

gender pay gap 2020 report

This report for Wilkin Chapman Group Ltd reflects the gender pay gap at 5 April 2020 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 for four years now 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. A significant number of females continue to occupy lower level support roles, and like many other law firms, our headline gender pay gap is a symptom of the demographic bias towards females undertaking roles that attract a lower salary.

The company continues to recognise the importance of driving forward improvements and is pleased to report that of the 7 qualified legal positions recruited in the 12 months leading up to April 2020, 86% were occupied by females, which is an increase on the previous year. In addition, 75% of **Solicitors** that were promoted internally to **Senior Solicitor** during the same period were female and 90% of our current cohort of **Trainee Solicitors** are also female.



Andrew Holt
Senior Partner



Julie Brearley
Head of HR

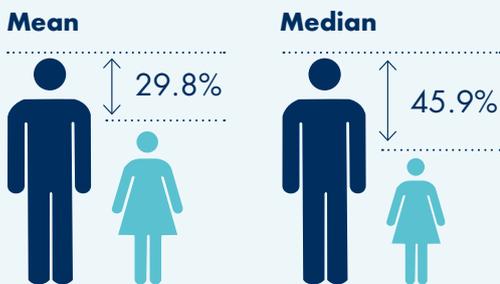
Statutory Disclosures

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 undertaking the same, or equivalent, work.

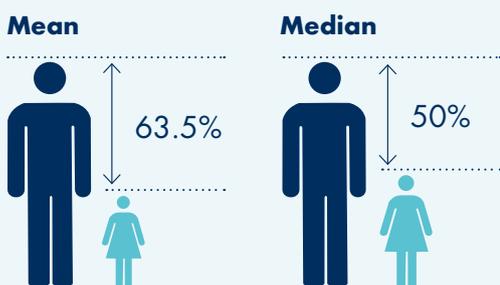
Gender Pay Figures for Wilkin Chapman Group Ltd

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 2020 and the mean and median bonus gap based on bonuses paid in the 12 months to 5 April 2020.

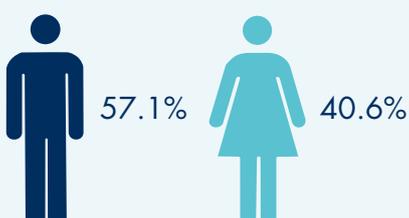
Basic pay – the difference in average pay between men and women



