

Gender Pay Gap Report 2025

April 2026

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Introduction

We know that enabling our colleagues to succeed within their roles allows us to provide the best service we can for our clients. That's why fostering an inclusive and diverse culture is fundamental to our firm, and something we pride ourselves on.

Addressing the pay gap in a sustainable manner is key to our core values. While lasting change doesn't happen easily, we are committed to making gender pay equality a reality, and we're very pleased to see that both our mean and median pay gaps have decreased again this year.

This marks a steady, but significant, decline since 2020, with the mean nearly 9% lower in 2025, and our median 8.5% lower. This is testament to our continued commitment to equality within our industry, although we know that there is still work to be done in ensuring colleagues of all diversities can thrive.

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.



Paul Daniels
Managing Partner



Amanda Dow
HR Director

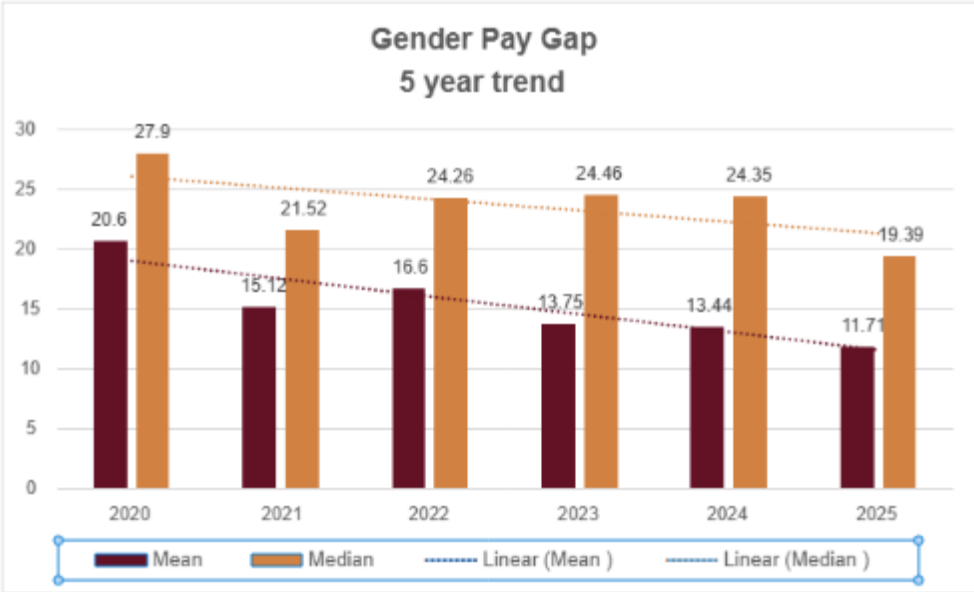
Our Gender Pay Gap (as at April 2025)

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 11.7%, a reduction of 1.7% since 2024, and our median gender pay gap is 19.4%, a reduction of 5% since 2024*.

As is typical within the legal industry, females make up most of our employed workforce (71.5%). 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.

11.7% Mean pay gap 2025	19.4% Median pay gap 2025
13.4% Mean pay gap 2024	24.4% Median pay gap 2024



*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.

