

Weightmans

Gender Pay Gap Report

2019

www.weightmans.com

Introduction

In compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations, Weightmans LLP has published its gender pay gap information for 2019.

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 2019.



There has been a marginal increase in our Pay Gap this year due to the demographic of the business.

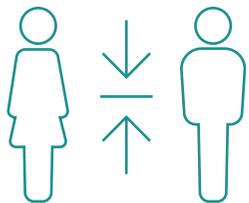
What is Weightmans Gender Pay Gap

Weightmans gender pay gap for Employees at April 2019 is:

18.4% Mean



24.8% Median



The gender pay gap between male and female partners has reduced.

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.



38.8%
61.2%



35.1%
64.9%



22.9%
77.1%



25.1%
74.9%

Male Female

What drives Weightmans Gender Pay Gap?

Weightmans gender pay gap highlights the following factors:

Gender Distribution

Weightmans' gender pay gap is attributed to the demographics of our business. Whilst there are more females in the upper quartiles overall, there are more males in the highest paid positions.

In the legal profession there are more females than males starting their careers and this is also represented in the make-up of Weightmans. However, a higher proportion of women dominate lower paid roles and this is evident in the difference in gender pay. The structured career routes that we have introduced, alongside our promotion process, new leadership programmes together with flexible working practices and most of our offices being agile, is supporting the development of females. We have also increased the number of females on our Board which will be reflected in our data next year.

Earnings in the month

The gender pay gap in any particular year can be influenced by the timing of one-off large payments. In April 2019, some male colleagues received a one-off payment which were either related to an introductory bonus or business specific requirement. This affected the gender pay gap by 2%.

More women currently undertake part time contracts at the firm, which also impacted the data.

Whilst this is similar to the firm's 2018 data, we are confident with our commitment and are still heading in the right direction.

What are we doing about it?

Diversity and Inclusion (D&I) are an important part of our vision for the firm. Through the policies we have implemented in the last year, we are already seeing a marked improvement in female representation in the upper pay quartiles. Highlighted here are a few ways in which we plan to improve our gender pay gap.

Family friendly policies

We have reviewed all of our policies in order to make them truly inclusive and market leading. Our family friendly policies allow all of our colleagues to achieve a balance between the development of their careers and their family responsibilities.

The roll out of agile working in most of our offices provides flexibility for all colleagues. We have supported team managers to focus on the impact of agile on working patterns, and this flexibility gives confidence in knowing that women will be supported in the step up to more senior roles.

Remuneration Strategy

We continually moderate pay decisions at the annual pay review and recruitment process to ensure decisions are free of gender bias, and equality audits ensure any pay disparities are investigated and addressed. We annually review our reward structure to ensure our principles remain inclusive and fair. We have a total reward approach and our benefits are open to all employees. In addition, our 'Making a Mark Together' recognition scheme helps drive engagement and encourages success through non-monetary based awards.

What are we doing about it?

Leadership Development

We have three leadership talent programmes which are accessible to all colleagues and that support promotion prospects through coaching and development sessions. In addition, this year we have introduced a new programme which allows self-nominate with the support of senior sponsorship.

We have also introduced a more structured career pathways firm wide giving further career development. This has included a review of the annual Associate promotion process and the introduction of two new career pathways, that of Principal Associate and Legal Director.

We have a fair and equitable process for promotion to partner level and below. In the most recent application process, 50% of promotions to both Fixed Share Partner and Equity Partnership were female. Equally, five female Legal Directors out of seven promotions were successful. In addition, 60% of those promoted to our Principal Associate role are female.

Diversity & Inclusion Strategy

We have rolled out D&I training across the firm with mandatory training for all new starters and have appointed D&I champions firm wide. Our D&I steering group is chaired by our Managing Partner John Schorah.

We aim to participate this year in the Woman in Law pledge with The Law Society and strive to meet the objectives in achieving gender equality. We champion achievements of woman through selected events in collaboration with local companies.



There has been a higher number of females recruited and promoted than in previous years.

What are we doing about it?

Weightmans Bonus Gender Pay Gap

Weightmans bonus gender pay gap for Employees based on 12 months preceding April 2019 is:

83.8%  Mean

33.3%  Median

Weightmans gender proportion of employees who received a bonus is:

4.1%  Male

1.9%  Female

The number of people who received a bonus was small and equally split amongst male and female colleagues. However, some of the payments to males were higher as they were linked to business performance, one off bonuses and the delivery of specific targets. Our approach to bonuses has changed, we have now launched new schemes that are open to everyone and are based on firm wide targets.



We have introduced a new structured career framework and promotions to partnership this year were split equally 50/50. There has been an increase in development opportunities for all.

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 2019. 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 2019. 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.

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 2019 is:

5.42%

■ Mean

6.55%

■ 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.



At the time of reporting the gender split for fixed share partners was 67% male and 33% female. We are encouraged to see that our mean pay gap for partners continues to reduce. We have seen year on year increases in female fixed share partners since the first report - this reinforces our commitment to attract and develop talented females into our senior roles.

Fixed Share Partners Bonus Gender Pay Gap

Weightmans' bonus gender pay gap for Fixed Share Partners based on 12 months preceding April 2019 is:

18.8%  Mean

0.0%  Median

Weightmans' gender proportion of employees who received a bonus is:

26.2%  Male

25.5%  Female

The above bonus figures represent one-off payments made instead of a firm wide bonus.

The 0% median bonus gap is a result of male and female partners receiving the same bonus amount.

Moving forwards

Final Message from the board

We remain keen to see our people progress and succeed, and we will continue to encourage greater gender balance across senior roles within the organisation, ensuring promotion and development opportunities are widely available. We are reassured that 50% of promotions to Partnership in 2019 were women, and 41% of the recruits to our flagship leadership programme for 2019/20 are female.

Our Diversity and Inclusion and agile working programmes continue to gain momentum, and we have worked hard to ensure all of our policies are as inclusive as they can possibly be.

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 firm 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.