

# Clarke Willmott 2018 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.

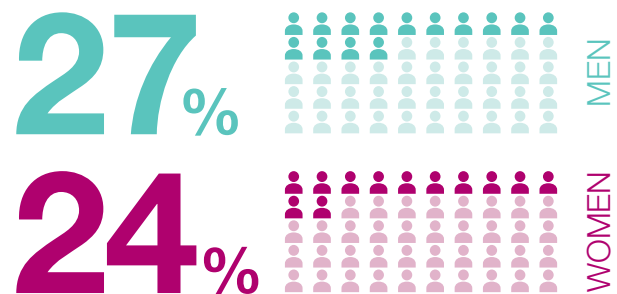
We have welcomed the opportunity to analyse our pay gap and the assistance this gives us in shaping our existing initiatives to further develop the diversity of our firm.

## Our pay and bonus gap: difference between men and women

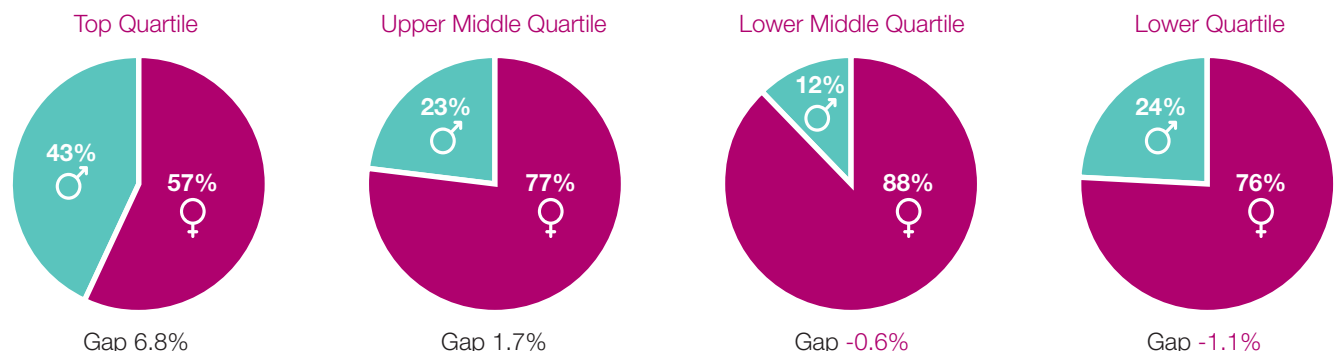
	Mean	Median
Hourly pay	23%	32%
Bonus paid	-8%	39%

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 measures the difference between the average (mean) hourly earnings of men and women. The median (middle value) is also a useful measure as it is not affected by extreme values within the data.

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 74% 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. This is further exacerbated in relation to bonuses, as these are more often paid to qualified employees in client facing, fee earning roles.

The mean and median hourly pay gaps have remained broadly stable during the year with 23% and 32% against 21% and 34% last year. The mean and median bonus pay gaps are more fluid and affected by individual awards during the year. In fact, this year has seen a positive mean bonus pay gap in favour of women at 8% compared to a negative gap of 14% last year. However, the inclusion of a large predominately female non-qualified team within the bonus awards increased the median bonus pay gap to 39% from 22% albeit it did equalise the proportions of men and women receiving bonuses to 27% and 24% from 27% and 17%.

Whilst women represent 57% of the upper quartile of hourly pay, they represent a significantly higher proportion of the other three quartiles. The gender pay gaps within each of our quartiles are significantly lower than our overall figures being (from lower to upper quartile) -1.08%, -0.59%, 1.70% and 6.77%. Accordingly, within each quartile, the gaps are relatively limited.

We have undertaken further analyses on a role by role basis 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 at least 50% of our non-Partner qualified roles. When we compare our pay gap for directly comparable qualified roles, the gaps are significantly lower than the firmwide analysis, being 2% at Solicitor, 13% at Associate and 2% at Senior Associate. Individual anomalies (in the Associate category in particular) affect the overall percentages.

## 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 48% women and a gender pay gap of 7%. An analysis of Ordinary Members shows a proportion of 38% women and a gender pay gap of 1%. An analysis of Equity Members shows a proportion of 11% women and a positive gender pay difference in favour of women of 5%.

As a result, at the relevant date, women represented 34% of our Partners overall and 38% of our Ordinary Members. Whilst 11% of our Equity Members are women, our Management Board is well represented, and currently stands at 37%. That remains our focus for positive change with the target remaining to expect to have achieved 30% of the Equity Members within five years.

## 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. These 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. We launched our Family Care Forum in 2017; giving our working parents and carers somewhere to go to access information and support. It's also home to our family care mentors; volunteers within the firm who are available to act as a sounding board to others on matters relating to being a working parent or carer. Running a series of lunch time parenting sessions has been well received and we continue to hold these each year. 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. We aim to ensure all our initiatives serve to engage our male employees too.

Most recently we've celebrated International Women's Day by running a series of internal events across our 7 offices and seeking feedback from employees on ways to improve gender equality at work. We also continue to host events in respect of Bristol Women in Business, Women in Property and other initiatives. We're proud to be a recent 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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## Offices

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**Cardiff**

**London**

**Manchester**

**Southampton**

**Taunton**

Pay data refers to the snapshot date of 5 April 2018. Bonus data refers to bonuses paid in the 12 months leading to 5 April 2018.

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