

# gender pay gap

## 2023 report

This report for Wilkin Chapman Group Ltd reflects the gender pay gap at 5 April 2023 and complies with the requirements set out in the Gender Pay Gap regulations. The report also includes voluntary data beyond our legal requirements on the remuneration and bonus gap for fixed share partners.

The firm has examined its gender pay gap data since 2017, underscoring our unwavering commitment to fostering a diverse and inclusive workplace. Our dedication ensures that all employees, regardless of gender, are afforded equal opportunities to realise their full potential. While we acknowledge the challenges posed by sector demographics and a notable concentration of females in lower-level support roles, our focus on addressing the gender pay gap persists.

We are pleased to announce a noteworthy shift in the recruitment landscape, with a 40% increase in males hired to fill qualified legal positions in the 12 months leading up to April 2023. This represents a substantial improvement from the 20% reported in 2022 and highlights our commitment to achieving a balanced 50:50 gender representation.

Furthermore, our current cohort of trainee solicitors comprises 77% females, maintaining consistency with the 2022 figures and representing a decrease from the 94% reported in 2021. Recognising the significance of gender balance in our trainee population, we are committed to actively recruiting both male and female trainee solicitors to foster greater equilibrium within the firm.



**Robin Simmonds**  
CEO



**Lois Gorry**  
Director of Human Resources

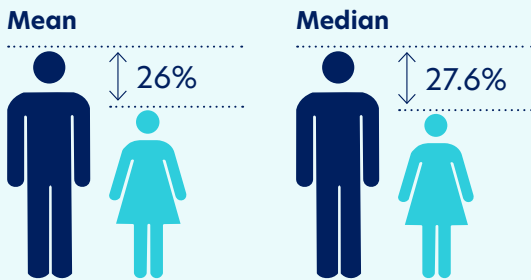
# Statutory Disclosures

The gender pay gap is defined as the difference in the average pay between men and women. This differs from equal pay which is the right for men and women to be paid the same when undertaking the same, or equivalent, work.

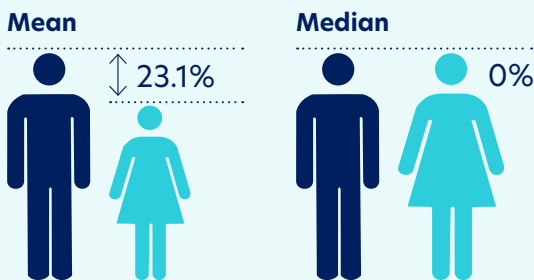
## Gender Pay Figures for Wilkin Chapman Group Ltd

The information below illustrates our gender pay gap figures that have been calculated in line with the government regulations. The figures show the mean and median pay gap based on hourly rates of pay at 5 April 2023 and the mean and median bonus gap based on bonuses paid in the 12 months up to 5 April 2023.

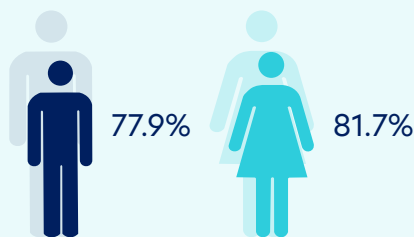
Basic pay - the difference in average pay between men and women



Bonuses - the difference in average bonus paid between men and women who received a bonus