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

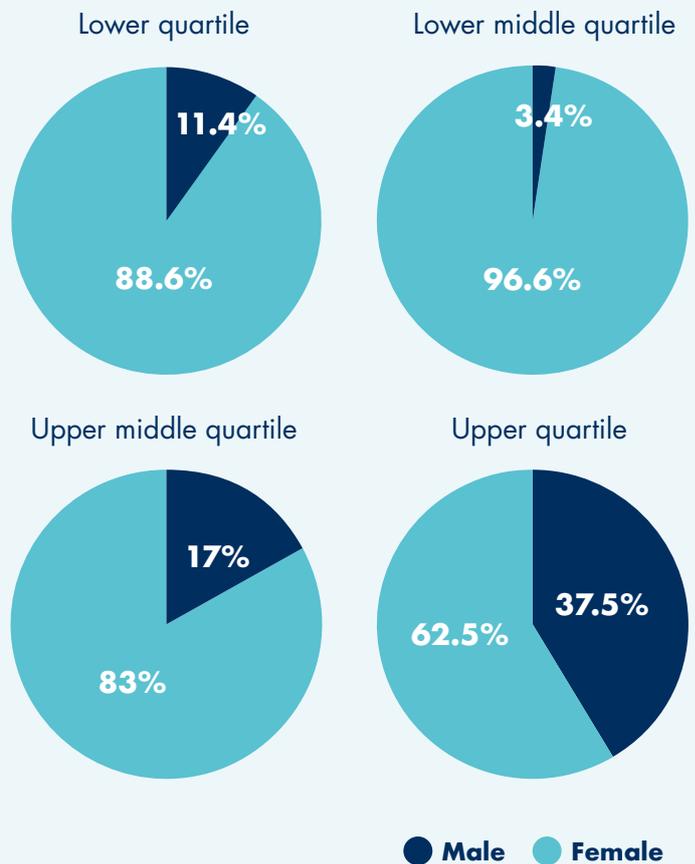


The proportion of employees receiving a bonus payment



Pay quartiles

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



Declaration

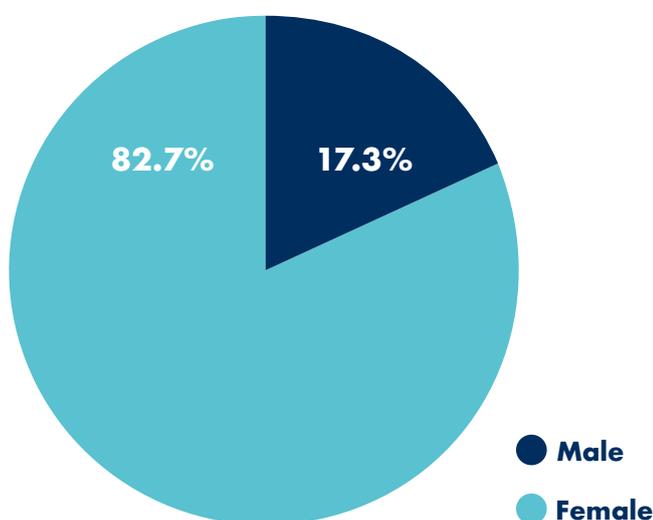
We confirm that Wilkin Chapman Group Ltd's gender pay data is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andrew Holt, Senior Partner

Understanding the Gender Pay and Bonus Gap

Wilkin Chapman Group Ltd's mean gender pay gap of 29.8% continues to be higher than the UK mean gap of 15.5%, due to the demographic reasons. There is a positive decrease on figures reported in 2019 at 42.4% and in 2018 at 37.9%. This is largely down to a reduction in the number of female employees on a lower hourly rate of pay than the prior year and a reduced average hourly **Gender Pay Gap** rate

The pie chart below shows that, overall, 82.7% of the employee population is female, which is similar to that reported in 2019.



Gender Pay Gap

The total number of employees 'in scope' for gender pay reporting was 352, with a female to male ratio of 4.8:1 (female = 291 / male = 61). 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. Similar to last year, these roles continue to attract the highest level of recruitment, with 50 such roles recruited into during the snapshot period up to April 2019, and 84% of these roles occupied by females.

The upper middle quartile has remained largely in line with last year, but it is encouraging to see an increase of 4.1% in the proportion of females in the upper quartile.

Bonus Gap

There has been a reduction of 12.2% in the mean bonus gap reported in 2019. There was an 18.9% increase in the number of females receiving a bonus (132 females compared to 36 males) against that reported in 2019, but the bonus payment received remained lower for females due to more males occupying senior roles that attract a higher level bonus.

Addressing the Pay Gap

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

Progress has regrettably been slowed down in the last year due to the difficulties that the current pandemic has created.

Changes we have made:

- Introduction of a more formal structure and process for promotion to **Senior Solicitor, Fixed Share and Equity Partner** to increase transparency and assist career progression, including access to 1:1 development coaching.
- The introduction of the EAlliance LMS Training Portal, which is a personalised and dedicated training platform, to include a wide range of topics to support varying learning needs. Content will be developed to include **Equality & Diversity and Unconscious Bias**.
- The company's **Wellbeing Programme** is now embedded, with **Mental Health First Aiders** trained across all locations and regular campaigns, newsletters and webinars helping employees to make informed and sustainable wellbeing choices.

Priorities over the next year:

- An employee forum group will be trialled in Lincoln in April 2021 to enhance communication and transparency on policy and procedures and develop a greater voice between management and employees.
- Creation of a Wellbeing policy and a Shared Parental Leave policy to demonstrate the company's commitment to developing a culture which supports a successful work/life balance.
- Whilst flexible working has become increasingly common due to the COVID-19 pandemic, the ability to work flexibly post pandemic will enable the company to attract a more diverse range of candidates as well as retain and progress a diverse talent pool. Work is underway in developing a more flexible future after the pandemic.
- To demonstrate the company's commitment to equality, diversity and inclusion both externally and within our business a policy will be drafted.

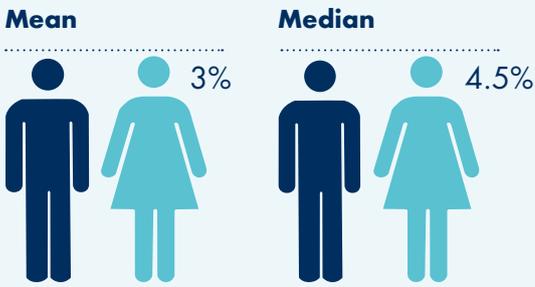
Remuneration and Bonus Gap for Fixed Share Partners (FSPs)

For the same period, the gender pay gap amongst our FSP's, is at 3%, which is significantly less than our employee average and well below national average, although it has risen slightly from -0.3% in 2019. Whilst the percentage of females shown in the lower quartile appears to show a significant increase, in context the actual number affected is quite low.

