

Weightmans

Gender Pay Gap Report

2020

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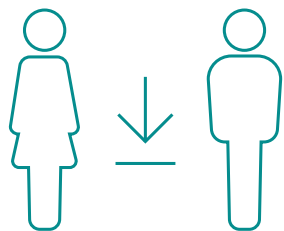
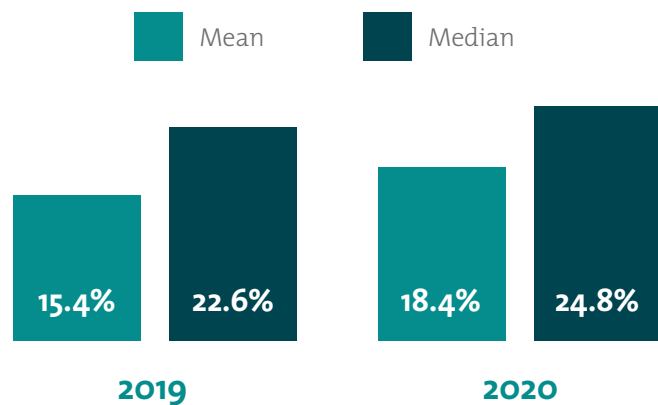
Introduction

In compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations, Weightmans LLP has published its gender pay gap information for 2020.

In line with our core value of radical transparency Weightmans includes statistics around Partner earnings in the report, which goes beyond legal requirements. The figures contained in this report are taken from a snapshot of data as of April 2020.

What is Weightmans Gender Pay Gap

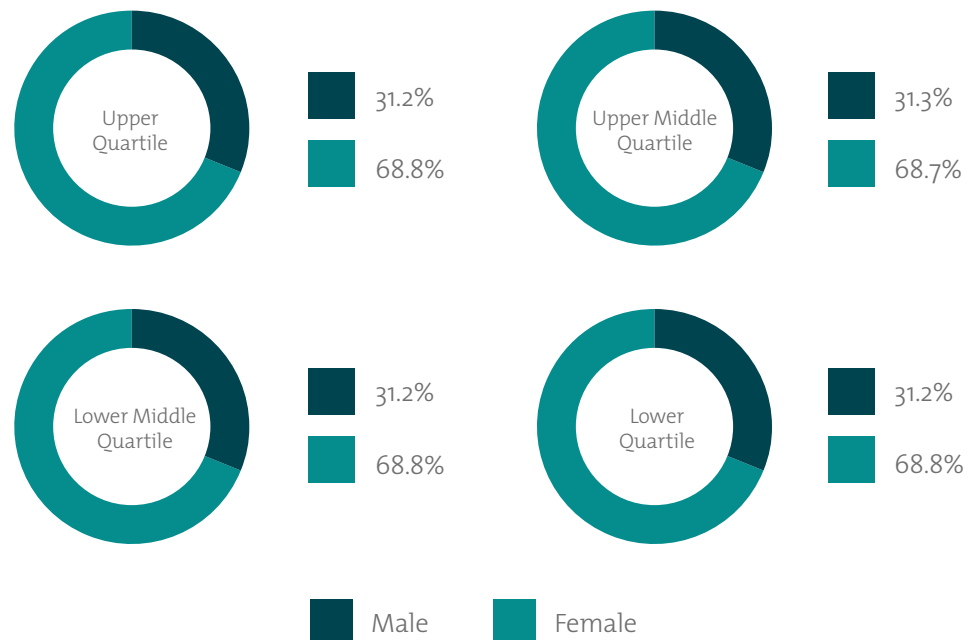
Weightmans gender pay gap for Employees at April 2020 is:



Both the median and mean pay gaps for our employees has fallen this year.

Employees Pay Quartiles

This shows the proportion of male and female colleagues split into four quartiles, ranked from highest paid hourly rate to lowest paid. This is the percentage of men and woman in each quartile.



What has contributed to these numbers?

Weightmans gender pay gap highlights the following factors:

Gender Distribution

The gender split for females is proportioned the same throughout the quartiles, as opposed to last year when we had more females in lower support and junior roles. We have seen an increase in the number of females at each career level, including at our higher earning quartile. We have two females on our board which includes the HR Director and Non-Exec Director. Since the last report Weightmans has continued to grow through a further acquisition which had a slightly positive impact on our figures.

Internal promotions

We aim to ensure that we have an inclusive culture with transparent and fair internal promotions processes. We have introduced a more structured career pathways at the early stages of legal careers and we have seen a larger number of females be successful and promoted to Principal Associate and Associate. We have also seen an increase in females appointed at Equity and Fixed Shared Partner level. We have reviewed our promotion process to ensure that we have gender balanced selection panels and that there is no disparity in the process.

