

Gender pay gap report

In compliance with the Equality Act Gender Pay reporting guidelines, Weightmans LLP is pleased to publish our gender pay gap information.

Weightmans LLP is committed to diversity and inclusion and aims to provide all partners and employees with opportunities to progress throughout the firm to build a successful career.

As at October 2017, the UK national average pay gap was 18.4% and for the legal sector it was 25.7%.

Weightmans figures at a glance

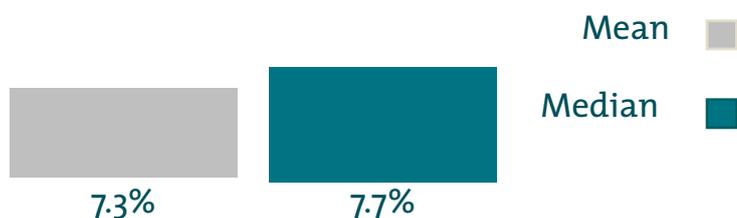
Pay data

This chart shows the difference between gross hourly earnings (the pay gap) between men and women at Weightmans LLP.

Employees:



Fixed share members:



The above shows the difference in gross hourly earnings on a mean basis and on a median basis. The mean % calculation looks at the difference between the average gross hourly rates of men and women and the median looks at the midpoint of the distribution of gross hourly rates from highest to lowest.

We are committed to taking steps to reduce the gap. One factor which affects our pay figures is structural: whilst 63.8% of our workforce is female, 25 % of them are deployed within legal support roles, which are within the lower quartile for hourly rates. There are also fewer women in more relatively senior roles.

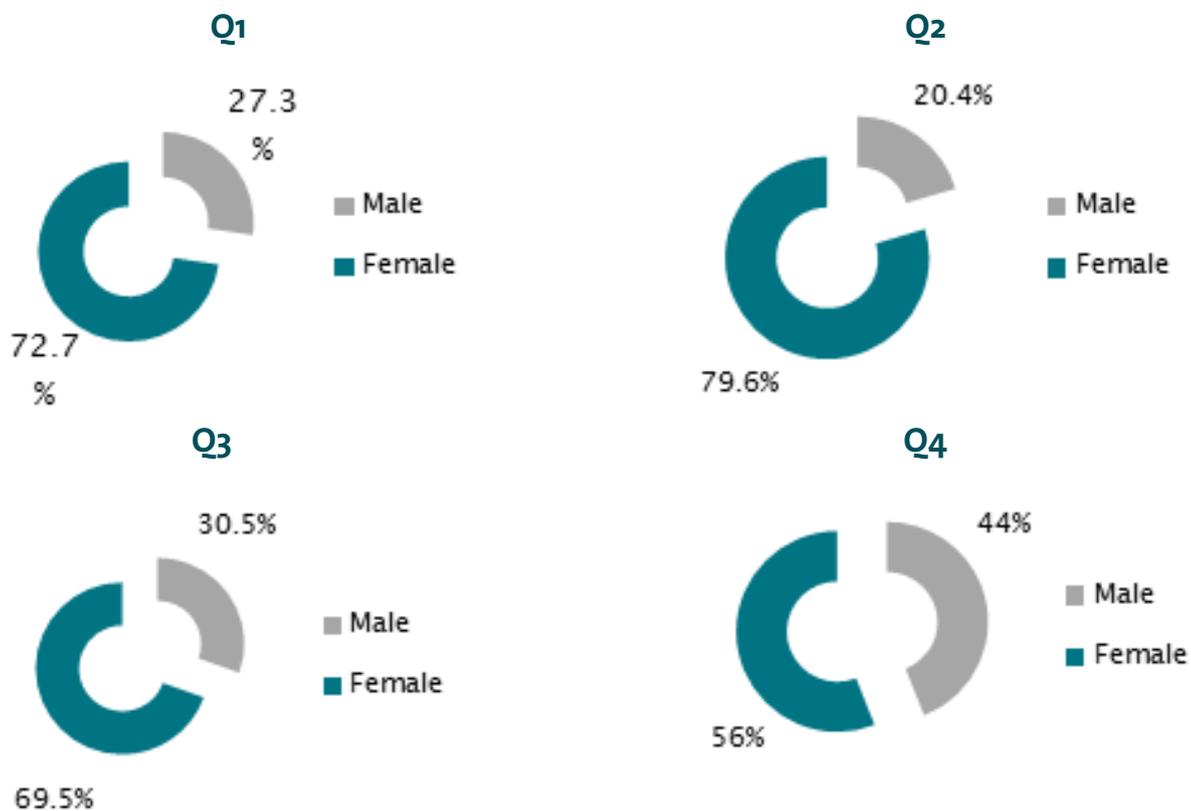
We use a system of role profiling when we compare male and female rates of pay within role bands, the mean and median pay gaps are:

	Mean	Median
Level 1 (e.g Admin Assistant/Legal Secretary)	+10%	+17%
Level 2 (e.g. Paralegal)	+3.9%	0.6%
Level 3 (e.g. Solicitor)	2.65%	1.85%
Level 4 (e.g. Associate)	4.16%	0%
Level 5 (e.g. Fixed Share Partner)	+15%	7%

