

Gender & Ethnicity Pay Gap Report

2024

Introduction

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In compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations, Weightmans LLP has published its gender pay gap information for 2024.

In line with our core value of radical transparency, this year for the first time we are also disclosing our ethnicity pay gaps. These include statistics in relation to partner earnings, going therefore beyond our legal obligations.

The figures contained in this report are taken from a snapshot of data as of April 2024.

Contents

Message from the board

At Weightmans we See the Possibility for our people, clients, and business, and strive to foster a workplace culture of opportunities, recognition, progression, and success for all. Linked to this, is our continued commitment to ensuring a greater range of opportunity across the firm for women, making recruitment of female talent as well as retention, promotion, and development as widely accessible as possible, and crucially, fairly compensated.

We are delighted to see positive increases in the number of women in senior positions across the firm, including the number of women on our Board. We are proud to report that with 53% of promotions into partnership being females, the fixed share partner gender pay gap is progressively narrowing and this reflects our sustained effort to improve representation at most senior levels. There has also been steady progress with a higher proportion of female colleagues being promoted to Associate, Principal Associate level and Legal Director roles, which is going to progressively strengthen our talent pipeline and put our firm in a stronger position in the near future.

When looking at our overall firmwide performance, we recognise that with the median figures stable at 22.3% and the mean figures slightly higher than last year's, we have made more limited progress than expected. Whilst some of the reasons may be found in wider societal trends, such as the fact that Cybersecurity is a male dominated field, we acknowledge the need to invest in more targeted and strategic interventions that can result in more equitable outcomes.

We recognise that there is room for further improvement, and we remain fully committed to improving gender representation and gender parity across levels. Through dedicated leadership development programmes, clear criteria for promotion processes, well-established pathways from Early Careers to Equity Partnership and encompassing DE&I initiatives that sustain awareness raising and engagement across the firm, we are developing a strong infrastructure to support best practice and foster equal opportunity and fair chances of success.

Employee experience is core to who we are and how we See the Possibility. Our eighteenth year of consecutive submissions and ongoing commitment, for the first time we ranked in the Top 5 of the 2024 certification by the Top Employer's Institute which is testament to our excellent HR policies and procedures and our people engagement. Our flexible and hybrid working policies enable our female colleagues with caring responsibilities to achieve their career goals, and overall support the high-performing and inclusive culture that we are all proud of. Through the publication and honest analysis of these figures, we are determined to hold ourselves accountable on the journey to true equity – and ultimately ensure that Weightmans is a fair and inclusive place to work.



John Schorah
Managing Partner

Explaining Gender & Ethnicity 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 each gender in each pay quartile. Gender is identified as Male and Female in our HR records.

Mean (average)

The mean is the average hourly pay across each gender in April. 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.

Median (mid-point)

The median is calculated by lining up every individual in each gender in order of their hourly pay in April. 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.

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 women earn, irrespective of their role and seniority. Equal pay is the legal requirement for men and women to be paid the same for doing the same job, or a job of equal value.

With reference to ethnicity pay, the difference is between two aggregated groups of 'ethnicities' (as captured in our HR system) as 'other ethnic groups' (colleagues from 'non-white' backgrounds grouped together) mean and median pay, compared to 'white groups' mean and median pay, under the same guidelines.

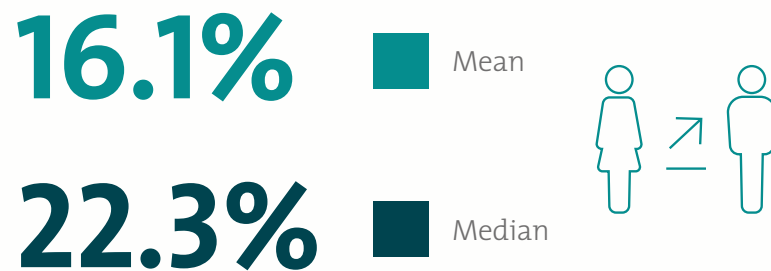
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Weightmans Gender Pay Gap

We have continued to increase female representation in our partnership, which is reflective of our strong leadership initiatives and talent pipelines.

