



Clarke Willmott 2022 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

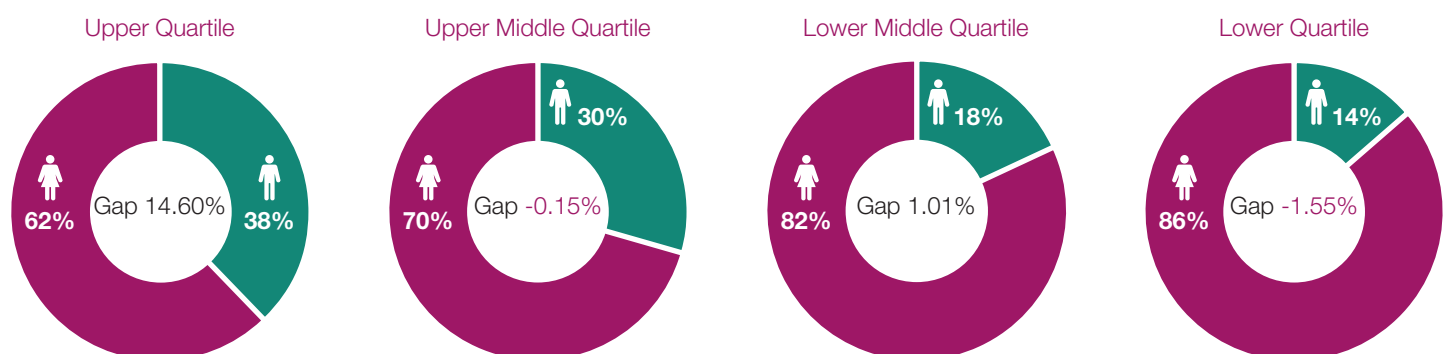
	Mean	Median
Hourly pay	27%	34%
Bonus pay	40%	30%

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



Trends to prior years

The results, and comparisons to recent years, are as follows:

Percentage Pay Gaps

	2020	2021	2022
Mean Pay Gap	25.2%	25.7%	26.7%
Median Pay Gap	35.0%	33.1%	34.5%
Mean Bonus Gap	17.5%	45.4%	40.3%
Median Bonus Gap	54.2%	25.9%	30.2%

Proportion of staff receiving a bonus

	2020	2021	2022
Male	26.8%	34.3%	78.5%
Female	30.1%	31.6%	76.5%

Overall staff composition

	2020	2021	2022
Male	24.1%	25.6%	24.8%
Female	76.0%	74.4%	75.2%

Pay Quartiles

		2020	2021	2022
Upper Quartile	Male	37.7%	36.9%	37.88%
	Female	62.3%	63.1%	62.12%
Upper Middle Quartile	Male	23.2%	29.2%	29.55%
	Female	76.8%	70.8%	70.45%
Lower Middle Quartile	Male	18.8%	19.2%	18.18%
	Female	81.2%	80.8%	81.82%
Lower Quartile	Male	16.6%	16.9%	13.64%
	Female	83.5%	83.1%	86.36%

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 representing 75.2% 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.

The mean hourly pay gap has remained similar across the last three years but we do notice that this is following a gradually increasing trend. The median pay gap has remained broadly flat for the past four years. The mean and median bonus pay gaps are more fluid and affected by individual performance awards during the year. The mean bonus pay gap saw a significant increase in 2021 and remains high at 40.3%. Similarly, the median bonus gap is impacted hugely by the spread of payments in any given year which can be impacted by initiatives such as one-off bonus payments to all employees or fluctuations in individual performance levels. This volatility is demonstrated by the fluctuations across recent years, moving from a gap of 17.7% in favour of women in 2019 to a gap of 30.2% in favour of men in 2022. The percentage of both men and women receiving bonuses in 2022 saw a large increase, due to the fact that we paid a firm-wide bonus payment to all employees. We are pleased to see a similar proportion of both men and women receiving a bonus during the period.

Whilst women represent 62.1% of the upper quartile of hourly pay, they represent a higher proportion of the other three quartiles, making up 86.4% 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) -1.55%, 1.01%, -0.15% and 14.6%. Accordingly, within three of the quartiles the gaps are relatively limited although we note the wider variation in the gender pay gap for the upper quartile.

We have undertaken further analyses on a role by role basis of our 2022 snapshot data for full pay relevant employees. This analysis is undertaken in order to assist in our level of understanding together with an analysis to separate the non-legal and legal teams. Women represent over 66% 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 -4.33% at Solicitor, 7.72% at Associate and 2.21% at Senior Associate. An individual anomaly in the Associate category affects the outcome in this group and adjusting for that reduces the gap to 3.03%.

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 driving 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 51% women and a gender pay gap of 7.2%. An analysis of Ordinary Members shows a proportion of 33.3% women and a gender pay gap of 2.1%. An analysis of Equity Members shows a proportion of 18.5% women and a gender pay of 6.9%.

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. However we are pleased to see the trend improving this group with a slight increase in proportion of females and a reduction in the gender pay gap. Women also remain 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. Our Equality, Diversity & Inclusion committee ensures that we have representative staff voice from across the diversity of our practice and guides our inclusion activities. The committee reports annually to the Board detailing the progress that has been made along with objectives for the upcoming year.

Existing inclusion initiatives are fully integrated with our HR policies including recruitment, training and promotion. This ensures 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 minimised.

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. We continue to promote our approach of "work where you do your best work" and are pleased that this has become embedded in our operating model. We believe this is allowing us to support staff to better balance competing work and home priorities and therefore removing some of the barriers that exist for certain groups within the workforce.

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 2022. Bonus data refers to bonuses paid in the 12 months leading to 5 April 2022.

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