

Weightmans

Gender Pay Gap Report

2022

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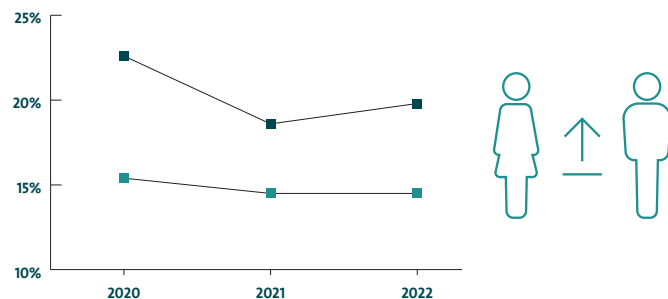
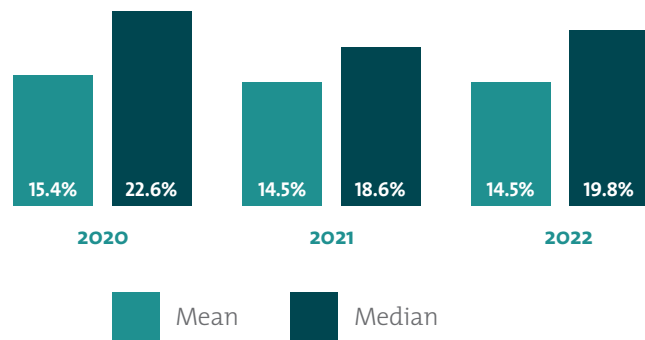
Introduction

In compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations, Weightmans LLP has published its gender pay gap information for 2022.

In line with our core value of radical transparency, Weightmans includes statistics in relation to partner earnings in the report, which is in addition and goes beyond legal requirements. The figures contained in this report are taken from a snapshot of data as of April 2022.

What is Weightmans Gender Pay Gap

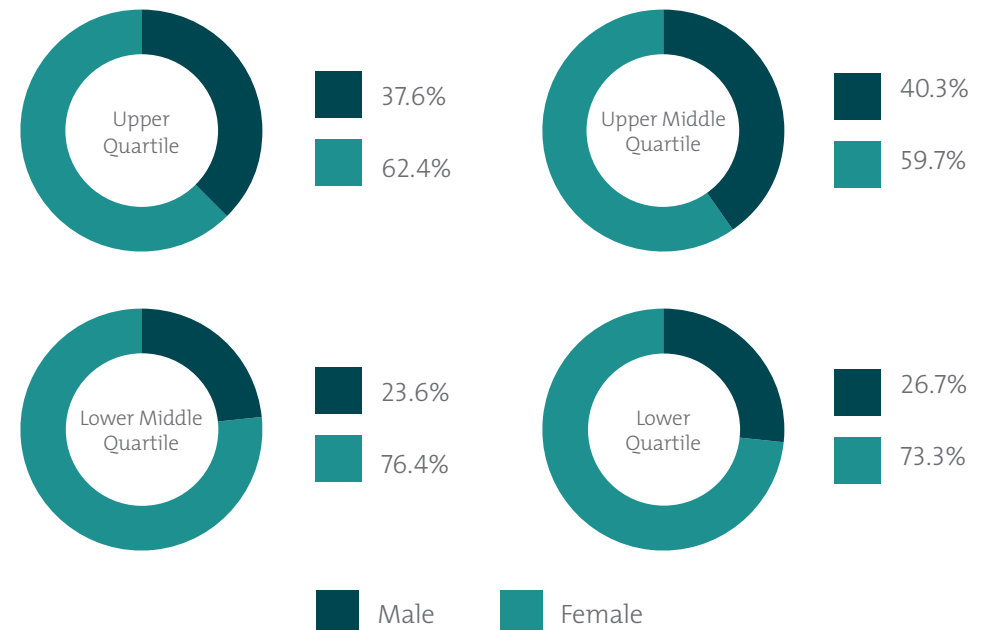
Weightmans gender pay gap for Employees in April 2022 is:



The mean, known as average, has remained stable since last year. Whilst the median, known as middle, has gone up as a result of changes in gender distribution on the snapshot date.

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.



Whilst there has been a slight decrease in females at the upper end this does not reflect the positive work and our ongoing efforts to promote gender equality.

What has contributed to these numbers?

Although our mean gender pay gap has remained the same as last year, and our median has increased, we acknowledge that our pay gap may fluctuate due to natural turnover, firm growth and a majority of woman who take maternity leave during the snapshot period.