What is Weightmans Gender Pay Gap?

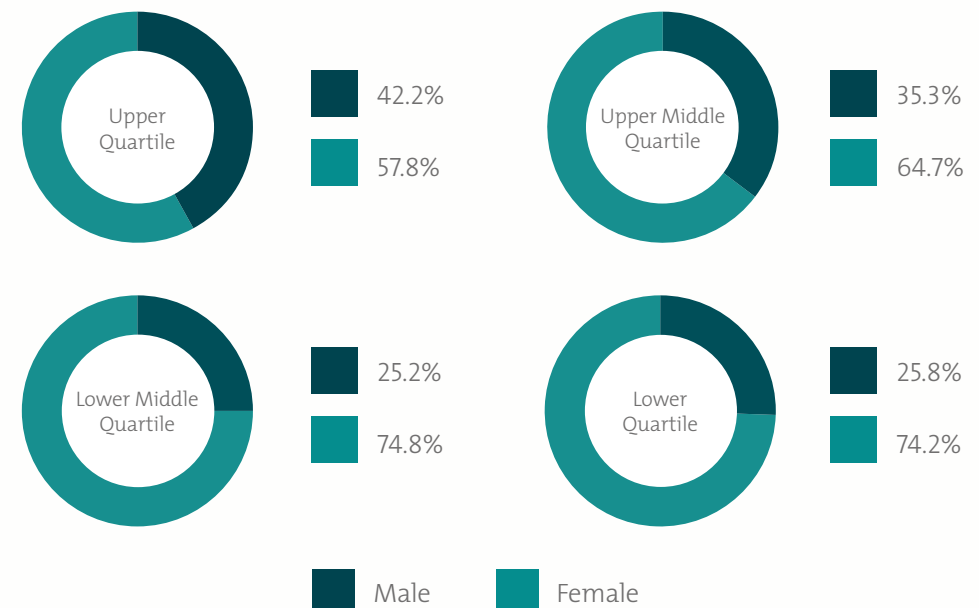
Weightmans gender pay gap for Employees in April 2024 is:



The mean, known as average, has increased by 2.7% since last year. Whilst the median, known as middle, has remained at 22.3%. We recognise that this is not progressing in the right direction, but in a firm where we have only a small number of roles at the most senior level, any change in single role holders can impact our overall gender pay gap. The factors that influenced the change were the launch of our new Cybersecurity consultancy service and a strategic review of our Information Technology function. Whilst we recognise that IT and Cybersecurity are currently male dominated fields, we are working to proactively cast our net wider and progressively diversify the talent pool for upcoming roles in these teams.

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.



We have continued to increase female representation in our partnership, which is reflective of our strong leadership initiatives and talent pipelines. We have also seen a much higher proportion of females being promoted to Associate & Principal Associate level which strengthen our talent pipeline for the future.

What are the main contributors to these numbers?

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Launch of CyXcel

CyXcel was launched in 2023 by Weightmans and known as our Cyber security consultancy service combining legal and technical expertise in Cyber security, forensics, and intelligence. This was an opportunity to change and strengthen culture, drive performance, and run faster than the competition. Headed by a leading and deeply experienced team of experts and a range of top-flight hires from an industry which is currently dominated by males. According to ISC2, the world's leading member association for cybersecurity professionals, females made up just 20-25% of the cyber security industry in 2024.

Promotions into Partnership

We have successfully seen 56% of females promoted into partnership over the past two years. Whilst this has impacted the employee gender pay gap, it has had a positive impact on our partner gender pay gap, proving our strong female pipelines continue.

Information Technology Transition

One of our strategic objectives, and following an external review, was to strengthen our technology platforms so that it reflects our ambition to be a Top 30 law firm, maintain high level of security and provide an excellent user experience for all our people. This led to a restructuring of leadership roles in the IT structure with appointed talent from a historically male-dominated industry. We take great efforts in operating a fair and transparent recruitment process ensuring decisions are based on the level of skill and experience required to lead on this transformation and the pool of candidates in the market.