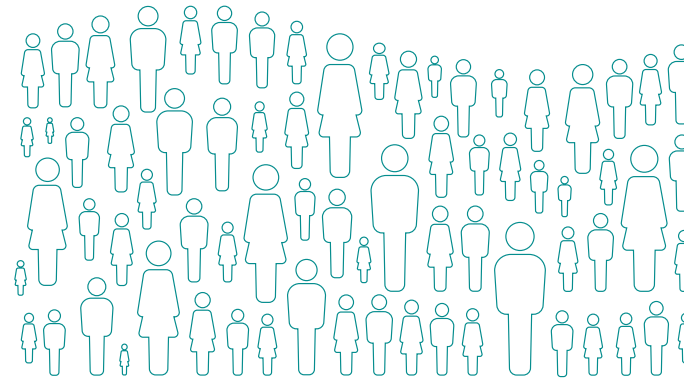
What has contributed to these numbers?

Work Allocation

We are looking at how work is allocated to ensure that there is an inclusive approach and an equality of opportunity irrespective of gender.

Gender balance recruitment

Our strategy is to recruit, retain and promote the best talent. We remain on attracting a gender balance to all of our roles and we have been very successful in our early years and graduate recruitment.



Weightmans is proud - we offer a dynamic and flexible place to work and reward on merit.

How will we progress further?

Talent and succession planning

HR Manager's meet with business leaders annually to review our talent and succession plans and to ensure that there are no barriers to promotion. We have a number of development programmes in our Leadership Academy which are open to all staff at different career levels.

New apprenticeship programme

We have invested in a new apprenticeship programme combining legal education with the skills necessary to develop future business leaders. We have partnered with BPP University Law School to deliver two apprenticeships in order to provide the best education, legal work and business experience possible. The introduction of solicitor apprenticeships is an excellent opportunity to bring people in earlier to the business and provide them with training and experience. The recruitment process has reached out to those who do not necessarily want or have the opportunity to go to university.

Job Evaluation framework

We are in the process of piloting a new methodology for job evaluation, in our Business Services teams, using an industry standard job evaluation system with Korn Ferry. This analytical methodology reinforces our values in ensuring all roles are treated fairly and equitable when applying pay grades regardless of gender. This will ensure that we can identify and address any historical pay differentials.

Launching a new engagement platform

We launched our engagement survey for this year in partnership with Willis Towers Watson. It is important to us to engage with our people and take feedback and we included questions on reward and personal development. Our engagement scores are high across the firm and the results are similar for both male and female staff. We cascade the results across teams and run focus groups to ensure that areas of improvement have been identified.

How will we progress further?

Workplace Policy Review

We have reviewed all of our policies in light of the COVID-19 pandemic, with an aim to supporting our colleague's careers, wellbeing and ensuring flexibility in how we operate. Our family friendly policies in particular agile working, flexible working and sickness absence have been reviewed. We have also implemented two new policies on menopause and fertility which has received very positive feedback.

Flexible Working

To support our colleagues through the COVID-19 pandemic the majority of our workforce now work in a more flexible and agile way. We feel that accommodating not only those with caring responsibilities but individuals who require that work-life balance helps create a more motivated, happy and engaged culture. The impact of these changes has been positive on both financial results and wellbeing.

Wellbeing Strategy

Our wellbeing strategy has proved a great success in supporting our people through the pandemic. We have ran various wellbeing activities such as: Mental health and wellbeing learning via zoom covering positive mind-set, building resilience, goals and ambitions, support with sleep and understanding the menopause. We have also provided further support via our employee/partner assistance programme, weekly firm wide communications on health and wellbeing, and various activities and support through our health and benefit providers. We are signatories of the Mindful Business Charter.

Weightmans Bonus Gender Pay Gap

Weightmans bonus gender pay gap for Employees based on 12 months preceding April 2020 is:

66.3%

■ Mean

25.0%

■ Median

Weightmans gender proportion of employees who received a bonus is:



We are continuing to develop our bonus schemes as an addition to our benefits package. In this year there were a small number of payments made to reflect one-off activities linked to firm performance. These one-off payments do not reflect our pay practices which remain gender neutral.

As reported last year, we have also introduced a firm wide bonus scheme which is based on financial results of the firm.

Explaining Gender Pay

The UK Regulations require employers with 250 or more employees to publish data on the gender pay gap covering the annual snapshot date of 5 April each year. These regulations require us to report our median and mean pay and bonus gaps, along with the ratio of men to woman in each pay quartile.

Median (mid-point)

The median is calculated by lining up every individual in each gender in order of their hourly pay in April 2020. The median is the hourly pay paid to the person in the middle of each line. The median gap is the difference between these two numbers, expressed as a percentage.