Earnings in the month

We had a 60% increase in maternity leavers in April compared to last year. The methodology requires those on leave with less than full pay leave to be excluded from the calculations, and as they represented the top two earning quartiles this evidently negatively impacted the figures.

Annual Pay Review

Our pay review is applied in September each year, and this was the first one since 2019 due to the pandemic. We undertook this review in Sep 2021 under an improved set of pay principles where managers were able to address historic anomalies and pay disparities, and this has had a positive impact in terms of pay equity.

Recruitment

As part of our progression, we committed to raising our external brand to ensure we attracted the right people keeping with our commitment to diversity and inclusivity, supported by a much-improved recruitment system and this is evident in a 200% increase in starters since the last report, of which 63% were female.

Our progress in developing, retaining, and attracting females remains positive and our mean pay gap is a reflection of this work.

What actions are we taking to reduce the gap?

We continue to evolve to support our long-term strategic goals, and our refreshed rebrand articulated as 'See the Possibility' has been launched with three new goals relating to our business, our people, and our clients. These goals, objectives and the actions wherein address key issues in support of social equity to improve gender pay disparities and diversity across the firm.

Living wage accreditation

As a Living Wage accredited employer, since January 2022 we committed to ensuring all employees regardless of gender receive at least the real living wage, resulting in a salary increase for our lower earners which is 73% female. As females dominate our populations, we know this is an important step in reducing the gender pay gap.

Engagement

We use engagement surveys as an invaluable means of understanding employee and partner mindsets and perceptions from a diversity and inclusion point of view. We have had very positive results in terms of D&I with an improvement on last survey, and an overall higher participation rate. Inclusive is one of the top three words used to describe working for Weightmans, whilst D&I confidence is above UK high performance norms. With a 21% increase in our positive net promoter score this shows we are continuing to improve as an employer.

We are also very proud of our engagement survey score which sits at 87 again an increase on our previous survey.

What actions are we taking to reduce the gap?

Career pathways / Promotions

We are continuing to improve and redefine career pathways within our business services structure and promote career pathway programmes throughout our legal operations structure, to ensure internal promotion opportunities continue. We have become more transparent and structured, and this is evident in our improved engagement score, which is above the law firm's norm regarding opportunities to promotion and development. Furthermore, females continue to be successfully promoted into more senior roles with 64% in the last promotion round this year.

Our solicitor degree apprenticeship is an alternative to university. The programme is for aspiring solicitors with a passion for law who have completed, or are in the process of completing, their A-levels. The programme continues to flourish with our September 2022 intake being 100% female. We also offer the traditional training contract route which is a two-year programme with 66% of our current cohort being female.

Developing high performers

We continue to offer opportunities to develop and grow all our people within our three development programmes.

The Engage programme is aimed at high performing employees up to and including solicitor level and equivalent. 22 out of 28 candidates on this programme are female.

The Excelerate programme is aimed at high performing Associates, Principal Associates and equivalent. 19 out of 32 candidates for this programme are female.

The Visionary programme is aimed at high performing Partners and equivalent. Four out of 15 candidates for this programme are female.

Taking the above stats into consideration, we are starting to see the increase in females progressing into senior roles throughout the firm. All the above programmes contribute to the strengthening of our succession planning pool of talent, with the aim of building business awareness and commercial acumen as well as developing personal development skills, and opportunity for all. All programmes culminate with a presentation to the Board members and project sponsors.

What actions are we taking to reduce the gap?

Management Development Programme

Our Management Development Programme is aimed at all Team Managers who attend various modules in relation to business skills, ranging from developing high performing teams to difficult conversations. 43 of 78 of our Team Managers are female (55%). 12 of 21 of our Heads of Department/Division are female (57%).

D&I initiatives

We have been described as ahead of our game in relation to our HR suite of policies with excellent feedback from our external auditor Lexcel. Being accredited as at Top Employer (Top 10) by the Top Employer Institute is also credit to our commitment and our approach to our HR policies and procedures which includes various initiatives in relation to gender equity.

We have recently launched our menopause awareness policy, fertility, and baby loss policy in which we have also signed up to the baby loss pledge in conjunction with the Miscarriage Association. We have trained our HR team on menopause awareness, and we have rolled this training out to Team Managers and other Senior Leaders across the business, which has received extremely positive feedback.