How are we addressing our Gender Pay Gap?

Mentoring Programme

The Mentoring Programme was established in May 2024, offered as Career Mentoring and Reverse Mentoring programmes. It was intended that career mentors met for around 8 -10 sessions on a monthly basis, with reverse mentors meeting for around six sessions on a monthly basis. Both senior male and female partners coached junior female colleagues, and with a 100% positive feedback, delegates have found their mentors/mentees interesting and supportive. We had a total of 16 pairings in the programme. It is anticipated there will be another programme rolled out in the new financial year 2025/26.

Women in Law Pledge

We are committed to signing up to the Women in Law Pledge and hope to finalise our application by the end of the financial year. Having recently run unconscious bias training sessions in London and Birmingham for our partners and Legal Directors, we aim to use these sessions as part of our application for the Women in Law Pledge.

We are also planning to roll-out unconscious bias training across each office, starting in the new financial year.

Diversity, Equality, and Inclusion Targets

As part of our ongoing commitment to improving diversity across the firm, our board has reviewed the targets to increase Gender, Ethnicity, LGBTQ+ and Disability representation by the end of 2025. Initially set in 2022, these targets are reviewed yearly, and we are very pleased we already achieved the gender target of 40% females into fixed share partnership in 2023. We have also invested in a full-time DE&I Manager role who will work alongside our Head of ESG and the HR team to move our firm further in our journey and support our ambitious DE&I strategy.

Policies

We continue to review and update our policies and procedures on an annual basis to ensure they remain fully inclusive and supportive to all our staff. Recently we included new updates in relation to the change in legislation on sexual harassment as part of our dignity at work policy. All of our people have received training on the changes in legislation in relation to sexual harassment.

Top Employer

For the eighteenth consecutive year, we have achieved UK Top 10 Employer status, reaching our highest ranking at number five. The Top Employers Certification programme – run annually by the Top Employers Institute – recognises and celebrates outstanding people-centric policies and practices that have created positive workplace environments around the world. This fully endorses the hard work put in by everyone at every level of the firm in making Weightmans such a great place to work, thrive and build a successful career.

How are we addressing our Gender Pay Gap?

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Early Careers

80% of our current apprentices are female with 75% successful in obtaining placements on our apprenticeship programs in 2024. The previous year it was 89% female placements which shows our commitment to inclusivity and how much we have invested in these programmes to attract diverse talent to develop into future business leaders. With our trainee programme, we managed to attract 58% females in 2024 and 100% in 2023. Trainees and Apprentices are given the necessary experience and support to enable them to launch their career as qualified solicitors. We are committed to making sure these programmes remain an attractive proposition for years to come, particularly to women and other under-represented groups in the legal profession.

Leadership Programmes

Our four leadership programmes (Engage, Empower, Excelerate and Visionary) remain an important tool in supporting female colleagues' development into more senior roles. Of those who attended the programme since 2023, 31 females have successfully progressed into senior roles. In 2024 we had 77 females (60%) attending these programmes which will further contribute towards our succession planning.

Promotions

Our career pathways to promotion remain a popular opportunity for females to progress in their careers, and we have seen impressive numbers in the last cohort at each level:

- Associate promotions: **79% females promoted.**
- Principal Associate promotions: **81% females promoted.**
- Legal Director promotions: **58% females promoted.**
- Promotions into partnership: **53% females promoted.**

Under a structured and transparent process, we continue to ensure career pathways are constantly reviewed and remain fair and equitable so that opportunities continue.

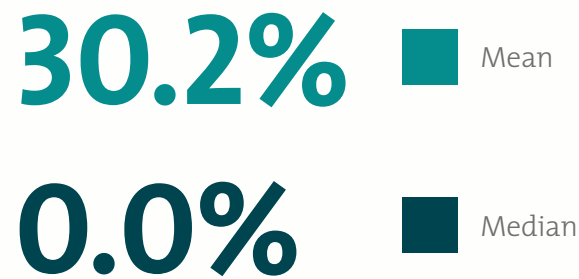
Engagement

We run our engagement surveys every two years and use each opportunity to take feedback, identify areas for improvement and understand colleagues' perceptions around different areas. Our latest survey results (2024) have seen significantly improved scores in total reward package, vision for the future and recognition from managers since 2022. This is a clear indication that the initiatives we have put in place since the last survey have had a positive impact.