Mean (average)

The mean is the average hourly pay across each gender in April 2020. This is worked out by adding together all the hourly rates of pay for each gender and then dividing the total by the total number of people of that gender. The mean gap is the difference between these two numbers, expressed as a percentage.

Hourly Pay is defined as basic pay, allowances, pay for piecework, pay for leave, shift premium pay and includes any deductions for salary sacrifice. It does not include overtime pay, redundancy pay, any pay related to termination of employment, expenses and benefits in kind. For our Fixed Share Partners, hourly pay is based on partner profit share.

What is the difference between gender pay and equal pay?

These are often confused, however, the gender pay gap is not the same as equal pay. The gender pay gap is the difference between what men earn in the snapshot period compared to what woman earn, irrespective of their role and seniority. Equal pay is the legal requirement for men and woman to be paid the same for doing the same job, or a job of equal value.



Ethnicity Reporting

We have Diversity Strand Leads for both Gender and BAME and there is collaboration between all of our strands who support in the delivery of the firm's Diversity & Inclusion strategy. We will continue to monitor and make recommendations on our diversity representation across the firm and, we remain focussed on improving our response rates with a view to reporting these figures in future reports.

Fixed Share Partners Gender Pay Gap

Partners are remunerated differently to employees and pay is based on profit share awarded under a partner share review, and any new starters in the reporting period. Weightmans gender pay gap for Fixed Share Partners at April 2020 is:

9.13%

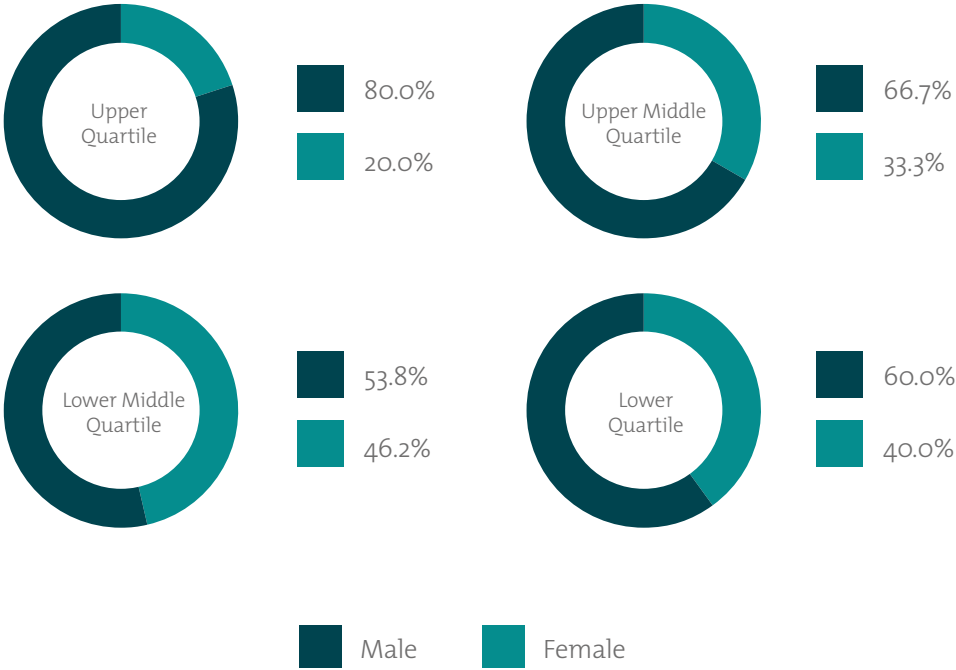
■ Mean

10.64%

■ Median

Fixed Share Partners Pay Quartiles

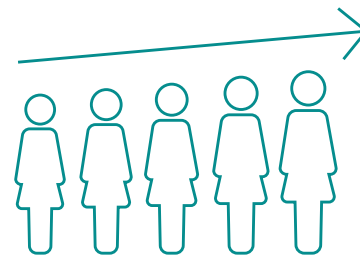
This shows the proportion of male and female fixed share partners split into four quartiles ranked from highest paid hourly rate to lowest paid. This is the percentage of men and woman in each quartile.