Looking forward, we are currently working towards the following initiatives:

- Women in Law pledge, by signing up for the pledge we are committing to setting high level targets to make a difference for gender equality within our firm and to become an advocate and champion.
- Bloody Good Employers, we are in the process of applying for accreditation, where the aim is to create a fairer and safer workplace for all employees and people who menstruate. We also now provide free sanitary products firm wide which are available in all of our offices.

What actions are we taking to reduce the gap?

Improving our external brand

We will continue to improve our external brand in line with our commitment to address key issues in support of social equity to improve gender pay disparities and diversity across the firm. Some of the initiatives that will help us improve this are:

- Being recognised as a Top Employer (Top 10) by the Top Employer's Institute is testament to our commitment to Weightmans being a great place to work.
- Our engagement score of 87 proves that our people are happy in the workplace.
- Our innovative approach to career pathways in law and business shows our commitment to inclusion and opportunity for females in senior roles.

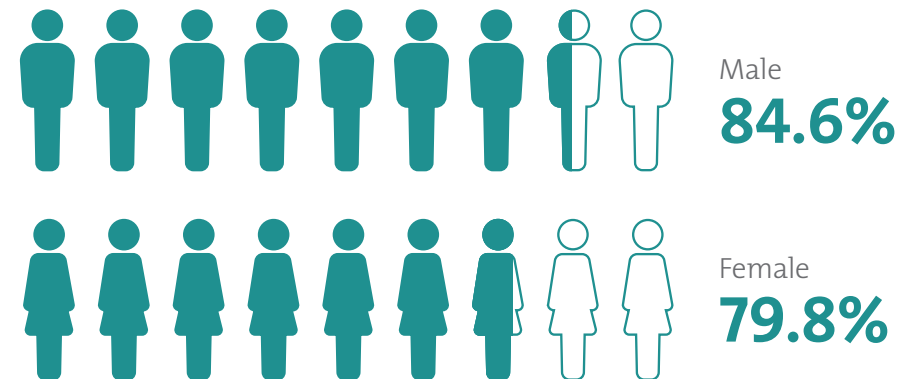
Weightmans Bonus Gender Pay Gap

Weightmans bonus gender pay gap for Employees based on 12 months preceding April 2022 is:

17.5%  Mean

0.0%  Median

Weightmans gender proportion of employees who received a bonus is:



The mean bonus gap has reduced substantially since 2019. We never formally set out a bonus during the reporting period as the focus was on restoring pay following the impact of COVID-19. Instead, we provided a small thank you payment which was a flat payment to all employees. This is reflective in the median bonus gap.

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.

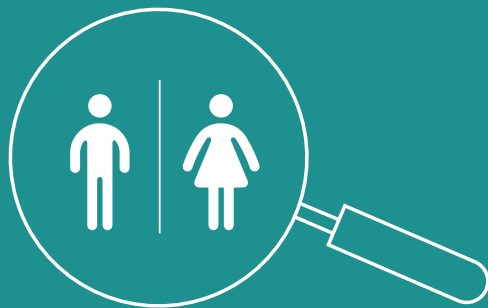
What is the difference between gender pay and equal pay?

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.

Diversity & Inclusion

We have two board members who are women.
We have reviewed our recruitment processes to ensure role descriptions and language is not gender biased.
We have reviewed our promotion processes to ensure diversity in interview panels and a fair split in applications for promotion.

Gender equity has been identified as a key topic in our 2022 ESG materiality assessment and we have a number of key policies in place to drive our goals further; Transgender policy, Menopause policy, Fertility treatment policy, Dependent bereavement emergency compassionate leave policy, to name but a few. We will continue to adopt flexible working policies and introduced a new hybrid working model for all of our staff.



Most importantly, via our D&I champions, steering group and strand leads we continue to raise awareness across the firm as to the lived experiences of women working in law. Our D&I strategy is engrained in the Firm with various initiatives supporting females in the workplace, namely, providing support to Refuge, a charity focused on eliminating domestic violence against women and girls, to become accredited for the Bloody Good Employer programme to support menstrual health and signing up to the Pregnancy Loss Pledge.

We also provide various awareness and education sessions such as Make Space for Girls campaigns for facilities and public space for teenage girls, Violence against Women campaign to various sessions covering International Women's Day.

We are seeking partnerships with organisations to mentor and sponsor young women interested in careers in law. Our Gender Equity Committee of trainees and apprentices are also looking at setting up a Working Families committee. With the educational pieces we are sharing, we have the opportunity to change hearts and minds across the business.

