

gender pay gap

2022 report

This report for Wilkin Chapman Group Ltd reflects the gender pay gap at 5 April 2022 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 been analysing its gender pay gap data since 2017. We continue 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.

80% of the qualified legal positions recruited in the last 12 months leading up to April 2022, were occupied by females. This is a slight increase on 2021.

77% of our current cohort of trainee solicitors are female, which is a decrease on the figures reported in 2021 at 94%. We recognise the importance of recruiting both male and female trainee solicitors into the business and strive to achieve a greater balance within the trainee population.



Andrew Holt
Senior Partner



Lois Gorry
Director of Human Resources

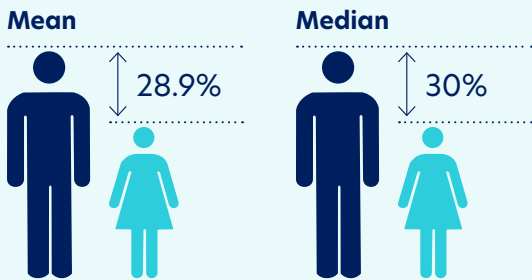
Statutory Disclosures

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.

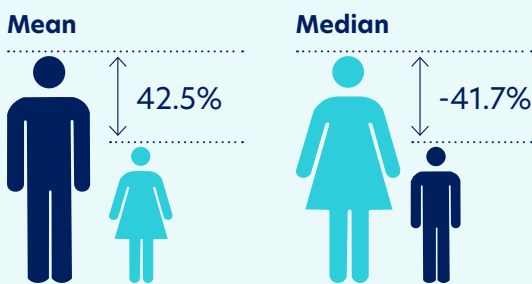
Gender Pay Figures for Wilkin Chapman Group Ltd

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 2022 and the mean and median bonus gap based on bonuses paid in the 12 months up to 5 April 2022.

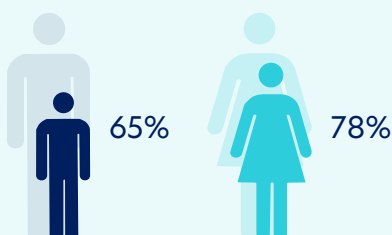
Basic pay - the difference in average pay between men and women



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

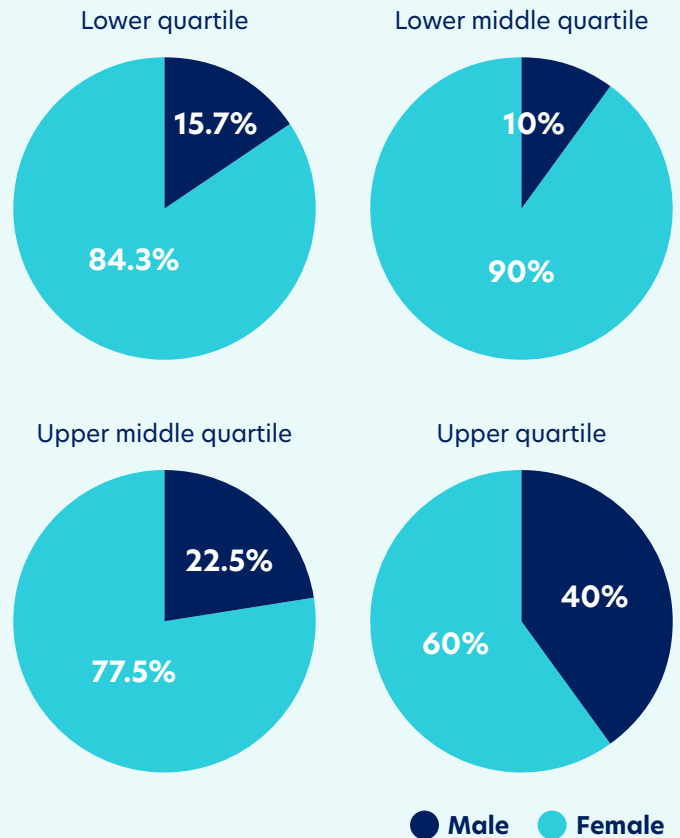


The proportion of employees receiving a bonus payment



Pay quartiles

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



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.