Our overall NPS (Net Promoter Score which measures how likely colleagues recommend the firm as a good place to work) has increased by 2 points in 2024, from 34 to 36. Our overall engagement score is 86% and it exceeds the Law Firm norm in 5 out of the 6 categories that we benchmark. The questions that relate to diversity and inclusion remain above law firm norms (+12) and high performing firm norms (+6). Next steps will be to arrange focus groups across the firm that will help us build our engagement plan for 2025.

Weightmans Bonus Gender Pay Gap

Weightmans bonus gender pay gap for Employees based on 12 months preceding April 2024 is:



Weightmans gender proportion of employees who received a bonus is:



The mean bonus gap increased this period largely due to a small number of individuals who have contractual bonus arrangements based on meeting performance targets. The median bonus gap has remained at zero for three years running due to our firm wide bonus scheme providing equitable recognition to all staff. We regularly review and monitor our bonus schemes to ensure they remain fair and equitable.

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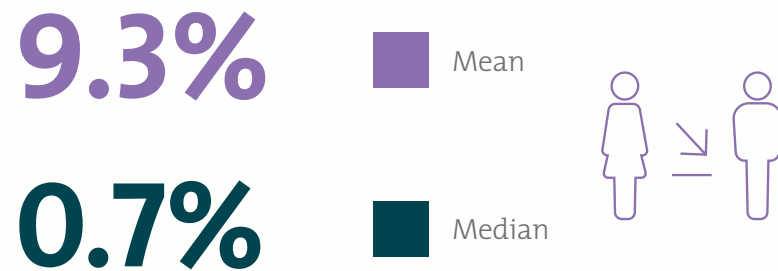
Weightmans Ethnicity Pay Gap

One of our positive steps forward is through board approved DE&I targets relating to ethnicity (and gender) at firmwide, board and partnership levels.

What is Weightmans Ethnicity Pay Gap?

The figures for the Ethnicity Pay Gap are based on the data available from colleagues who choose to specify their ethnicity on our HR system. On the snapshot date of April 2024, the response rate for ethnicity was 87.3%. To ensure we had an adequate data sample, we have aggregated together colleagues from 'white groups' (i.e., white British/Irish/any other white background) and compared their pay with colleagues from 'other ethnic groups or backgrounds' (i.e., non-white).

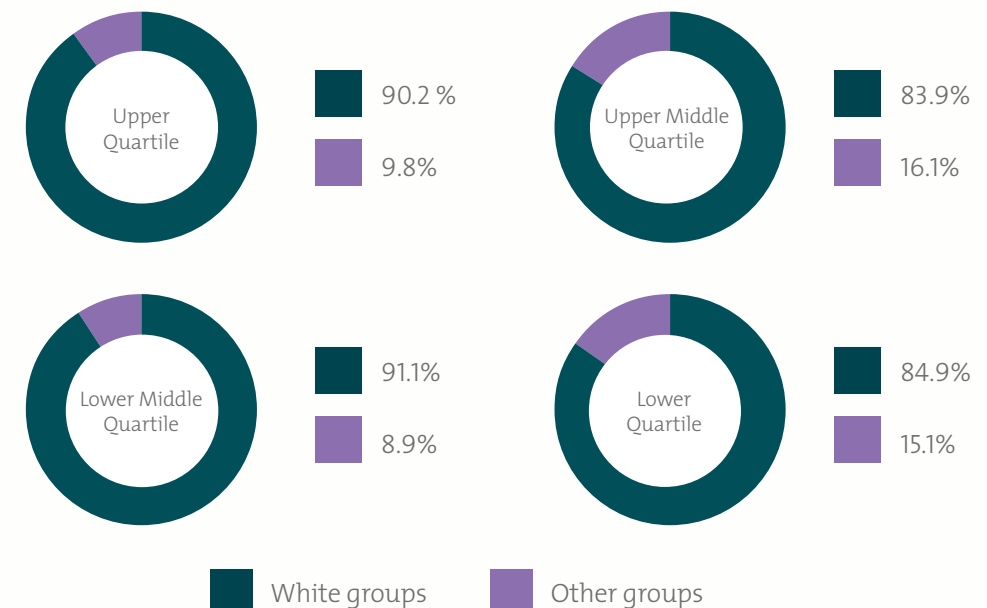
Weightmans ethnicity pay gap for Employees in April 2024 is:



