



# RWK Goodman

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Gender Pay Gap  
2021/22

## Introduction

Driving Equality, Diversity and Inclusion (ED&I) is a key part of our culture, helping us to ensure we are doing right by our colleagues, clients and communities and acting with integrity and authenticity.

While we have seen a slight increase in our gender pay gap in 2022, we have a solid ED&I action plan in place to ensure colleagues of all genders and backgrounds have an equal opportunity to fulfil their potential.

## Why do we have a Gender Pay Gap?

The gender pay gap is unconnected with equal pay. It is a simple comparison of the average total earnings of our female employees compared with average total earnings of our male employees.

In common with many of our competitors, the majority of our employed workforce are female. For RWKG in 2021/22 (the year prior to merger), we had broadly the same ratio of 75% females to 25% males across all 4 earnings quartiles. We were pleased to have made some positive steps to rebalance the gender split in the lower quartile resulting in an increase of males from 18% to 25%. At the same time, however, we have seen an increase of females in the upper quartile from 66% to 78%. Counterintuitively, because of the much smaller number and proportion of male employees in all earnings quartiles, this still results in a gap in average female and male earnings.



Graham Street, Managing Partner



Amanda Dow, Director of HR

We are proud to note that  
70% of our promotions in  
2021/22 were female.

## Our Gender Pay Gap

Our mean gender pay gap is 16.6%, compared to 15.1% in 2021 and our median gender pay gap is 24.3%, compared to 21.5% in 2021.

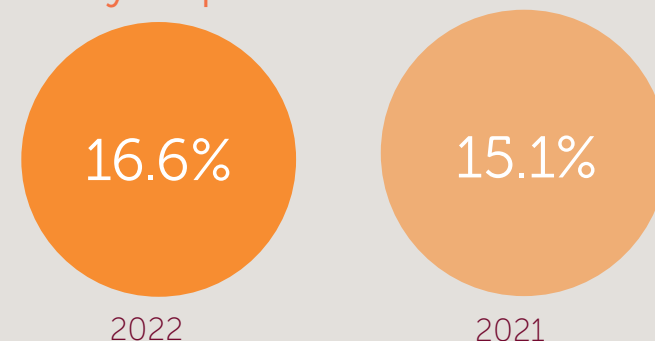
The mean calculation is based on the difference between the average gross hourly pay of all men and all women within a business, regardless of their role. The median is the difference between the mid points in the ranges in the hourly earnings between men and women.

## What about Equity Partners' Pay?

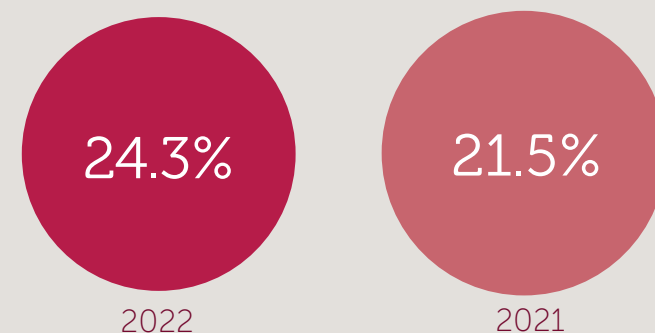
We believe in transparency to help us make a tangible impact towards Equality, Diversity and Inclusion (ED&I) issues. Because of this, we have also shown what our gender pay gap would look like if we were to include our equity partners' pay in our analysis. While this is not a statutory requirement, as equity partners are regarded as business owners rather than employees, we feel it is important to provide a useful benchmark. Partner pay can be calculated in various ways, so we have therefore used the framework provided by Gap Square, a leading provider of gender pay gap analysis, which has been adopted by many other top 100 law firms.

For 2021, our data tells us that the mean gender pay gap (including equity partners') has reduced slightly from 51% to 48% and a median reduction from 42% to 38%. Whilst we still have a higher proportion of males in the partnership occupying more senior roles as part of our talent succession planning, we have an increasing number of females entering into equity Partnership. We understand that shifting the gender balance in Partnership will take time but we are committed to achieve this and our making positive steps forward.

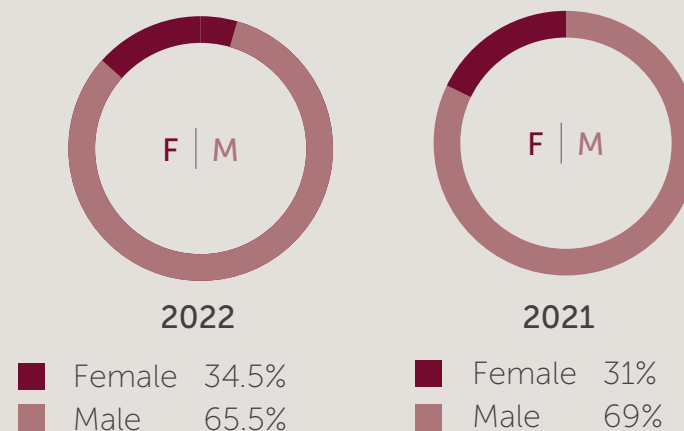
### Mean Pay Gap



### Median Pay Gap



### Proportion of Females and Males in Equity Partnership



# Actions to improve diversity and reduce our Gender Pay Gap

This report shows a snapshot of our position as of April 2022.