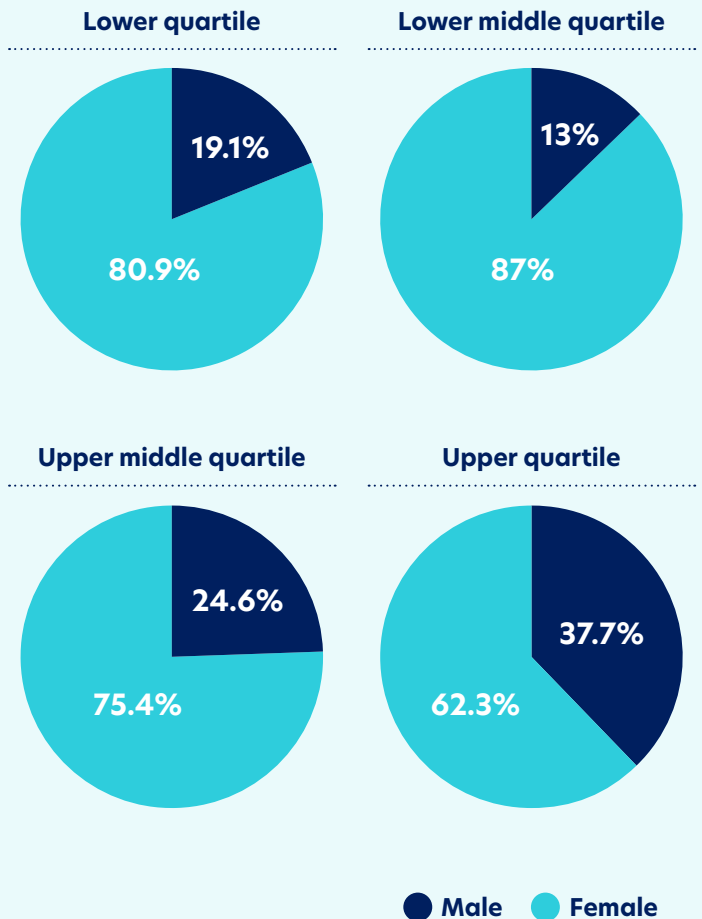


The proportion of employees receiving a bonus payment



Pay quartiles

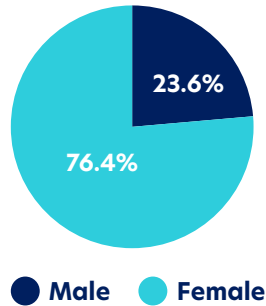
The graphics below show the proportion of females and males in each quartile band



# Understanding the Gender Pay and Bonus Gap

Wilkin Chapman Group Ltd's mean gender pay gap of 26% remains higher than the UK mean gap of 14.3%, and this continues to be due to demographic reasons. This is a positive decrease on figures reported in 2022 at 28.9%.

This pie chart shows that, overall, 76.4% of the employee population is female, which is a slight decrease on figures reported in 2022 at 77.9% and figures reported in 2021 at 81.1%. This illustrates the firm's commitment to achieving a greater balance of male and female employees in the business.



## Gender Pay Gap

The total number of employees 'in scope' for gender pay reporting was 275, with a female to male ratio of 3.2:1 (female = 210 / male = 65).

The lower and lower-middle quartile results are once again influenced by the firm continuing to employ a greater proportion of females in business support roles, which generally attract lower pay levels.

Recruitment levels in the lead up to the snapshot period were slightly lower than in 2022. We recruited 66 employees into business support, secretarial, non-qualified paralegal, legal assistant or administrative roles, 79% of these roles were occupied by females which is an increase on 2022 figures of 72%. However, it is important to clarify that the apparent increase in the percentage of female employees is primarily a result of a smaller scope in this year's analysis. The total number of females in these roles has remained largely consistent with the previous year. Due to the reduced overall number of new starters in these roles, the proportional representation of female employees in these specific roles has amplified, leading to a higher percentage.

The lower, lower-middle, and upper-middle quartile sees a slight increase in the male population, whereas the upper quarter quartile sees a slight increase in the female population. This shows a positive shift towards achieving a balanced 50:50 gender representation.

## Bonus Gap

There was a high proportion of employees who received bonuses in the 12 months prior to 5 April 2023. This equated to 232 females (81.69%) and 60 males (77.92%), compared to 201 females and 45 males reported in 2022.

In recognition of the challenging external factors affecting the cost of living, the firm chose to award a one-off payment to all eligible employees.

## Addressing the pay gap

The company strives to continue to make good progress towards closing the gender pay gap, where possible. It is important that the challenges of the gender pay gap are addressed, in order to create an inclusive workforce where people are afforded equal opportunities to realise their full potential.