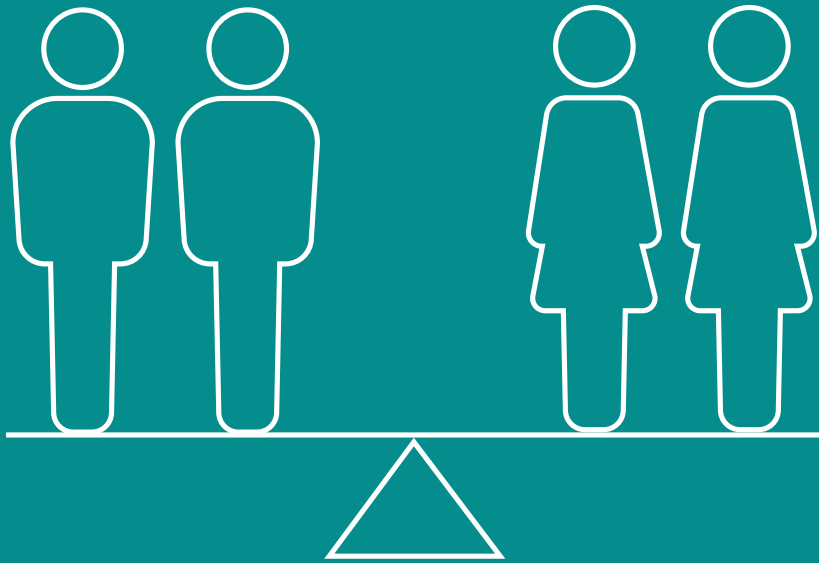
Fixed Share Partners Gender Pay Gap

At the time of reporting the gender split for fixed share partners was 65% male and 35% female which is a slight increase on females since 2019. Whilst the mean and median pay gap for partners has increased, the impact is largely due to a number of factors not attributing to pay inequity. Firstly, we successfully seen two high earning female partners promoted into Equity Partnership, which reinforces our commitment to develop talented females into senior roles. Secondly, our commitment to continued growth saw our most recent acquisition increased the number of senior male fixed share partners included in the figures.

We have reviewed our Legal Director and Partner promotion processes to ensure we have a more diverse panel throughout the process from due diligence to assessment.



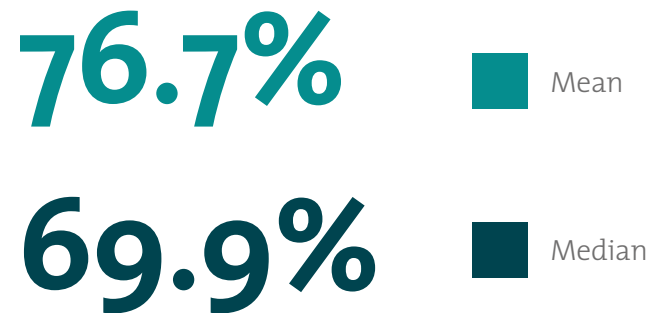
We continue to see year on year increases in female fixed share partners since the first report.



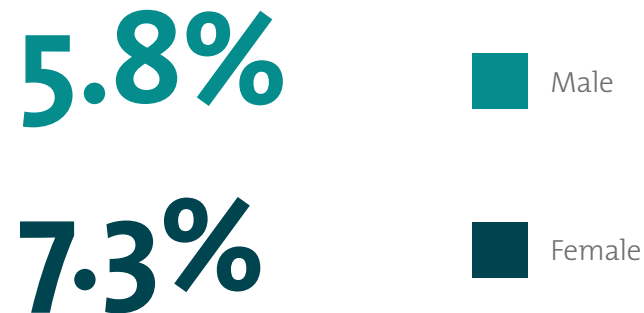
The Board recognise that a diverse workforce with equal opportunities for all is important and ensure that we will be a better business in the future.

Fixed Share Partners Bonus Gender Pay Gap

Weightmans bonus gender pay gap for Fixed Share Partners based on 12 months preceding April 2020 is:



Weightmans gender proportion of employees who received a bonus is:



The above bonus figures represent one-off payments made instead of a firm wide bonus. The gap is driven by the size of payments and the distribution of low payments to females. There were a small number of high payments made to males under the scheme which is based on the delivery of in year revenue/profit targets. The bonus scheme is open to all fixed share members and we continue to review the scheme on a year on year basis.

Final Message from the board

We are keen to see our people progress and succeed and we will continue to encourage greater gender balance across the organisation, ensuring promotion and development opportunities are widely available and compensated accordingly. There are more female leaders in senior roles than ever before, and we are satisfied that we are heading in the right direction.

Despite the overall reduction in the gender pay gap, the figures for 2019/2020 were impacted by the acquisition of Watson Burton in October 2019, when a number of male partners joined the firm. We are reassured that our figures for the following year will be more reflective of the overall picture of the firm.

Our focus on equality goes beyond pay as we continue to encourage a greater work/life balance for staff at all levels. Our agile working programme was accelerated by the Covid-19 pandemic, which has seen us focus on truly flexible working, accommodating home schooling where needed and allowing for adaptable working hours and a fairer allocation of work and opportunities, further adding to the inclusivity of the firm.

We are confident that by publishing and analysing this information, we will increase the level of discussion and most importantly, action, around gender pay across the firm. Weightmans is a place where colleagues can and should succeed regardless of their gender and we are determined to ensure that this is reflected at all levels of our business.