

# gender pay gap 2021 report

This report for Wilkin Chapman Group Ltd reflects the gender pay gap at 5 April 2021 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 company has been analysing its gender pay gap data since 2017 but did not publish the 2019 results as an exemption was granted due to the pandemic. The company continues to be committed to operating in a diverse and inclusive workplace, where all employees irrespective of gender, are provided with opportunities to achieve their full potential. Like many other law firms our continued focus on addressing the gender pay gap remains somewhat restricted by the challenges posed by the demographics of the sector together with a significant number of females continuing to occupy lower level support roles.

We are pleased to report that 75% of the qualified legal positions recruited in the last 12 months leading up to April 2021, were occupied by females. This is a slight decrease on 2020 but in line with that reported in 2019.

50% of solicitors promoted internally to senior solicitor during the same period, were female and 94% of our current cohort of trainee solicitors are also female, which is an increase on last year.



**Andrew Holt**  
*Senior Partner*



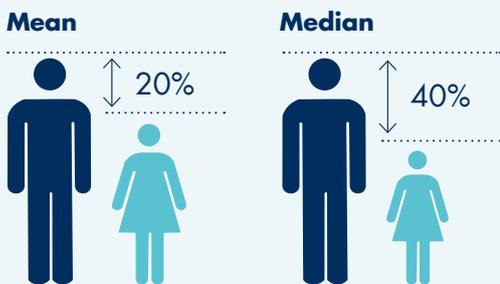
**Lois Gorry**  
*Head of HR*

# Statutory Disclosures

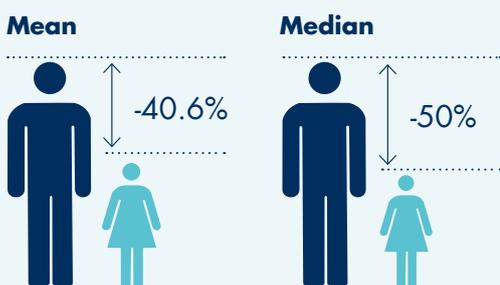
The gender pay gap is defined as the difference in the average pay between men and women.

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.

**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**

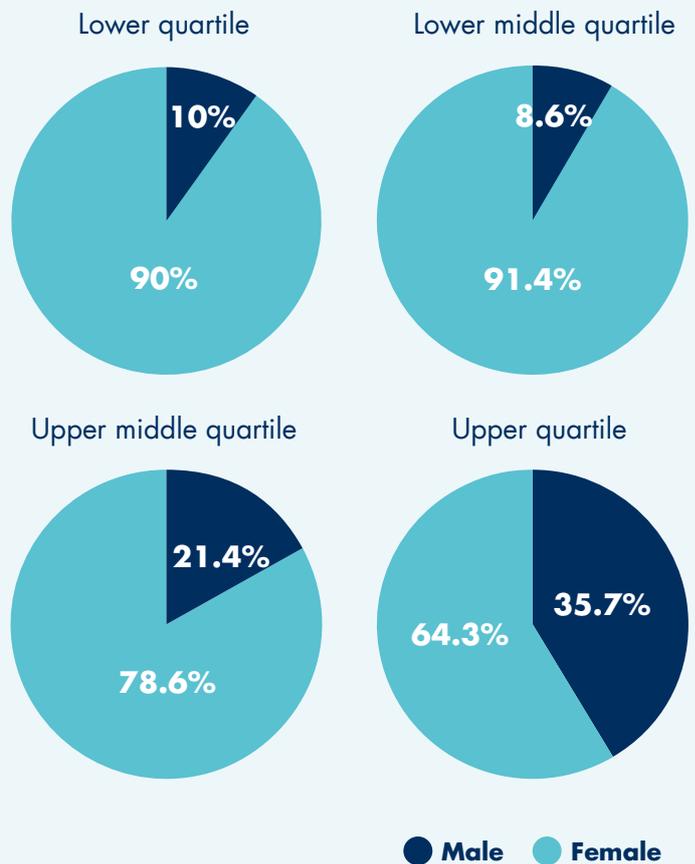


## Gender Pay Figures for Wilkin Chapman Group Ltd

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 2021 and the mean and median bonus gap based on bonuses paid in the 12 months to 5 April 2021.

