

# 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.

The figures contained in this report are taken from a snapshot of data as at March 2018.

At the time of writing this report, the UK national average pay gap was 18% and for the legal sector the average was 20%.

## 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.

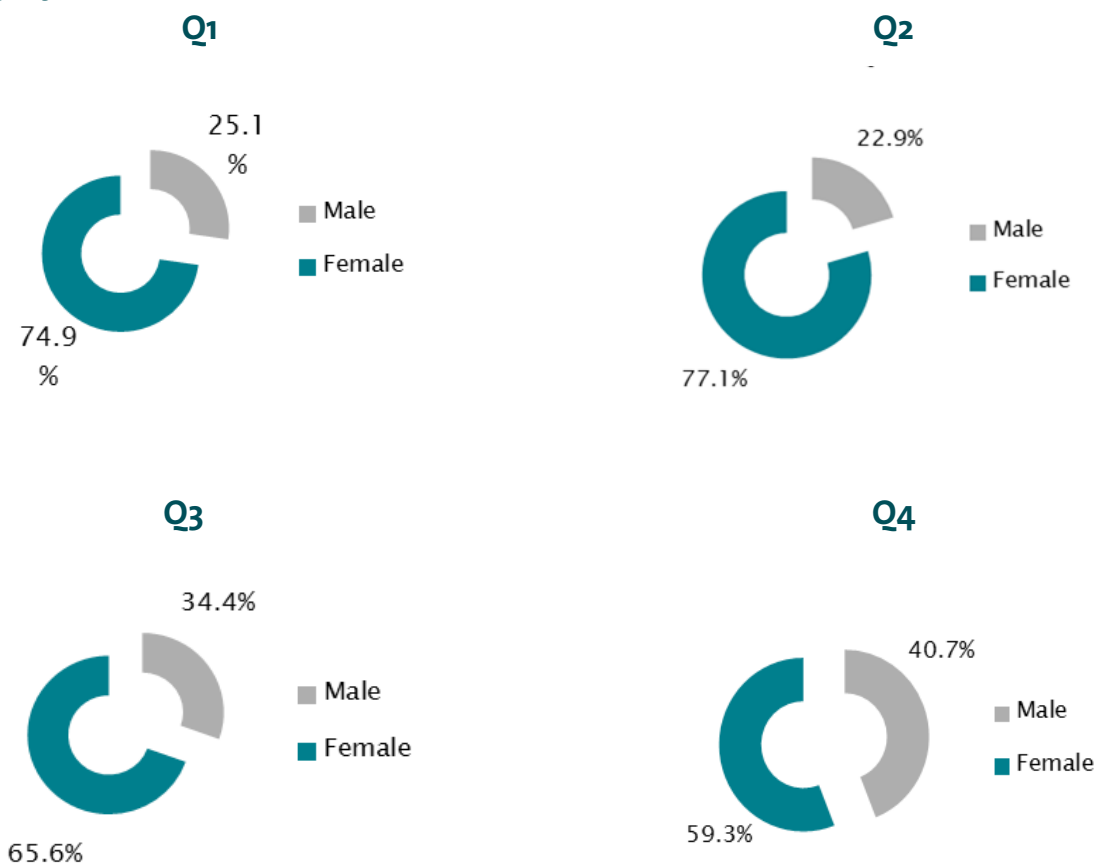
We remain concerned that our median pay gap for employees puts us above industry and UK average and are committed to taking steps to reduce the gap which we began to look at in our annual pay review towards the end of the last calendar year.

It remains a factor that the structural make up of our people impacts upon the figures as 63% of our workforce is female and 24% of them are deployed within legal support roles which are within the lower quartile for hourly rates.