The mean ethnicity pay gap is driven by a larger population of white colleagues with a higher representation in senior roles, particularly at board level, compared to a relatively smaller representation of colleagues from non-white groups or backgrounds. The median pay gap figure represents equivalent roles with similar job sizes from both groups resulting in an almost zero gap.

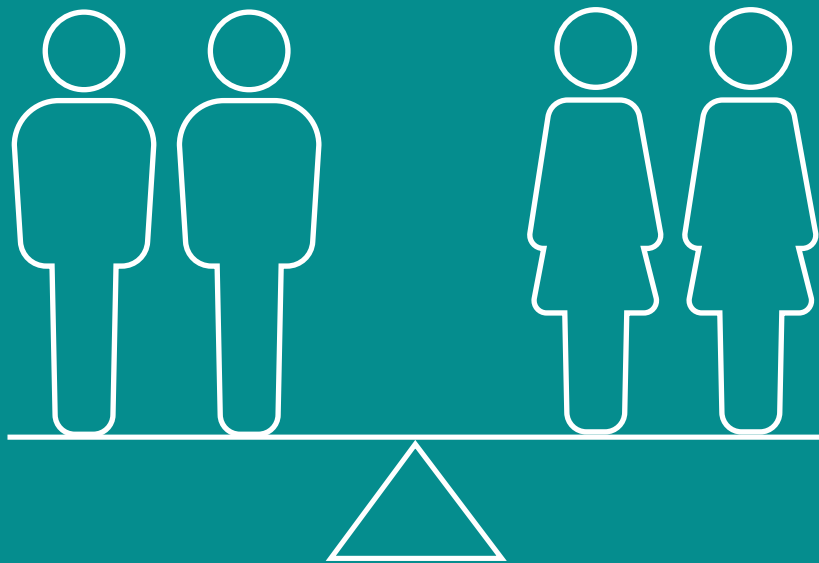
Employees Pay Quartiles

This shows the proportion of 'white groups' and 'other groups or backgrounds' split into four quartiles, ranked from highest paid hourly rate to lowest paid. This is the percentage of 'white groups' and 'other groups' in each quartile.



It is important to understand that on the snapshot date, 75.4% of colleagues identified as white, 11.9% identified as from other ethnic groups or backgrounds, and 12.7% chose not to specify this characteristic (i.e., selected the option 'prefer not to say' in their HR records).

How are we addressing our Ethnicity Pay Gap?



One of our positive steps forward is through board approved DE&I targets relating to ethnicity (and gender) at firmwide, board and partnership levels.

We review our targets annually and aim to increase our representation of other ethnic groups to 20% firmwide. As mentioned above, we have also recently recruited a Diversity, Equity, and Inclusion (DE&I) Manager, a new role which will lead on the firm's DE&I plan providing strategic support, working with the DE&I Steering Committee, Strand Leads and Champions, and collaborating closely with key stakeholders across the firm including HR&D.

Weightmans Bonus Ethnicity Pay Gap

Weightmans bonus ethnicity pay gap for Employees based on 12 months preceding April 2024 is:

40.6% ■ Mean

0.0% ■ Median

Weightmans ethnicity proportion of employees who received a bonus is:



The mean bonus ethnicity pay gap is driven mainly by a lower representation of colleagues from non-white groups in senior roles, and these roles tend to come with contractual bonus arrangements linked to firm performance.

The median bonus ethnicity pay gap relates to our firm wide bonus scheme providing equitable recognition to all staff.