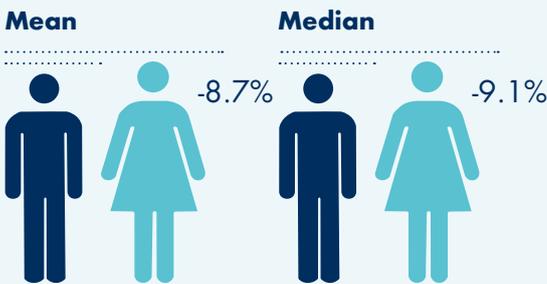
Positively the number of females in the upper quartile has increased and shows an equal number of both female and male FSP's in this band

The percentage of FSP's receiving a bonus remains consistent across both males and females and largely in line with last year. A third of the Partnership and 50% of the Divisional Head Partner structure remain female.

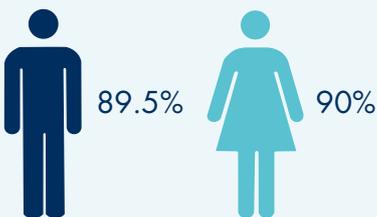
Basic remuneration – the difference in average pay between men and women



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

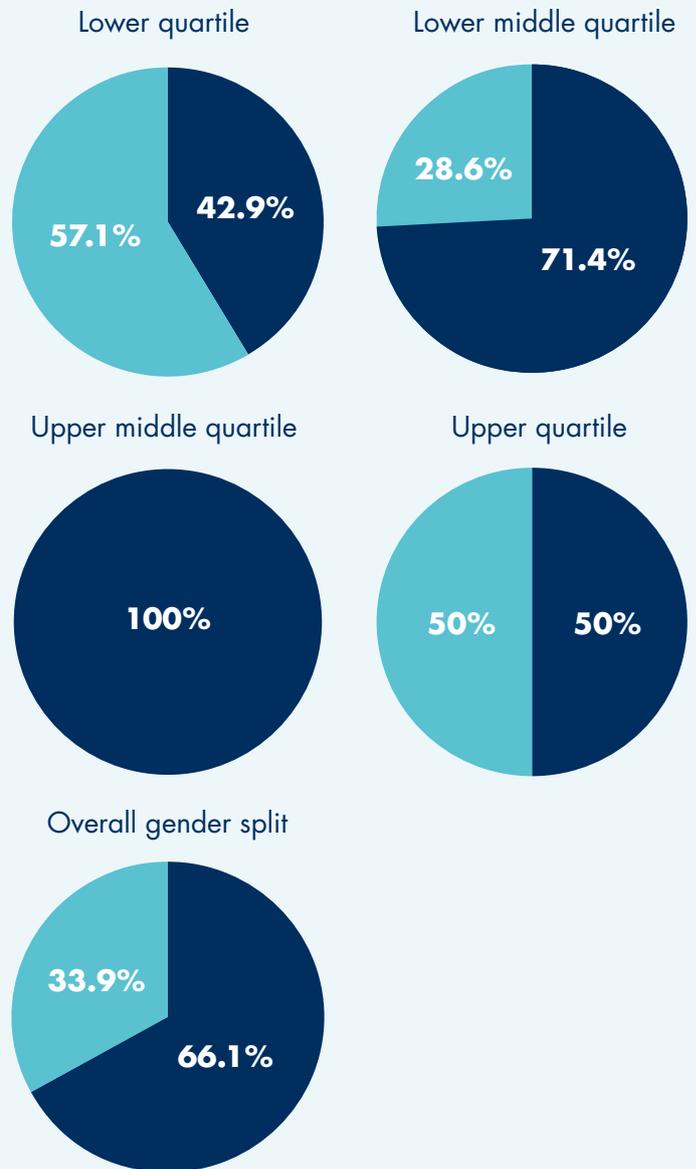


The proportion of FSP receiving a bonus payment

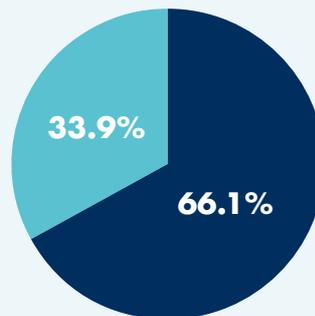


Pay quartiles

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



Overall gender split



● Male ● Female