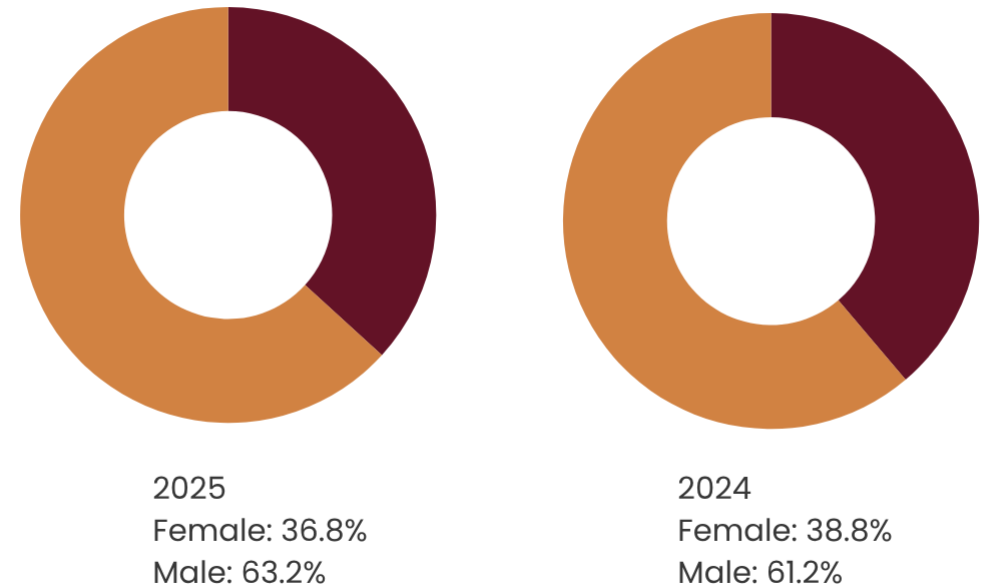
Including our Equity Partners

We want to be as transparent as we can, which is why we voluntarily share what our gender pay gap looks like when we include our equity partners*.

With equity partners included, our mean gender pay gap has increased from 43.3% to 50.3%, and our median gender pay gap has increased from 37.1% to 39.9%.

Whilst these increases are disappointing, the number of females in our Partnership is strong, and we remain committed to driving sustainable, long-term progress through our talent succession planning. Notably, we are seeing a continuation of our strong female talent pipeline throughout the firm, with more females building their career through the Partnership, which indicates an exciting future for the leadership of the firm.

Our Equity Partnership by gender



*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.

How we are closing the gap

We know that for many of our colleagues, thriving at work goes hand in hand with being able to make choices that work for their families. It's why we've implemented a range of family friendly policies that allow colleagues to have the support and flexibility they need, such as our approaches to flexible and hybrid working, and our enhanced parental leave policies.

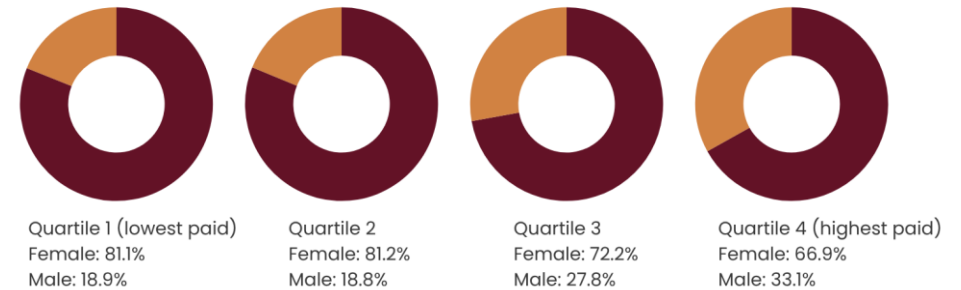
Our ED&I Action Plan, which echoes our commitment to achieving higher diverse representation across all levels of the business, brings together many initiatives, such as identifying and developing targeted attraction strategies to widen minority pipelines, and engaging partners and colleagues in reciprocal mentoring programmes to aid development.

To support career progression, we provide a variety of learning opportunities, including coaching, reflective supervision, and structured learning programmes. We are also strong proponents for all colleagues being in control of their career path and having a Personal Development Plan, to help them map out how to achieve their goals.

Our strong inclusive culture is crucial in making gender pay equality a reality, and we're proud that we promote on merit – in 2025, 84% (37 out of 44) of our colleagues promoted were female, and 11 of those were promoted into the partnership.

We are very pleased that our continual focus on developing people has meant our female talent have been empowered to step into more senior roles within the firm. This is something we will keep working on, and we're confident this approach will help ensure the pay gap continues to close.

Pay quartiles by gender



Bonus payments by gender

