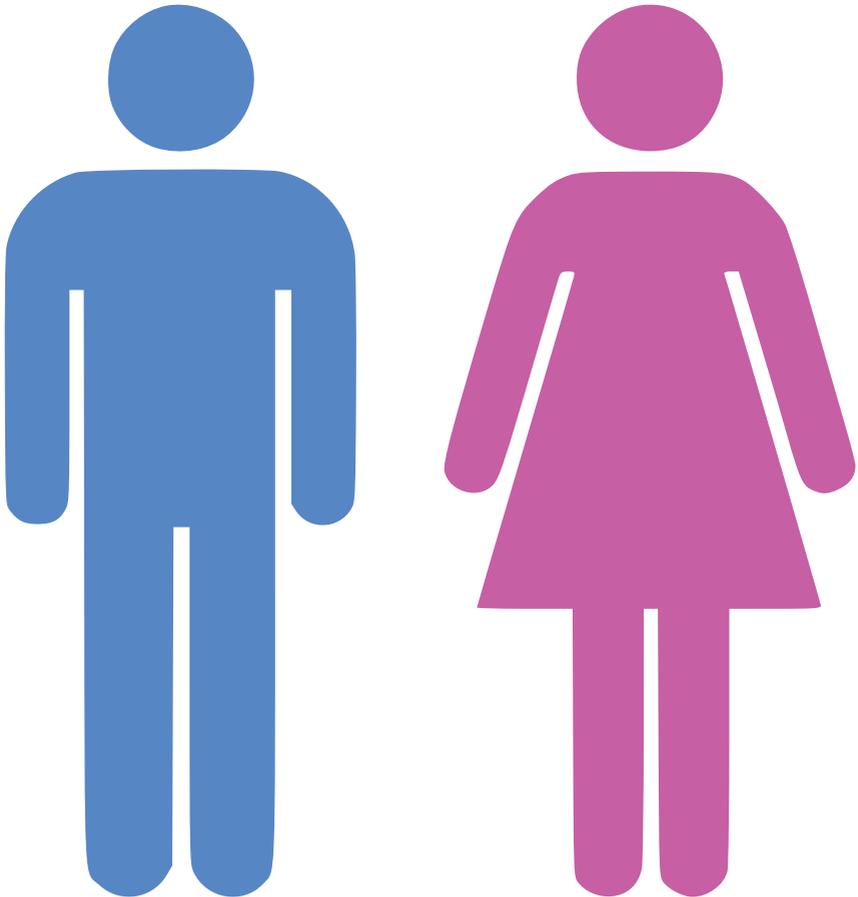


The gender pay gap

July 2021



Introduction

This is the third gender pay gap report from the firm, reflecting the data as at April 2020.

The gender pay gap is the difference between average hourly earnings for men and women in an organisation. It is calculated by looking at the mean and median hourly pay of men and women and is typically expressed as a percentage.

Gender pay gap reporting is not a comparison of men and women's salaries for doing the same job. That is equal pay and the two measures are very different things. Paying men and women differently for doing equal work is unlawful. We are committed to paying fairly and have remuneration and moderation processes in place to ensure men and women in the firm receive equal pay for equal work.

Here are some of the highlights from this year's report:

- The overall mean pay gap of all UK partners and employees has continued to reduce for a third consecutive year, as has the overall mean and median bonus gap.
- Across the whole partnership the mean gender pay gap is 3.1%.
- Across all fee-earning staff (excluding partners) there is a mean gender pay gap of 1.7% in favour of women.
- Across fee-earning staff (excluding partners) based in London there is a mean gender pay gap of 12.4 % in favour of women.
- Across all UK fee-earning staff (excluding partners) the bonus gap has significantly reduced from 30.5% reported last year to 17.6% this year.
- The mean pay gap for business services across the UK has continued to reduce for a third consecutive year.
- Across business support staff based outside London the mean gender pay gap is 13.2% in favour of women.