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. When we calculate the partner gender pay gap, we use the Actual Annual Share in the snapshot period. Weightmans gender pay gap for Fixed Share Partners at April 2022 is:

13.4%

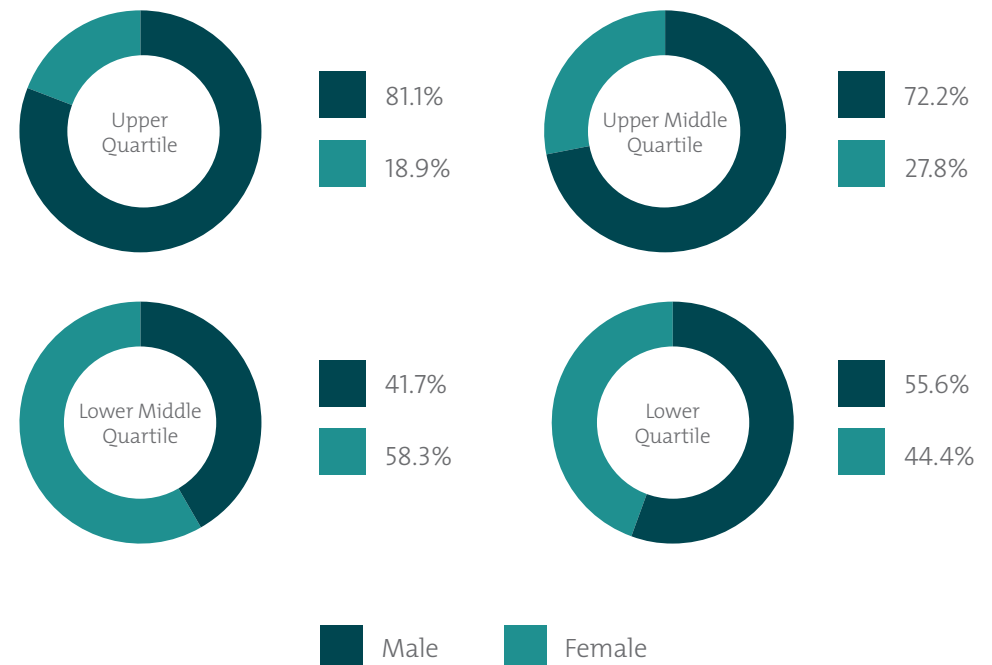
Mean

12.7%

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.