### Changes we have made:

- Ethics - we continue to contribute to the success and development of our community by acting for companies and large organisations whose activities provide employment opportunities and contribute to the economic health of the region. We are further championing our environmental, social and governance (ESG) activities by reducing the amount of paper we use across the firm, encouraging car sharing, introducing a cycle to work scheme, attending local junior schools in disadvantaged areas to assist with reading, making regular financial contributions to local charitable organisations, and offering support to guests at a homeless shelter in our community.
- Communication and engagement - we have further developed our employee forum, gaining valuable feedback and encouraging open dialogue across our offices. We continue to benefit from having both male and female representatives within the forum.
- Growing careers - we have fully embedded our new apprenticeship scheme and continue to develop our work experience programmes to connect with, engage and develop relationships with young people and local education establishments across our communities.
- HR systems - development of our applicant tracking system has allowed for improved candidate experience and the ability to attract diverse pools of candidates. We will continue to review and develop our HR and recruitment systems to create further efficiencies, automation opportunities and to streamline processes.
- Equity, Diversity, and Inclusion (EDI) - we have implemented mandatory online learning for all new joiners, focusing on fostering an inclusive workplace. Additionally, we conducted a comprehensive all-people survey with an EDI focus which provided us with valuable insights into our workforce. Survey results were shared via our employee forum which allowed employees to engage with findings that will guide ongoing EDI initiatives.

## Priorities over the next year:

- ESG - we will further embed our ESG strategy through our newly established ESG steering group, commencing with an environmental and social impact assessment, developing our ESG policy, and through a wide range of projects and activities to be determined and championed through the steering group.
- Agile - we continue to monitor and analyse agile working, ensuring it is equally accessible for both genders.
- Growing careers - we continue to develop our performance management programme to effectively and consistently review performance, behaviours and potential. As part of this we will look to identify talented 'future leaders' by engaging them through coaching, mentoring, and training opportunities. We aim to ensure development plans are in place to encourage and engage employees, regardless of their gender, and to show clear pathways for progression.
- Reward, recognition & benefits - we continue to review, and benchmark pay and reward to ensure a fair and competitive structure is in place, for both male and female employees. This will enable us to fairly reward our teams and recognise top performers in both fee earning and operational roles. We are also undertaking an annual benefits review to ensure we remain competitive in the market.
- Wellbeing - we continue to drive our wellbeing programme, raise awareness and support all our people through our wellbeing ambassadors and line managers. The introduction of our Wellbeing Hub now provides a single destination point for access to supportive information and the ability to reach out to a Mental Health First Aider in confidence.
- Values - we will continue to embed our STAIR values by raising awareness and promoting adoption of our values and behaviours fairly and consistently throughout the firm.  
[www.wilkinchapman.co.uk/our-firm/our-values](http://www.wilkinchapman.co.uk/our-firm/our-values)
- Equity, Diversity, and Inclusion (EDI) - we are dedicated to cultivating a workplace that values and champions EDI. Our ongoing efforts aim to establish a diverse and inclusive environment, ensuring all employees feel valued with equal opportunities for growth. Through training, awareness campaigns, and EDI-supported initiatives, we will actively work to eliminate disparities and foster an inclusive culture. As part of this commitment, we will regularly review and enhance our diversity policy. Additionally, we seek to establish a diversity and inclusion working group focused on initiatives and creating an events calendar to celebrate and raise awareness about diversity. We will continue to encourage employees to share diversity data to help shape our activities in this area.

## Remuneration and Bonus Gap for Fixed Share Partners (FSPs)

For the same period, the gender pay gap amongst our FSP's is at 12%, which is lower than our employee average. This shows a significant increase from the 2022 figures at 4.4%. It is important to highlight that this increase is primarily due to a higher proportion of female new joiners within the fixed share partnership.

The number of females in the lower quartile has increased to 57.1% which is higher than the figures reported last year at 42.9%. In addition, the upper middle quartile has seen an increase to 62.5% compared to 2022 at 42.9%. Whilst the figures in both quartiles appear to show a substantial increase of females, the actual numbers are relatively similar to those reported in previous years.

The number of females in the lower middle quartile remain unchanged from the previous number reported in 2022.

The upper quartile has shown an increase in the percentage of males compared to the 2022 figures increasing from 71.4% to 75%, but again this is largely a consequence of the actual numbers in the category being relatively small.

There was a high proportion of FSP's who received bonuses in the 12 months prior to 5 April 2023. This equated to 76.5% of females and 92.9% of males, compared to 53.9% of females and 93.3% of males reported in 2022 and the 10% of females and 35.3% of males reported in 2021. Overall, these are all positive improvements over the past three years.