Gender pay gap analysis at Trowers & Hamblins

Overall there is a pay gap for the mean hourly earnings of all UK partners and employees of 21.2% and a median hourly pay gap of 30.9% in favour of men. The mean hourly pay gap across the firm has continued to reduce for the third consecutive year.

By law the firm is required to publish data for all employees, but once again for transparency has taken to decision to publish partner data as part of our report.

If we were to exclude partners from this calculation, there is a pay gap for the mean hourly earnings of all UK employees of 12.4% and a median hourly pay gap of 13% in favour of men, a reduced gap compared to the figures reported last year.

As before, it is only when breaking this information down for further analysis, that a greater understanding can be achieved.

Our partnership

As can be seen from the table below the gender pay gap within the partnership is narrow. In a partnership that comprises over 40% female partners, once again this is a very encouraging result.

| | Mean gender pay gap | Who earns more | Median gender pay gap | Who earns more |
|---------------------|---------------------|---|-----------------------|---|
| All partners | 3.1% |  | 4.6% |  |
| Equity partners | 4.3% |  | 7.7% |  |
| Non-equity partners | 3% |  | 0.8% |  |

UK fee-earners

When looking just at the results for fee-earners only (excluding partners) there is a pay gap of 1.7% in favour of women, a reduction in pay gap from that reported in 2020 which was 3.7% in favour of men. In London the gap is in favour of women. Outside London, the gap is influenced by the fact that we employ significantly more paralegal staff, the majority of whom are female and whose salary range is lower than that of a qualified solicitor. This demographic difference is the reason for the mean pay gap outside London as when we exclude this category of staff, the gender pay gap disappears.

Gender pay gap by region (excluding partners)

| | Mean gender pay gap | Who earns more | Median gender pay gap | Who earns more |
|---|---------------------|---|-----------------------|---|
| Fee earning staff all UK offices | 1.7% |  | 8.4% |  |
| Fee earning staff London | 12.4% |  | 11.4% |  |
| Fee-earning staff Birmingham, Exeter & Manchester | 12% |  | 4.3% |  |

Gender pay gap by role

| | Mean gender pay gap | Who earns more | Median gender pay gap | Who earns more |
|--------------------------------------|---------------------|---|-----------------------|---|
| Paralegal (All UK offices) | 12.6% |  | 7.3% |  |
| Solicitor (All UK offices) | 1.6% |  | 2.7% |  |
| Associate (All UK offices) | 1% |  | 30% |  |
| Senior Associate (All UK offices) | 10% |  | 9% |  |
| Partner (All UK offices) | 3.1% |  | 4.6% |  |

UK business services

When looking just at the figures for business services, the figures show a mean gender pay gap of 25.5% and a median gender pay gap of 19.6% both in favour of men. This is a reduction on the pay gap reported in both 2019 and 2020. It is important to bear in mind that the makeup of business services staff is diverse, ranging from junior clerical and admin staff in regional offices across the UK, to the Directors of the business services functions in London. This wide disparity of roles and locations produces a significant gender pay gap, with the vast majority of the junior admin, clerical and secretarial roles being performed by women.

We analysed the data further and broke it down between London and our regional UK offices. Outside of London, the gender pay gap favours women.

| | Mean gender pay gap | Who earns more | Median gender pay gap | Who earns more |
|--|---------------------|---|-----------------------|---|
| Business services (All offices) | 25.5% |  | 19.6% |  |
| Business services (London) | 25.3% |  | 18.3% |  |
| Business services (Birmingham, Exeter & Manchester) | 13.2% |  | 38% |  |

It is a different picture in London however, where the gender pay gap for business services, is again the highest in the firm. This remains a concern and whilst our intention is to work hard to improve these figures, we have to acknowledge as we have done previously that this is likely to take a number of years to achieve. To do so would require not only increasing the number of women recruited or progressing into senior business services roles in London, something that will take some time to achieve, but significantly increasing the number of males recruited into the junior roles. Currently, 76.6% of the roles in the lowest pay quartile are performed by women, a figure that has actually increased by nearly 13% to that reported last year. Longer term efforts to even out the pay gap within business services may be achieved through offering apprenticeships across a number of our business service functions in addition to work experience and social mobility initiatives, with a view to encourage more men to join the firm in entry level administrative roles.

