

Gender Pay Gap.

Reporting Year 2024/25

rwk
goodman



Introduction.

Supporting our colleagues to be the best they can be is at the heart of our dynamic culture. That's why Equality, Diversity and Inclusion (ED&I) is so important to us. We know that helping our people reach their full potential in turn allows us to provide the best service we can to our clients.

We are pleased to have seen a further decrease in our gender pay gap in 2024, particularly when we include equity partners in our analysis. This is another step forward, but we know more progress needs to be made. This will take time, but we are determined to enable colleagues of all diversities to thrive in our industry.



Graham Street, Managing
Partner



Amanda Dow, Director of HR

Our Gender Pay Gap.

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

Our mean gender pay gap is 13.4%, compared to 13.5% in 2023 and our median gender pay gap is 13.4%, compared to 13.8% in 2023*. Whilst this latest snapshot shows only a small decrease, the significant drops in recent years shows our work to increase diversity in our colleagues and future workforce is having a positive effect.

As is typical within the legal industry, females make up most of our employed workforce (71%). The proportion of females to males is broadly consistent across our pay quartiles, and we continue to make positive steps to rebalance the gender split across these.

*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?

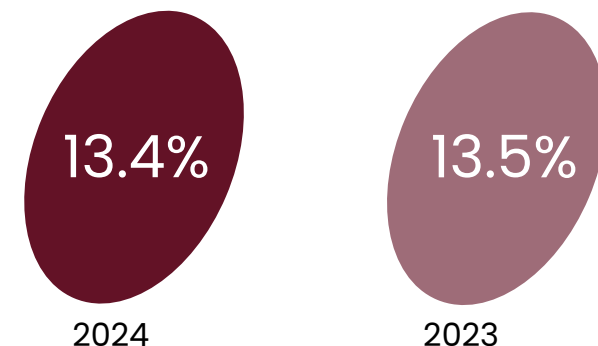
To provide full transparency, we have also included analysis to show what our gender pay gap looks like when we include our equity partners*.

When we include equity partners' pay, our mean gender pay gap has decreased from 48.1% to 43.3%, and our median gender pay gap has decreased from 48.1% to 37.09%.

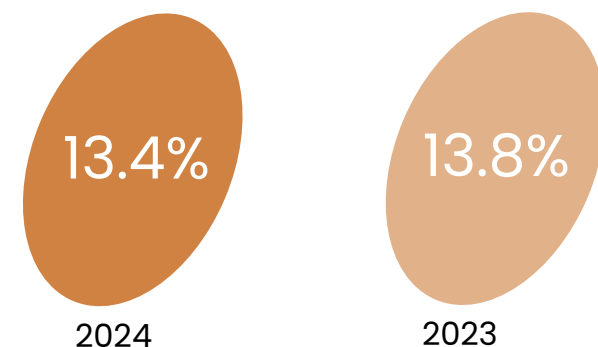
We are committed to making long-term, sustainable progress, and we are pleased that our talent succession planning is giving more females the opportunity to join the equity partnership.

*Partner pay can be calculated in various ways. We have used the Gap Square framework, which has been adopted by many other Top 100 firms.

