



Clarke Willmott 2020 gender pay gap report

At Clarke Willmott we have long been committed to building a diverse business and to building a culture which values all people from all sections of society.

We have welcomed the opportunity to analyse our pay gap and the assistance this gives us in shaping our existing initiatives to further develop the diversity of our firm.

Our pay and bonus gap: difference between men and women

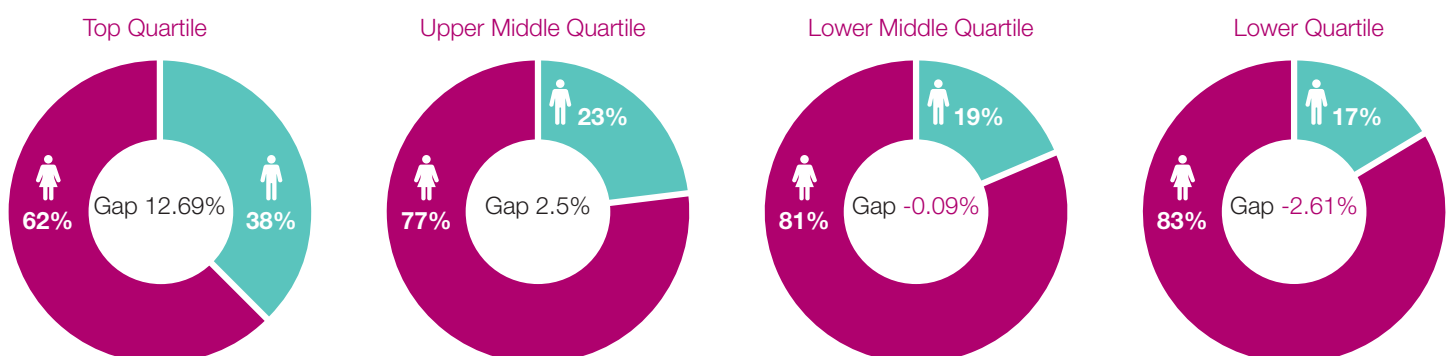
	Mean	Median
Hourly pay	25%	35%
Bonus paid	17%	54%

This information shows (1) our mean and median pay gap based on hourly rates of pay and (2) the mean and median difference in the bonuses paid to men and women.

Men and women receiving bonuses



Clarke Willmott employee numbers and mean pay gap by quartile



The gender pay gap is different to equal pay, which is a legal obligation to give men and women equal pay for work of equal value. We are confident that men and women are paid equally for doing equivalent jobs.

Understanding our results

We remain a significantly female firm with women continuing to represent 76% of the relevant employees as at the reporting date. The effect of this, and the high proportion of women within our support, administrative and secretarial roles, influences both the overall mean and the median hourly pay gap and bonus pay gap.

Due to the Coronavirus pandemic the 2019 snapshot data was not published and therefore this report covers both the 2019 and 2020 snapshot data.

The mean and median hourly pay gaps have remained broadly stable across the last two reporting periods, although we note an increase in the mean pay gap shown in the 2020 snapshot data. The mean and median bonus pay gaps are more fluid and affected by individual performance awards during the year. It can be seen that across the last three reporting periods the mean bonus pay gap is quite varied, with bonus pay gap of 17.5% in 2020 data, slightly up from 15% the prior year in comparison to a positive gap in favour of women of 8% in 2018. Similarly, the median bonus gap is impacted hugely by the spread of payments in any given year and this is demonstrated by the fluctuations across the past three years, moving from 17.7% in favour of women in 2019 data to 54.2% in favour of men in 2020. Neither figure shows more than fluctuations up and down depending on individual years and individual performances. The proportions of men and women receiving bonuses in the 2019 and 2020 data is broadly static, showing an increase in female recipients from the 2018 data.

Whilst women represent 62% of the upper quartile of hourly pay, they represent a higher proportion of the other three quartiles, making up 83% of the lower quartile. The gender pay gaps within each of our quartiles are significantly lower than our overall figures being (from lower to upper quartile) -2.61% (2019: 1.15%), -0.09% (2019: -1.70%), 2.5% (2019: 4.00%) and 12.69% (2019: 5.77%). Accordingly, within each quartile, the gaps are relatively limited although we note the increase in the gender pay gap for the upper quartile.

We have undertaken further analyses on a role by role basis of our 2020 snapshot data in order to assist in our level of understanding together with an analysis to separate the non-legal and legal teams and an analysis within the legal teams of the proportions of qualified employees. Women represent over 60% of our qualified roles. When we compare our pay gap for directly comparable qualified roles, the gaps are significantly lower than the firmwide analysis, being -2.48% at Solicitor, 8.56% at Associate and 3.61% at Senior Associate. An individual anomaly in the Associate category affects the outcome in this group and adjusting for that reduces the gap to 3.21%.

Partner roles

Whilst the regulations do not require us to report Member data (as they are self-employed and share profit), we are committed to transparency and also to drive positive change. We have undertaken various analyses at Partner level. We have three designations of Partner: Salaried Partners (who are included in the overall analyses because they are employees) and Ordinary and Equity Members. Analyses of the distribution of profit cannot be undertaken in the same way as hourly pay and as a result, we have undertaken the nearest approximate analysis within our

remuneration structure being Ordinary Member Fixed Shares and Equity Member Tiers awarded at the last remuneration review prior to the reporting date.

An analysis of Salaried Partners establishes a proportion of 55% women and a gender pay gap of 7.6%. An analysis of Ordinary Members shows a proportion of 31.6% women and a gender pay gap of -0.61%. An analysis of Equity Members shows a proportion of 17.2% women and a gender pay of -3.4%.

Clearly, our most significant challenge remains the proportion of female Equity Members but as this is the group with the least fluidity, change tends to be slowest. Women are strongly represented within our Managing Director roles and the Management Board and our focus for positive change remains as we continue to work to improve female representation within our Equity Members.

Our commitment

We are a signatory to The Law Society's Diversity and Inclusion Charter and are committed to a range of initiatives that support diversity within our firm. We have recently established an Equality, Diversity & Inclusion committee to ensure that we have representative staff voice from across the diversity of our practice. This committee will guide our inclusion activities and will produce an annual report detailing the progress that has been made along with objectives for the upcoming year. In addition, the annual report will include a review of the gender pay differentials across each level of the firm, to include Partners and the membership.

Existing inclusion initiatives are fully integrated with our HR policies including recruitment, training and promotion to ensure we reach a wide and diverse pool of talent when recruiting and that career development and rewards are based solely on merit and any risk of discrimination is eliminated.

We understand the importance of offering flexible working arrangements that enable people to manage their working life with other priorities and the benefits this brings to both the individual and the firm. In 2017 we launched our Family Care Forum; giving our working parents and carers somewhere to go to access information and support. We are keen to increase our uptake of shared parental leave and will be focusing on highlighting the benefits of shared parental leave for parents, their children and the firm. Our response to the Covid pandemic has also led to some fundamental changes to working arrangements, allowing individuals to work more flexibly from home or to differing working patterns where this is desirable.

Prior to the impact of the pandemic we also continued to host events in respect of Bristol Women in Business, Women in Property and other initiatives. We're proud to be a continued signatory of the Bristol Women in Business Charter which further demonstrates our ongoing commitment to improve gender equality for women in our business.

We are committed to continuing and enhancing our diversity initiatives to develop an organisational culture which values people from all sections of society and the contribution which each individual can make.



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Pay data refers to the snapshot date of 5 April 2020. Bonus data refers to bonuses paid in the 12 months leading to 5 April 2020.

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