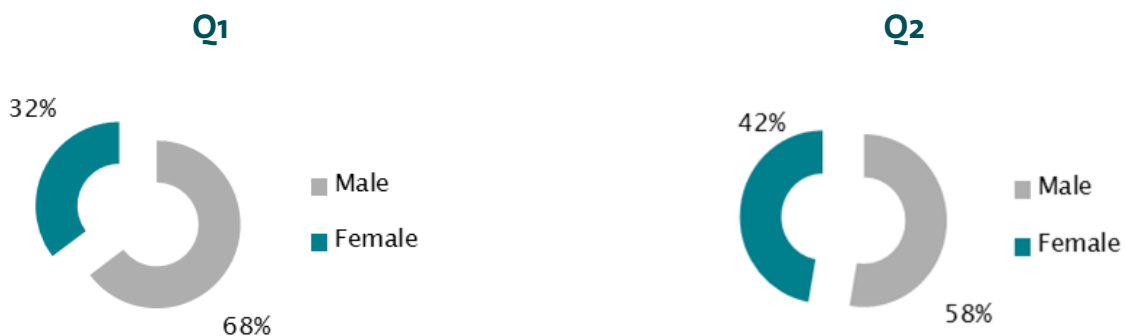
## Quartiles

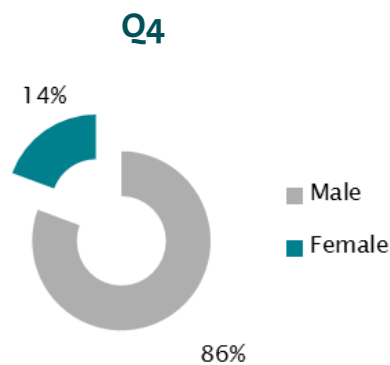
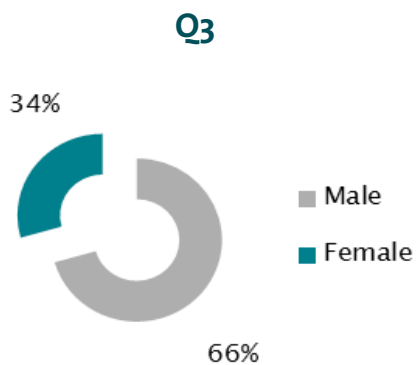
This shows the gender distribution when colleagues are placed into four equally sized quartiles based on pay, with the lowest rates being in Quartile 1 and the highest hourly rates being in Quartile 4.

### Employees:



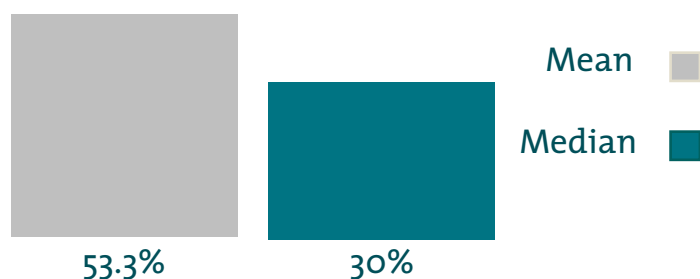
### Fixed share members:



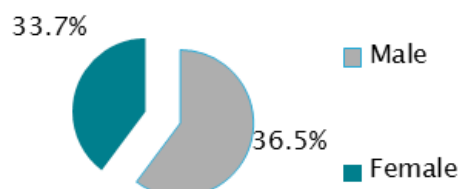


## Bonus data

### Employees:



Difference between bonuses paid to men and women



% Proportion of men and women receiving a bonus

The bonus information referred to above is for the bonus paid in July 2017 which was a combination of performance related for the financial year 2016/17 for fee earners and a discretionary for support staff. 331 employees received a bonus.

### Fixed share members:

Any additional payments made to Fixed Share Members have been classed as additional profit share and are therefore included in the information relating to Fixed Share Members

## Comment

Whilst we would have hoped for a small improvement on the data, we are not surprised with the figures and remain confident that current data for next years report will start to highlight our commitment to shortening the gap.

The Board remain keen to allow people to progress and we will continue to encourage women to seek promotion and development opportunities such as the Associate mapping to segments which we have rolled out in the last 12 months. 25% of applications for Fixed Share Membership in 2018 were from women and 56% of the delegates on our Leadership Academy for 2018/19 are women.

Since the last report we have provided unconscious bias training to our Diversity champions and continue to work with team managers via our recruitment process to ensure we are providing equal opportunities to all.

We have launched our Diversity & Inclusion strategy and have prioritised gender as a campaign, appointing a gender lead who is also a Fixed Share member.

## 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 will improve the diversity on our Board of Directors through appointment of a Female HRD who will also be a Board Member
- We will continue to build on our successful leadership programme and improve diversity across senior roles within the organisation
- We will continue to roll out Diversity and Inclusion training across the organisation to make it an integral part of our recruitment process
- We will review our roll out of agile working which now features in 85% of our offices to ensure it continues to support flexibility at all levels for our employees and partners.

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

**John Schorah**



**Managing Partner  
Weightmans LLP**