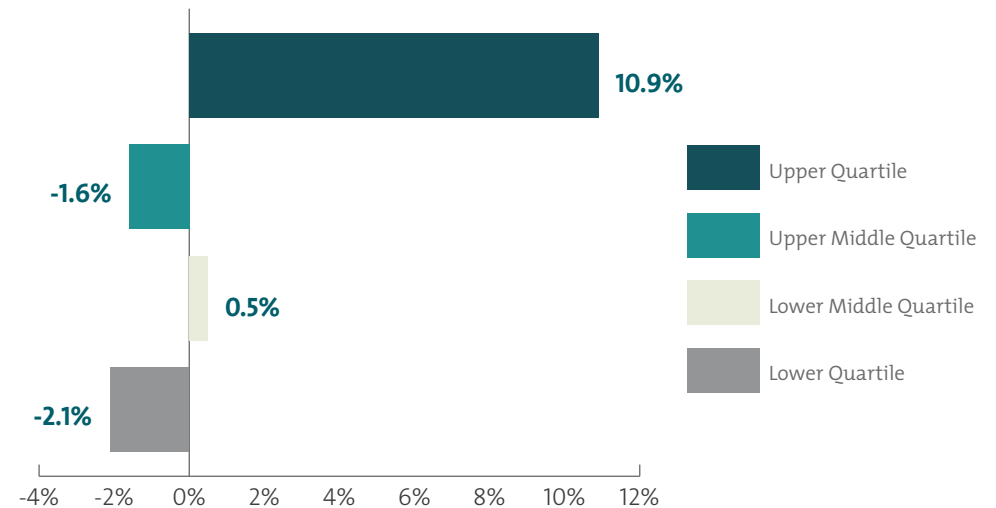


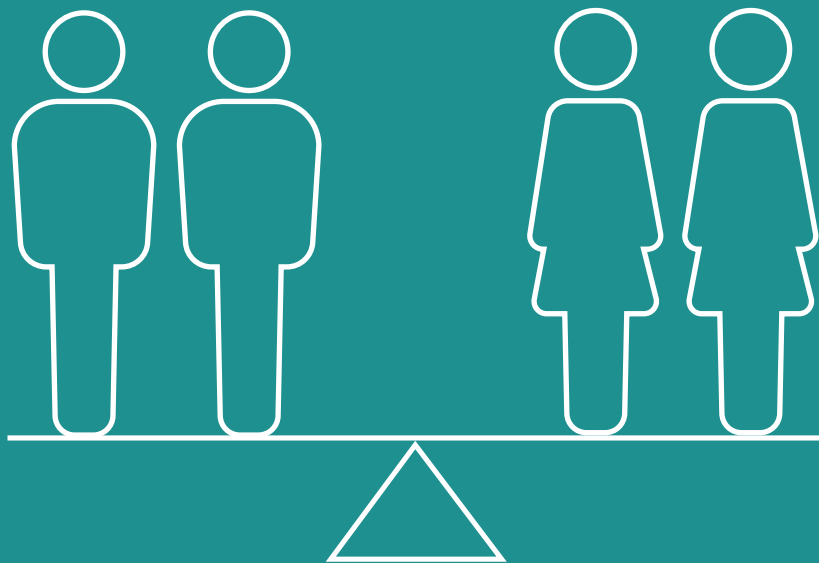
Fixed Share Partners Gender Pay Gap

The increase in both the median and mean was down to several factors but namely the result of natural turnover with more male leavers predominantly from the Lower Quartiles, which in turn impacts both the median and mean figures. We continue to see progression too and within the partnership, with promotions in 2021 equally split amongst genders (six females promoted to the Fixed share Partner and two females to Equity Partner).

As you can see from the table the Upper Quartile continues to have the largest disparity, as historically these positions have been held by more males with longer tenures.

Despite this we have continued to see an increase in female representation in the partnership with an 8% increase on last year, and less female leavers.





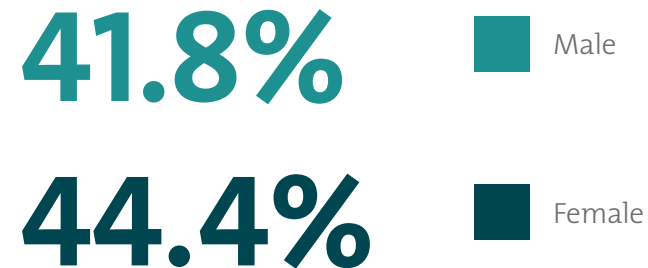
The Board recognise that a diverse workforce with equal opportunities for all is important and ensures that we will be a better business in the future.

Fixed Share Partners Bonus Gender Pay Gap

Weightmans bonus gender pay gap for Fixed Share Partners based on 12 months preceding April 2022 is:



Weightmans gender proportion of employees who received a bonus is:



Both the mean and median bonus gap have increased, and this is largely due to the gender distribution within the partnership being predominantly male. The bonus is calculated as a percentage of annual share and as males dominate the higher earning quartile this impacts the bonus gap calculation. The partner bonus scheme remains applicable to all partners and is applied in a fair and consistent way with rigorous moderation.

Moving forwards / Final Message from the board

At Weightmans we strive to always see the possibility for our people, clients and business, and are focused on fostering an environment of recognition, progression and success. Linked to this is our continued commitment to ensuring a greater balance of opportunity across the organisation for women; making promotion, development and recruitment as fair and widely available as possible, and crucially, compensated accordingly.

Our 2022 gender pay gap has remained largely similar to the year before, in part due to a significantly higher number of our female staff on parental leave in April 2022- 60% more than average at the time of the snapshot, with a majority of these being our higher paid people.

We note also that although there has been another increase in the number of senior positions held by women in this period, there is still a way to go here and we continue to work hard to achieving more of a balance at this level of the firm. Through our extensive engagement surveys, leadership training programmes and D&I initiatives we are making real, tangible progress in encouraging our people to seize opportunities and ensuring there are no barriers to success at the firm.

We continue to invest heavily in the employee experience, evident in our recognition as a Top Employer (Top 10) by the Top Employer's Institute for the sixteenth year. Flexible, hybrid working, an employee care scheme and a national recognition platform have all encouraged a supportive and productive culture that we are proud of. Through the publication and examination of this data, we can hold ourselves accountable on the journey to true equity – and ultimately ensure that Weightmans is a fair and inclusive place to work.

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