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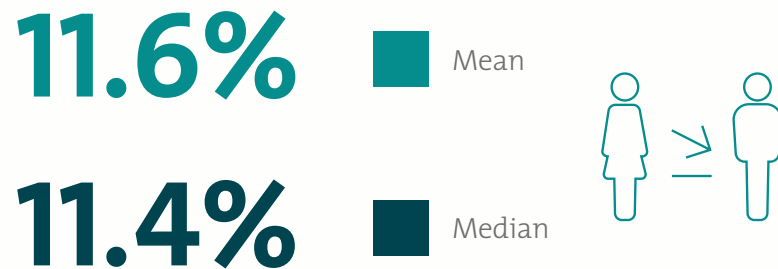
Fixed Share Partners Gender and Ethnicity Pay Gaps

For the second year running our mean pay gap has reduced and we continue to see a higher percentage of females promoted into partnership.

Fixed Share Partners Gender Pay Gap

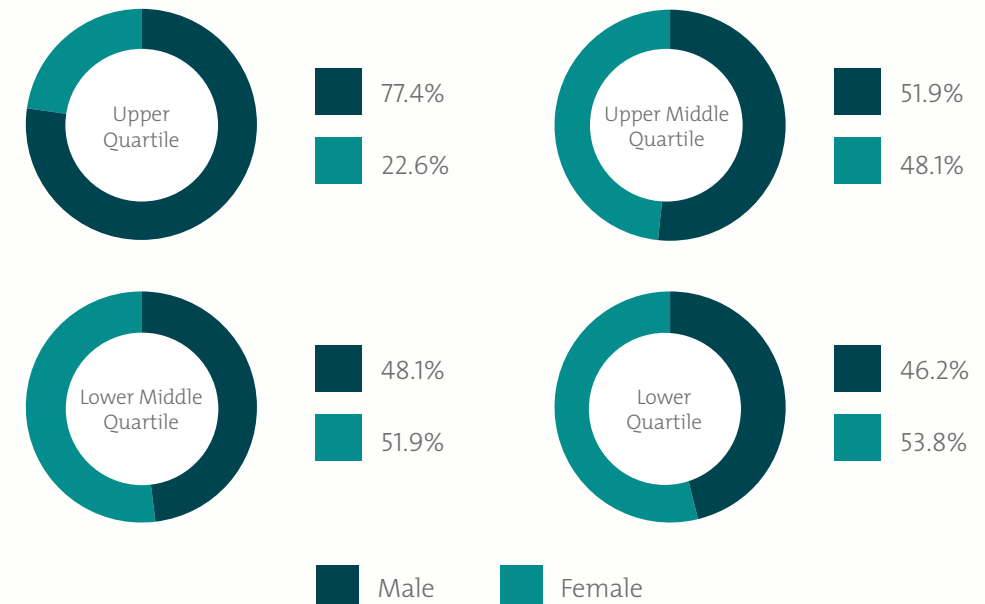
Partners are remunerated differently to employees and their pay is based on profit share awarded under a partner share review. We calculate the fixed share partner gender and ethnicity pay gaps by using the Actual Annual Share in the snapshot period.

Weightmans Gender Pay Gap for Fixed Shared Partners in April 2024 is:



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 women in each quartile.



For the second year running our mean pay gap has reduced despite a slight increase in our median pay gap. We continue to see a higher percentage of females promoted into partnership and have recently appointed a female partner, who will take on the role of Managing Partner on 1 April 2025. We remain fully committed to improving gender representation in our partnership and have already achieved our board set target of 40% females into fixed share partnership, with progress at 42% in April 2024.

