

# Gender pay gap 2017 report

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. This report contains the data for Wilkin Chapman Group Limited, the service company of Wilkin Chapman LLP.

Wilkin Chapman is committed to creating an inclusive and diverse working environment where employees of all backgrounds are treated equally. It is important that we have a diverse range of employees from different backgrounds, talents and life experiences to assist with our continued growth and success.

Creating an inclusive and diverse culture will provide all our employees with an opportunity to reach their full potential and have a successful career.

The gender pay gap reporting allows us to more fully understand and overcome any obstacles that may prevent our employees from achieving their full potential.



**Des Mannion**  
CEO



**Julie Brearley**  
Head of HR

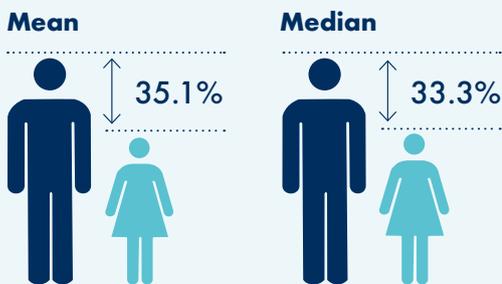
# Statutory Disclosures

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 doing the same, or equivalent, work.

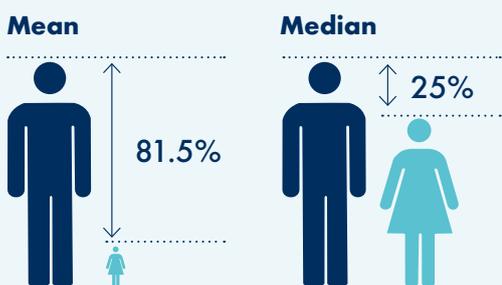
## Gender pay figures for Wilkin Chapman Group Ltd

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 as at 5 April 2017 and the mean and median bonus gap based on bonuses paid in the 12 months to 5 April 2017.

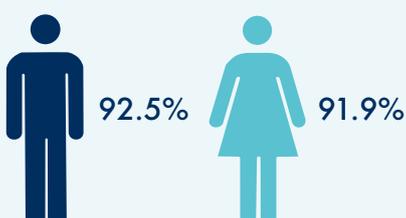
### Basic pay – the difference in average pay between men and women



### 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

● Male ● Female



## Declaration

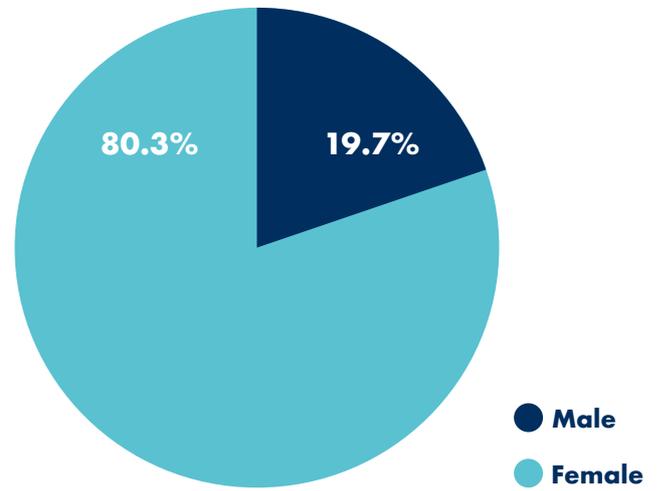
We confirm that Wilkin Chapman Group Ltd's gender pay data is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Des Mannion, CEO**

# Understanding the Gender Pay Gap

Wilkin Chapman Group Ltd's mean gender pay gap of 35.1% is higher than the UK mean gap of 18.1%. The main reason for this gap is a demographic one which is shared by many law and other professional service firms.

The figures are impacted by a disproportionate female to male ratio. The pie chart opposite shows that, overall, 80% of the employee population is female.



The total number of employees 'in scope' for gender pay reporting is 340 with a female to male ratio of 4:1 (Male = 67 / Female = 273). In addition, (as highlighted in the pay quartiles) there is a high proportion of females in secretarial, administration and clerical supporting roles which are lower paid roles. Analysis of employee pay shows that 82% of all female employees are in these support roles.

This female to male ratio coupled with the lower earnings attributable to the female population has a distortive effect on the overall gender pay picture. For example, an analysis of male and female pay at various grades within the business demonstrates that, with the exception of the Support Services cohort, the pay gap is, actually, well below the national average. For example, an analysis of the pay gap for client facing employees (eg Trainees, Solicitors, Chartered Legal Executives and Paralegals + others), shows that the mean pay gap is lower than the UK mean gap.

## Addressing the pay gap

As alluded to already, the headline gender pay gap of 35% is a symptom of the demographic bias in the business towards female employees undertaking roles that attract a lower salary.

This demographic issue is not one that can be resolved easily but we will strive in the future to ensure that recruitment policies and procedures create a diverse and inclusive workforce.

### In particular the business will:

- Provide training to eliminate any unconscious bias in our recruitment and talent management processes.
- Provide interview training to recruiters.
- Seek to secure more females into higher paid roles.