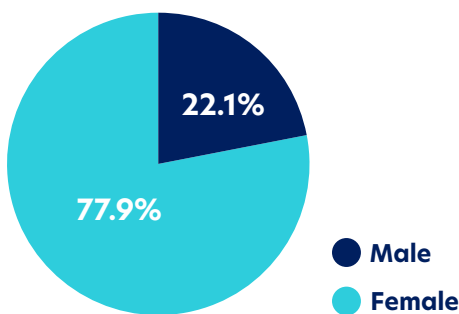
Andrew Holt, Senior Partner

Understanding the Gender Pay and Bonus Gap

Wilkin Chapman Group Ltd's mean gender pay gap of 28.9% continues to be higher than the UK mean gap of 14.9%, due to demographic reasons. This is a slight increase on figures reported in 2021 at 20%. This is largely down to a reduction in the number of female employees across the firm. The percentages shown in the graphics overleaf do not necessarily represent this fairly as we are reporting on a lower number of female employees in scope in 2022 than in 2021.

However, the 2022 mean figure still shows a positive decrease on figures reported in 2020 at 29.8%, 2019 at 42.4% and in 2018 at 37.9%.

The pie chart below shows that, overall, 77.9% of the employee population is female, which is a decrease on figures reported in 2021 at 81.1%.



Gender Pay Gap

The total number of employees 'in scope' for gender pay reporting was 281, with a female to male ratio of 3.6:1 (female = 219 / male = 62).

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 roles, which generally attract lower pay levels.

Recruitment levels in the lead up to the snapshot period were higher than 2021 levels. We recruited 72 employees into business support, secretarial, non-qualified paralegal/assistant or administrative roles, 72% of these roles were occupied by females which is an increase on 2021 figures of 58%.

The lower middle and upper middle quartiles are largely in line with last year. The lower quartile sees an increase in males at 15.7% compared to 10% in 2021 and the upper quartile remains largely in line with last year.

Bonus Gap

There was a high proportion of employees who received bonuses in the 12 months prior to 5 April 2022. This equated to 201 females (78.21%) and 45 males (65.22%), compared to 21 females and 7 males reported in 2021.

A low number of bonuses were awarded in the 12 months prior to April 2021 due to the challenges of the coronavirus pandemic. However, post pandemic the firm chose to award the majority of employees with a small 'thank you' bonus in recognition of the unique circumstances.

Addressing the Pay Gap

The company strives to continue to make good progress in trying to close the gender pay gap, where possible. It is important that the challenges of the gender pay gap are addressed in order to create a diverse and equitable culture.

Changes we have made:

- We have developed and embedded our agile working across the firm, ensuring effective communication and team collaboration, to maintain our high service levels and quality standards.
- Performance - we have commenced a performance management programme to effectively and consistently review performance, behaviours and potential. Training has been delivered to all of our people managers to introduce appropriate tools and learning to manage under-performance; identify top performers and future talent through annual performance reviews, objective setting, personal development plans and succession planning.
- Communication and engagement - we have introduced structured, regular communication channels through a variety of methods, through our Employee Forum, Town Halls, Roadshows, annual and mid-year appraisal reviews and regular team meetings.
- Growing careers - we have introduced our new apprenticeship scheme and made improvements to our work experience programme to connect with, engage and develop relationships with young people and local education establishments across our communities.

Priorities over the next year:

- Development planning - we aim to ensure development plans are in place to encourage and engage employees, and to show clear pathways for progression where potential is identified as part of the annual performance review.
- We will begin the leadership journey for talented 'future leaders' by engaging them through coaching, mentoring, and training opportunities.
- Reward, recognition and benefits - we continue to review and benchmark pay and reward to ensure a fair and competitive structure is in place, that will enable us to fairly reward our teams and recognise top performers in both fee earning and operational roles. We are also continuing our annual benefits review to ensure we remain competitive in the market.
- Wellbeing - we will continue to drive our wellbeing programme; raise awareness on health and lifestyle matters and ensure we can support our people through fully trained wellbeing ambassadors and line managers.
- Ethics - we are developing our approach to Environment, Social and Governance (ESG). We are working together across our operational teams to mobilise activity across all three streams and are currently developing a framework to categorise focus areas to determine our current position and set objectives. This will involve a number of people across the firm and working groups will be introduced for each stream, to focus on delivering the objectives and further developing the framework.
- We will continue to embed our firms STAIR values by raising awareness and promoting adoption of our values and behaviours through ambassadors and line managers.

Remuneration and Bonus Gap for Fixed Share Partners (FSPs)

For the same period, the gender pay gap amongst our FSP's is at 4.4%, which is significantly less than our employee average and well below national average.

The number of males and females in the lower quartile has remained the same as last year.

Whilst the graphics below appear to show a much larger percentage of females in the lower middle quartile, the actual numbers are relatively small.

The number of females in the upper middle quartile has had a large increase on last years' figures rising from 0% to 42.9%; the 2021 figures showed 100% of the upper middle quartile was male.