Fixed Share Partners Bonus Gender Pay Gap

Weightmans bonus gender pay gap for Fixed Share Partners based on 12 months preceding April 2024 is:

14.6% ■ Mean

33.2% ■ Median

Weightmans gender proportion of Fixed Share Partners who received a bonus is:

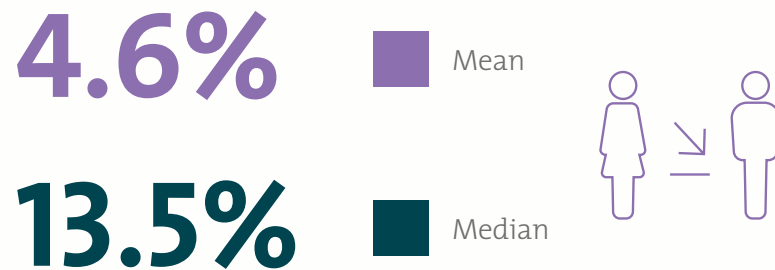


Both the mean and median bonus gaps have reduced significantly since 2022. This is due to a higher percentage of females becoming eligible for bonus payments, related to new client work and work referrals paid outside of the firm partner bonus scheme. We had a successful year during the 2023/24 period in terms of overall firm performance, and this reflected in a greater share of bonus payments in 2024, as colleagues share in the rewards of the business.

Fixed Share Partners Ethnicity Pay Gap

The figures for the Ethnicity Pay Gap are based on the data available from colleagues who choose to specify their ethnicity on our HR system. On the snapshot date of April 2024, the response rate for partners ethnicity was 77.3%. To ensure we had an adequate data sample, we have aggregated together partners from 'white groups' (i.e., white British/Irish/any other white background) and compared their pay with partners from 'other ethnic groups or backgrounds' (i.e., non-white).

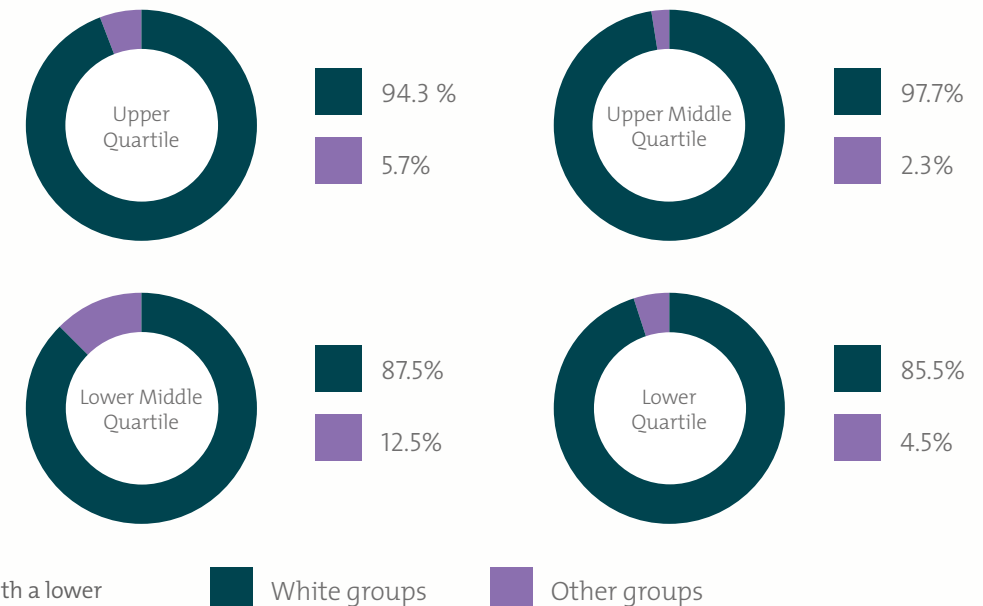
Weightmans ethnicity pay gap for Fixed Share Partners in April 2024 is:



The mean ethnicity pay gap is driven by massive differences in headcount in each group with a lower representation of partners from non-white groups. At the time of reporting there were only 10 partners who self-identify as from 'other ethnic groups or backgrounds', compared to 152 partners who identify as white, and 43 who preferred not to specify their ethnicity on our HR system. The median pay gap figure comes from a difference in service between one partner from a 'white group' with five more years' service having achieved more annual share increases, compared to their colleagues from 'other groups' with less service on a lower annual share.

Fixed Share Partners Pay Quartiles

This shows the proportion of 'white groups' and 'other groups or backgrounds' split into four quartiles, ranked from highest paid hourly rate to lowest paid. This is the percentage of 'white groups' and 'other groups' in each quartile.



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