Bonus pay gap analysis at Trowers & Hamlins

The bonus pay gap is the percentage difference between annual bonus payments made to women and men in an organisation. The overall mean bonus pay gap, again inclusive of partners, is 43.2% in favour of men and the median is 25.9% in favour of men. The overall mean and median bonus gap across the firm has reduced for the third consecutive year. Again it's important to break the figures down further to gain a better understanding of what the figures show

Partners and fee-earners in the UK

At partner level the bonus pay gap is 5.9% in favour of men which is down from last year's reported figures which were 1.4% in favour of women.

The bonus pay gap of all fee earners, excluding partners, has reduced from 30.5% reported in 2020 to 17.6% this year in favour of men. A change in the bonus metrics for fee earners, removing the element of an appraisal grade, may have contributed to the reduction in bonus pay gap through a more equitable allocation of bonus across genders. Whilst a similarly high percentage of both male and female fee earning staff receive bonus payments (90.8% and 93.9% respectively), a far greater proportion of women than men work part-time hours which does impact on bonus. Whilst this has no impact upon salary differentials which are calculated on an hourly pay basis, it does impact upon bonus. 10.5% of fee-earning staff are part time employees of whom 97% are women and 3% are men.

| | Mean gender bonus gap | Who earns more | Median gender bonus gap | Who earns more |
|---|-----------------------|---|-------------------------|---|
| All Partners (All UK offices) | 5.9% |  | 1.1% |  |
| Fee earning staff (All UK offices) | 17.6% |  | 4.8% |  |
| Fee earning staff (London) | 18.1% |  | 7.8% |  |
| Fee-earning staff (Birmingham, Exeter & Manchester) | 8.1% |  | 15.6% |  |

Business services

The mean bonus pay gap is 63.9% and the median bonus gap is 16.7%. 91.7% of men and 93% of women received a bonus. The wide disparity of business service roles coupled with a far greater proportion of women than men working in part time business services roles, produces a larger bonus pay gap. 10.4% of our business services staff are part time employees all of whom are women.

| | Mean gender bonus gap | Who earns more | Median gender bonus gap | Who earns more |
|---|-----------------------|---|-------------------------|---|
| Business services (all UK offices) | 63.9% |  | 16.73% |  |
| Business services (London) | 65.4% |  | 13.3% |  |
| Business services (Birmingham, Exeter & Manchester) | 20.6% |  | 14.3% |  |

Conclusion

In a sector that can find it a challenge to retain female talent at senior levels, we are rightfully proud that our partnership is made up of over 40% female partners.

There are many reasons for this, but in recent years the following has been put in place to ensure that we continue to attract women into the business and ensure that these women both stay in the business and have successful, well remunerated careers:

- Reviews into the reasons why women leave the business
- Improved planning, coaching and support for those on maternity leave to ensure they are able to keep in touch with the firm and ease their return to work
- Broadened flexible working options, both formal and informal, including the introduction of agile working across the firm
- Conduct Equal pay reviews
- A commitment to paying fairly
- Confidence that we achieve equal pay for commensurate roles
- Appointment of a number of female partners into key leadership roles
- The absence of a presenteeism culture
- A genuine and deep commitment to a diverse and inclusive working environment

We have also now introduced the following in order to maximise the potential of all staff within the business:

- Mentoring opportunities for all, including secretarial and business services staff
- Return to work coaching and mentoring following career breaks, including, but not limited to maternity leave.

We can confirm the data reported is accurate.



Sara Bailey
Senior Partner

A handwritten signature in black ink, appearing to read 'Sara Bailey'.



Paul Robinson
Director of Human Resources

A handwritten signature in black ink, appearing to read 'P. Robinson'.



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