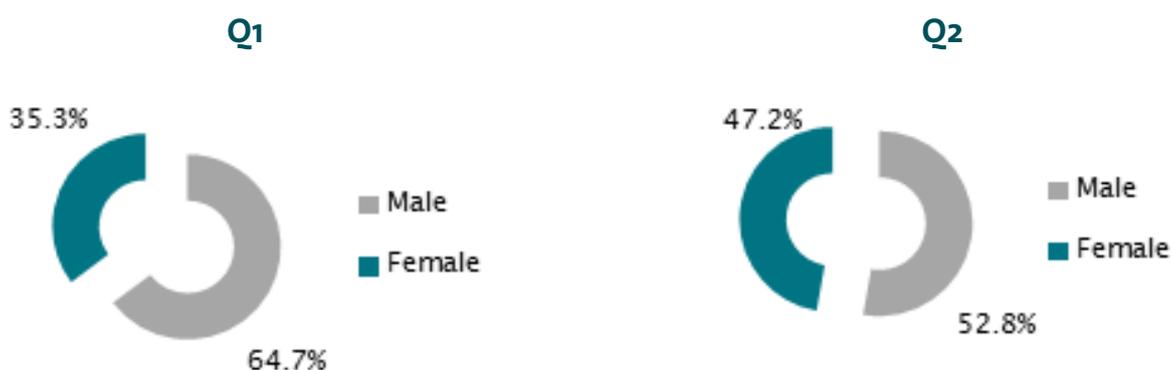
Quartiles

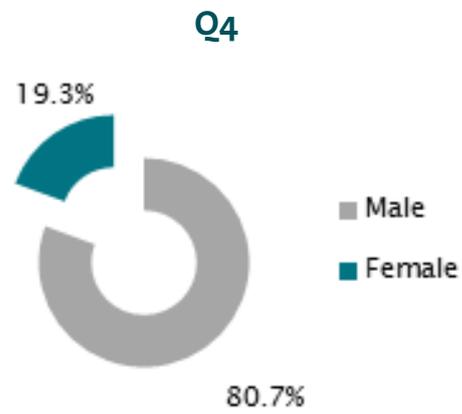
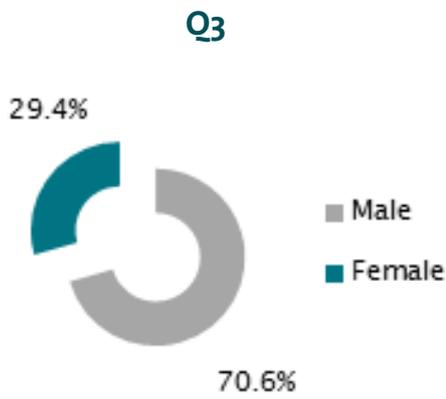
This shows the gender distribution when colleagues are placed into four equally sized quartiles based on pay, with the lowest rates being in Quartile 1 and the highest hourly rates being in Quartile 4.

Employees:



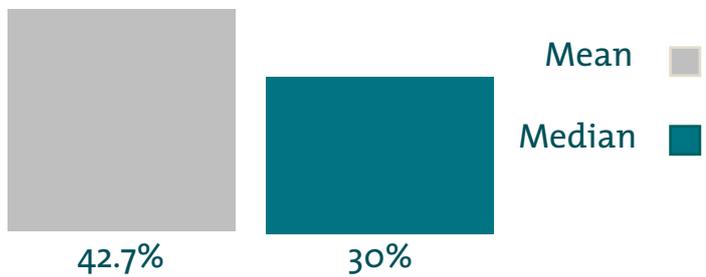
Fixed share members:



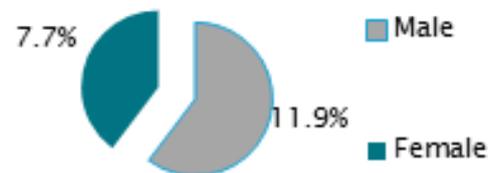


Bonus data

Employees:



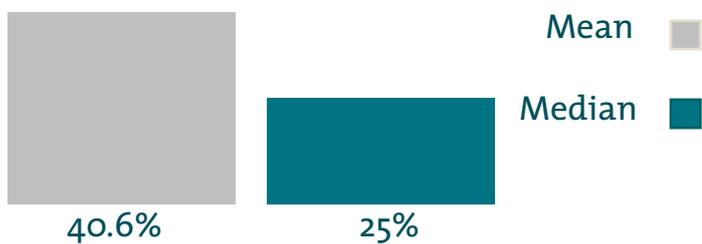
Difference between bonuses paid to men and women



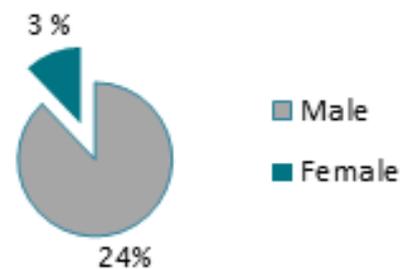
% Proportion of men and women receiving a bonus

It should be noted that there was no firmwide bonus and that in the main the payments referred to above were specific to a business critical investment project where bonuses were paid for exceptional contribution.

Fixed share members:



Difference between bonuses paid to men and women



% Proportion of men and women receiving a bonus

In the year to April 2017, there was no firmwide bonus to partners and the above represents one-off payments made instead of share review.

Action plan

Whilst we will continue to review data going forward in line with our structure we are committed to taking action to tackle the gap through the following steps:

- We have revised and updated our diversity and inclusion strategy in order to help us:
 - Provide opportunities for progression and eliminate barriers (unconscious and conscious)
 - Improve diversity profile at senior levels within the firm;
- We will build on our successful leadership programme and improve diversity across senior roles within the organisation
- Support career progression through extended learning and development opportunities and alternative career paths
- Continued rollout of agile working to enhance the flexibility our employees and partners value as highlighted in the recent engagement survey
- Establishment of internal networks to support development
- We will ensure all our managers are trained in unconscious bias in order to minimise its effects in the workplace

We are confident that by publishing this information we will increase the level of discussion around gender pay across Weightmans LLP which will assist the action plan to gain momentum and buy in from employees.

I confirm that the data reported is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information)

John Schorah



**Managing Partner
Weightmans LLP**