay Gap
2022	10.10%	9.28%
2021	6.8%	0.0%
2020	2.1%	0.0%
2019	36.2%	20.0%
2018	7.3%	0.0%