**Pay quartiles**

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



● Male ● Female

## Declaration

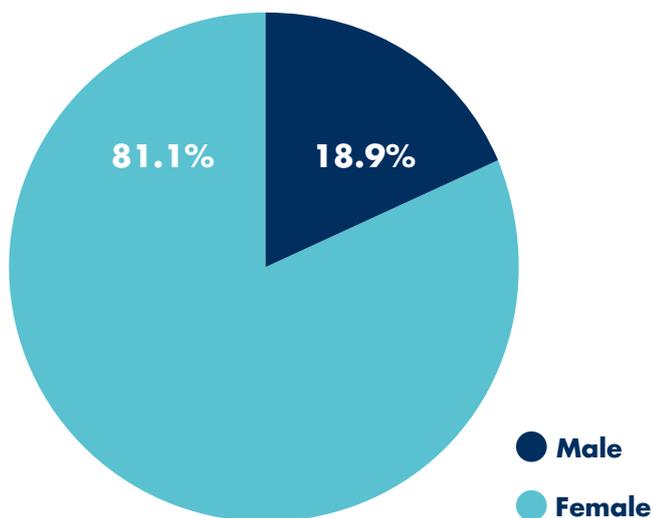
We confirm that Wilkin Chapman Group Ltd's gender pay data is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Andrew Holt, Senior Partner**

# Understanding the Gender Pay and Bonus Gap

Wilkin Chapman Group Ltd's mean gender pay gap of 20% continues to be higher than the UK mean gap of 15.4%, due to the demographic reasons. However, this is a positive decrease on figures reported in 2020 at 29.8%, 2019 at 42.4% and in 2018 at 37.9%. This is largely down to a reduction in the number of female employees falling within the lower pay quartiles. The percentages shown in the graphics overleaf do not necessarily represent this fairly as we are reporting on a lower number of employees in scope in 2021 than in 2020.

The pie chart below shows that, overall, 81.1% of the employee population is female, which is similar to that reported in 2020.



## Gender Pay Gap

The total number of employees 'in scope' for gender pay reporting was 280, with a female to male ratio of 4.3:1 (female = 227 / male = 53).

The lower and lower middle quartile results are once again influenced by the company continuing to employ a greater proportion of females in business support, secretarial, non-qualified paralegal/assistant or administrative roles, which generally attract lower pay levels.

Recruitment levels were reduced from normal levels in the 12 months leading up to the snapshot period following the pandemic with only 24 of the above such roles recruited into. However, 58% of these were occupied by females.

The upper middle and upper quartile percentages are largely in line with last year.

## Bonus Gap

Only a relatively small proportion of relevant employees received bonuses in the 12 months prior to 5 April 2021. This equated to 21 females (8.05%) and 7 males (12.28%), compared to 132 females and 36 males reported in 2020. In contrast to last year, bonus payments made to females were 40.6% higher than that of males.

## Addressing the Pay Gap

The company continues to make good progress, where possible, in addressing the challenges of the gender pay gap. The bias towards females continuing to occupy lower paid roles remains a demographic issue.

## Changes we have made:

- A number of policies have been created and introduced to promote our commitment to creating and sustaining an inclusive and supportive working environment and to developing a flexible working culture which supports a successful work/life balance. These include a Diversity and Inclusion Policy, Shared Parental Leave Policy, Wellbeing Policy, and an Agile Working Policy.
- Following a successful trial, the Employee Forum entitled 'YourVoice' has launched with representatives across fee earning and operational/support employees throughout all locations. The forum will enhance communication and transparency, developing a greater voice between management and employees.

## Priorities over the next year:

- To continue to drive our Wellbeing Programme, raise awareness, recognising and supporting those in need through wellbeing ambassadors and managers.
- Implement a performance management programme at all levels to effectively and consistently review performance, behaviours and potential.
- Develop our recruitment strategy to attract the best new talent and to retain existing talent, ensuring a clear pathway for individuals to reach their potential and progress, future proofing the firm through a robust succession plan.
- Continue to develop and embed agile working across the firm, ensuring communication and team collaboration channels are in place, to maintain our service levels and quality standards.
- Introduce a diversity working group to proactively raise awareness and knowledge of equality, diversity, and inclusion.