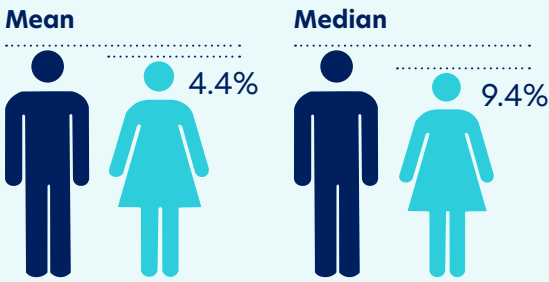
The upper quartile has shown a decrease in females from the 2021 figures from 50% to 28.6% but again this is largely a consequence of the actual numbers in the category being relatively small.

There was a high proportion of FSP's who received bonuses in the 12 months prior to 5 April 2022. This equated to 53.9% of females and 93.3% of males, compared to 10% of females and 35.3% of males reported in 2021.

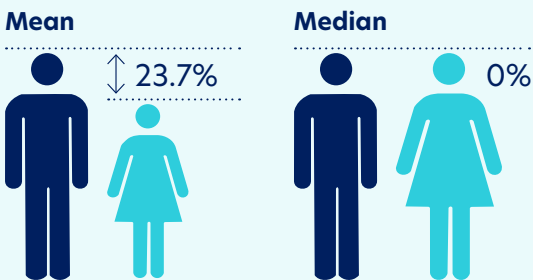
Similarly, to employees, a low number of bonuses were awarded in the 12 months prior to April 2021 due to the challenges of the coronavirus pandemic. However, post pandemic the firm awarded eligible FSP's with a small 'thank you' bonus in recognition of the unique circumstances, for those employed by the firm prior to January 2021. This excluded a number of females who had joined the partnership after 1 January 2021, meaning that a higher proportion of males were paid a bonus.

46.4% of the partnership are female which is a positive increase on last year's figure at 37.5% and our divisional head structure continues to have an equal male to female ratio.

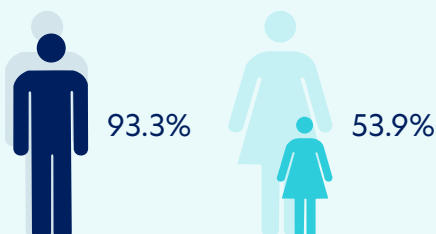
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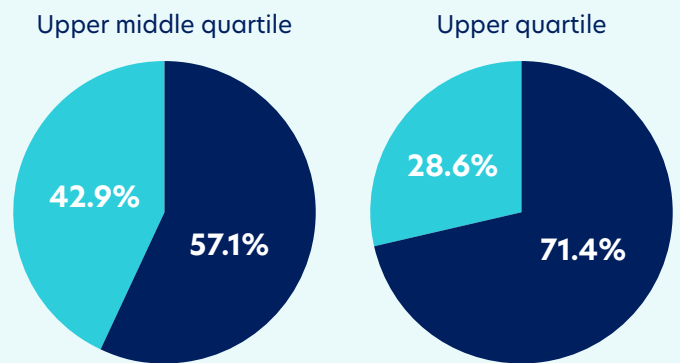
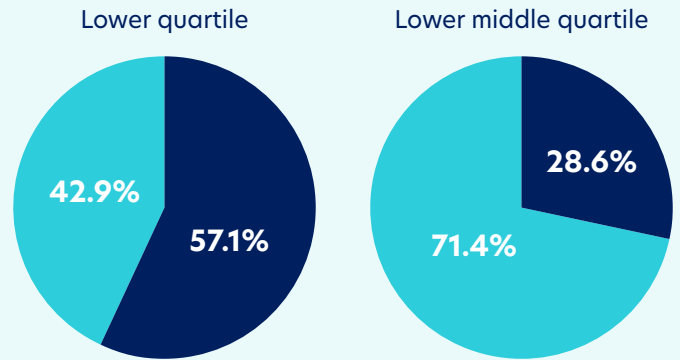


The proportion of FSP receiving a bonus payment

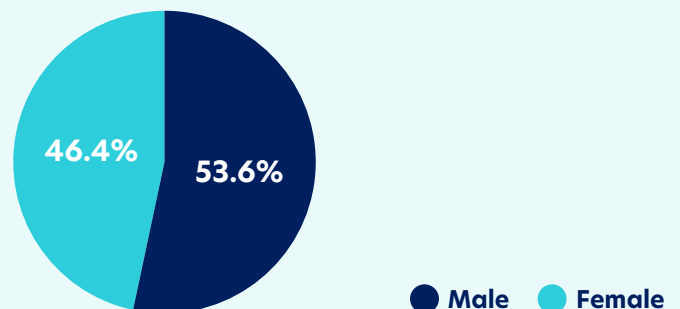


Pay quartiles

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



Overall gender split



● Male ● Female