Similarly, to employees, in recognition of the challenging external factors affecting the cost of living, the firm chose to award a one-off payment to all eligible FSP's. This excluded a number of females who had joined the partnership after the qualifying date, meaning that a higher proportion of males were paid a bonus.

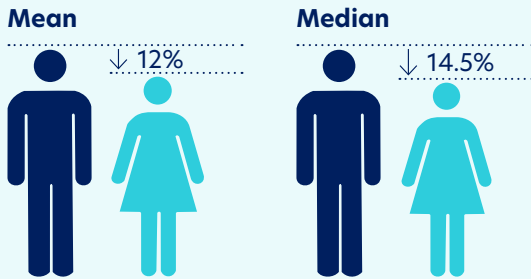
54% of the fixed share partnership are female which is a positive increase on last year's figure at 46.4% and we continue to work towards achieving an equilibrium amongst our FSP population.

# Remuneration and Bonus Gap for Fixed Share Partners (FSPs)

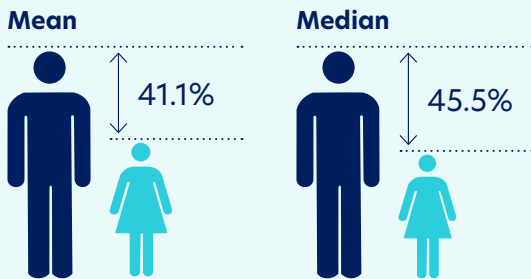
## Pay quartiles

The graphics below show the proportion of females and males in each quartile band

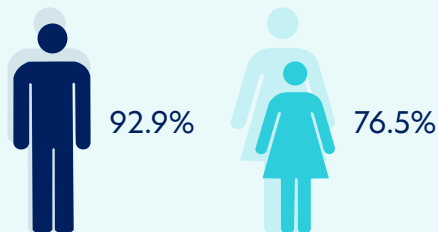
Basic pay - the difference in average pay between men and women



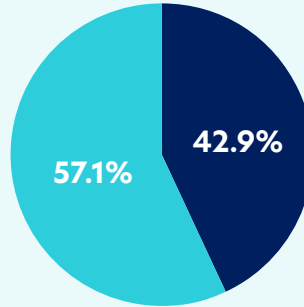
Bonuses - the difference in average bonus paid between men and women who received a bonus



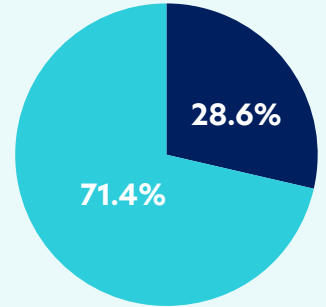
The proportion of FSP receiving a bonus payment



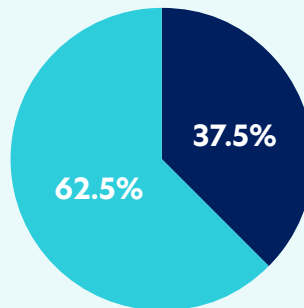
### Lower quartile



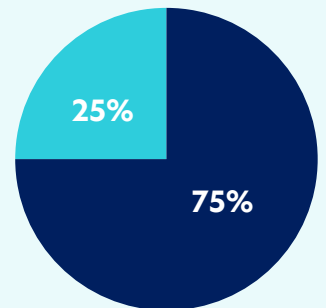
### Lower middle quartile



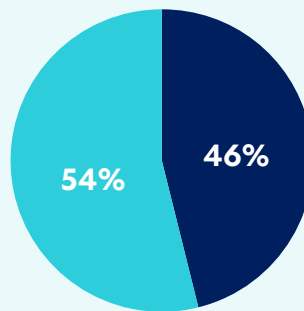
### Upper middle quartile



### Upper quartile



### Overall gender split



● Male ● Female

## Declaration

We confirm that the firm's gender pay data is accurate, and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Robin Simmonds, CEO**

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Wilkin Chapman LLP is a limited liability partnership registered in England and Wales, registered number OC343261.  
A list of names of members of the LLP is open to inspection at the registered office: Cartergate House, 26 Chantry Lane,  
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