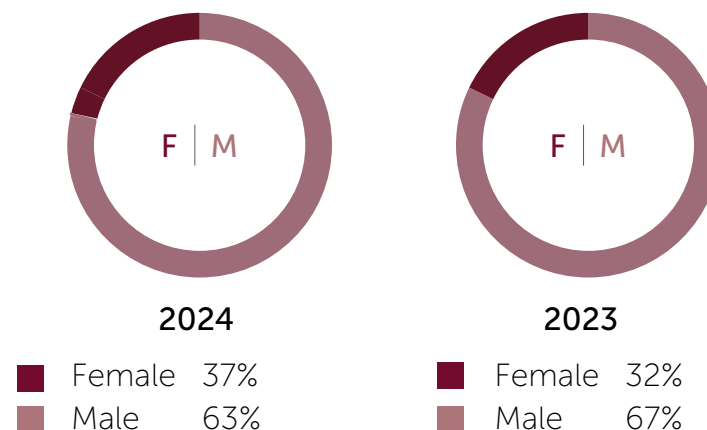
Mean Pay Gap



Median Pay Gap



Proportion of Females and Males in Equity Partnership



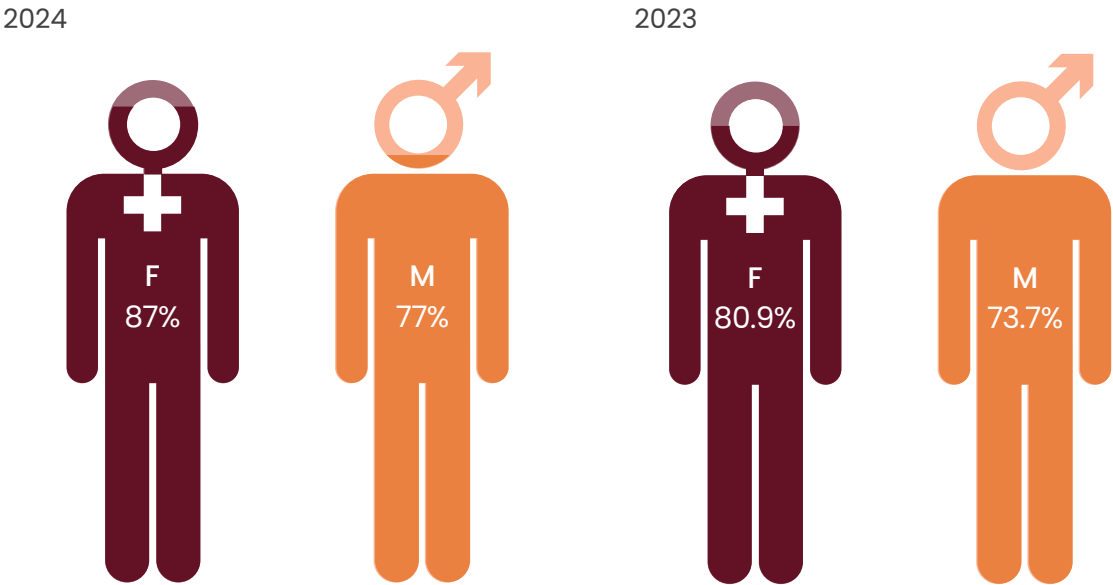
What we're doing to close the gap.

Fostering an inclusive dynamic culture is key to our firm. We want everyone to feel that they can achieve their goals. That's why we have a range of family-friendly policies offering all colleagues the support and flexibility they need to have a healthy work-life balance. This includes hybrid-working and Shared Parental Leave, which empowers our colleagues of all genders to make choices that suit their lives.

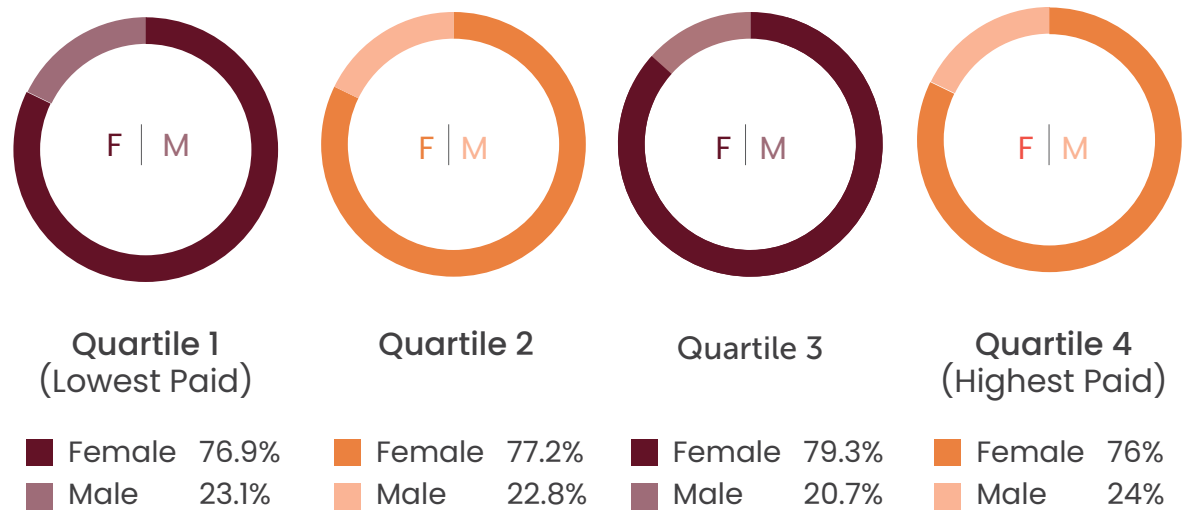
We invest in our people through our Learning and Development programmes, and offer mentoring and coaching initiatives to allow everyone to shape their career how they want to. We were delighted to promote 31 people in 2024, 22 of whom were women.

Our ongoing commitment to these and our ED&I Action Plan will help support rising talent from all backgrounds to succeed. We know that lasting change doesn't happen easily, but we're driven to make equality a reality.

Proportion receiving a bonus payment 2023



Pay quartiles





Our Commitment.

By engaging in authentic conversations with our colleagues, and using their diverse insight, we will continue developing an inclusive workplace, where everyone has the same support and opportunity to achieve their personal and career goals.