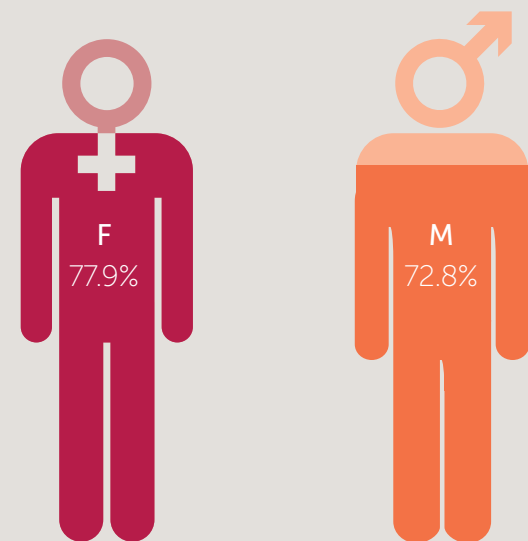
We remain committed to creating a diverse and inclusive culture and providing equal opportunities for our people.

We continue to invest in our Learning and Development (L&D) opportunities, increasing the diversity of our mentoring offerings, to enable all colleagues to develop their own careers in the way that they choose. This has been supported by the introduction of a number of new initiatives focussed on widening talent pipelines into our junior roles to improve diversity and social mobility.

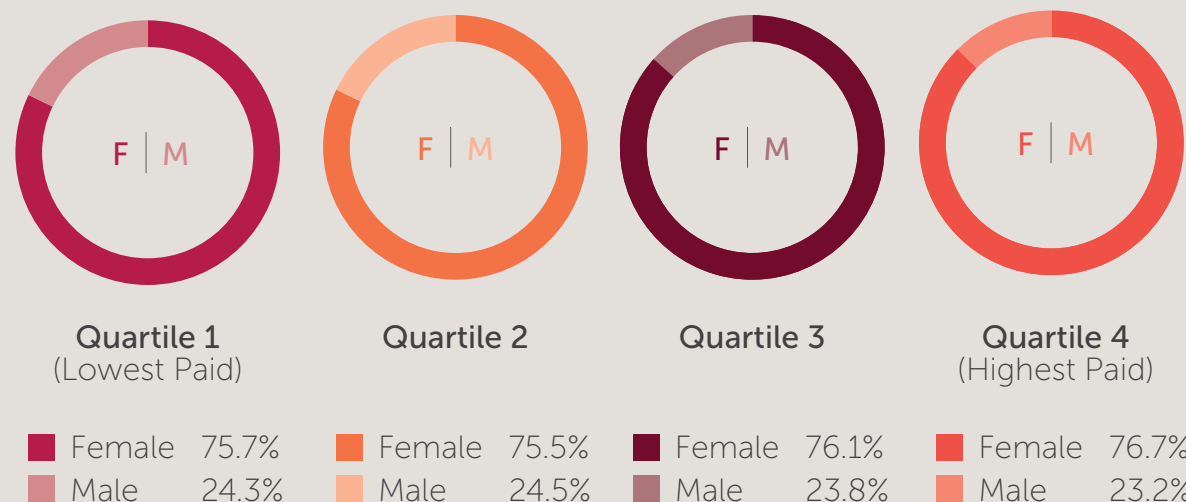
We have also launched our Thrive Pathways for Future Lawyers, ensuring we are building stronger and more diverse pipelines of talent rising up from junior positions in our firm. We also continue to empower colleagues and offer flexibility through our 2-2-1 hybrid working model, family friendly and wellbeing related policies, to ensure colleagues feel supported to fulfil their potential at each stage of their life and career. We have also reviewed pay targeted at reducing the pay ranges for our more junior roles.

Most importantly, we will continue to work hand in hand with our colleagues to ensure we are listening to their diverse views about how we can remove barriers and empower colleagues to fulfil their potential and own their careers.

Proportion receiving a bonus payment 2022



Pay quartiles





## Our commitment

We are committed to creating a dynamic and inclusive culture where everyone feels supported to achieve their personal ambitions and career aspirations, whatever these may be.

We will continue to embed our action plan to reduce our gender pay gap in an authentic and sustainable way.

By working together, we will continue to create a dynamic, inclusive, and future focussed firm, providing equal opportunities for all to thrive.