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

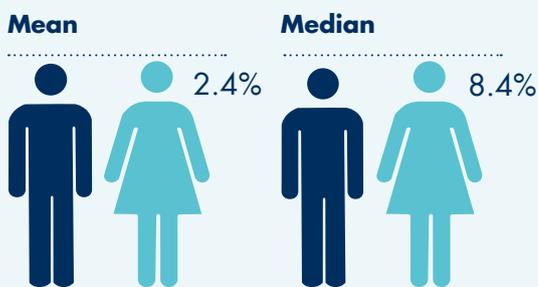
For the same period, the gender pay gap amongst our FSP's, is at 2.4%, which is significantly less than our employee average and well below national average, and in addition is slightly reduced from 2020.

The number of males and females in the lower and lower middle quartiles are fairly evenly split and whilst the upper middle quartile shows 100% male, in context the actual number is quite low. Positively, the upper quartile once again shows an equal number of both female and male FSP's in this band.

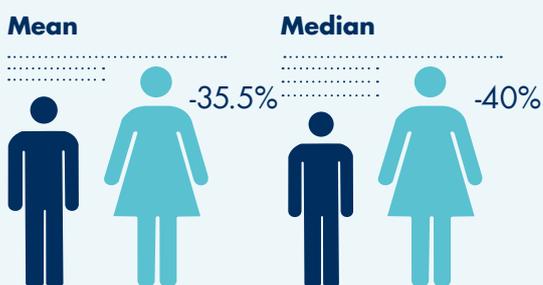
Similarly to employees, only a small proportion of FSP's received a bonus. Whilst the graphics below appear to show a much larger percentage of males receiving a bonus, the actual numbers are relatively small.

42% of the partnership and 50% of the divisional head partner structure remain female.

Basic remuneration – the difference in average pay between men and women



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

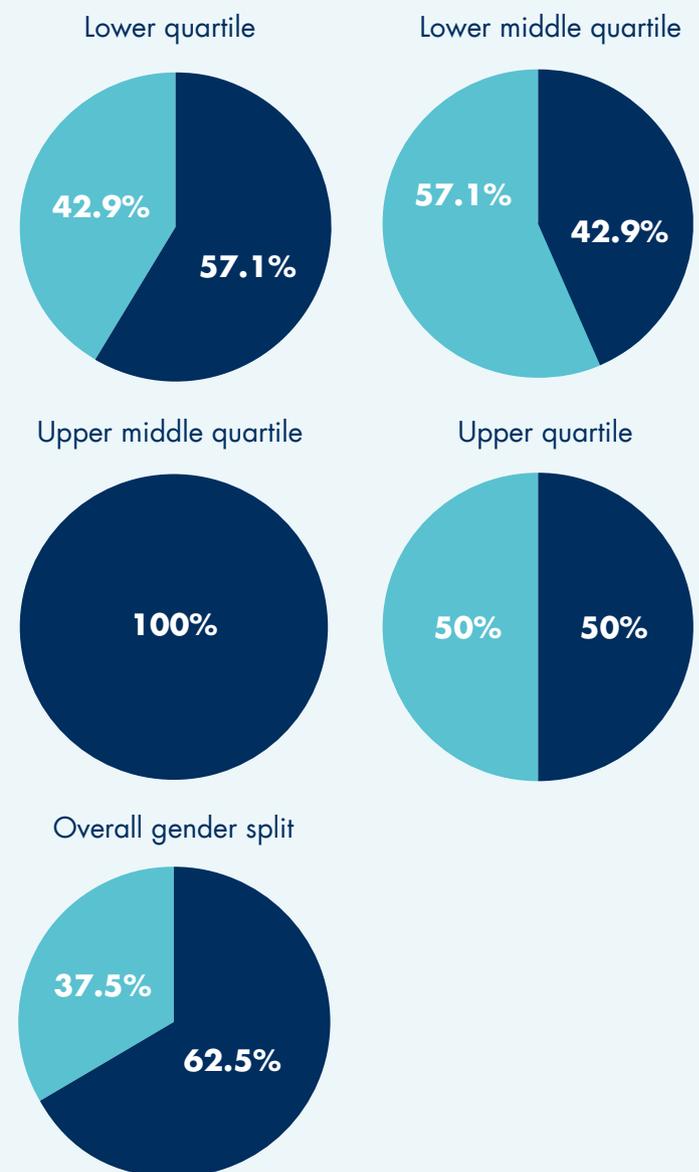


The proportion of FSP receiving a bonus payment



Pay quartiles

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



● Male ● Female