

# Gender pay gap

Statement 2022/23  
(snapshot date 5 April 2022)



We have always been proud of our record of female leadership and the ways in which we have supported women's careers, including promoting flexible working practices for both men and women for many years.

67.8% of our employee workforce is female. Furthermore, the business has been led by a female CEO since 2002, 50% of our partnership board is female, 46.3% of our London partners are female, and we have a female chairperson. There are few other leading international law firms with such high female representation in their senior leadership teams.

We continue our commitment to creating a bias free working environment and to maintaining an inclusive culture with equal opportunities for everyone; which remains one of our core priorities, not just in relation to women but for all our people.

## What is the gender pay gap?

In line with section 78 of the Equality Act 2010 and as outlined in the Gender Pay Gap Regulations 2017, gender pay and bonus gaps for our employees are reported here. In the interests of full transparency and in line with the Solicitors Regulatory Authority's guidelines, we also include pay gap information for UK based (self-employed) partners.

While we have provided employee bonus gap information, we have not done so for partners. This is simply because bonus payments alone do not reflect our reward strategy for partners as we use a system of partnership points alongside bonus payments.

A gender pay gap is a measure of disadvantage (a gap) expressed as a comparison between what, on average, men earn and what, on average, women earn (gender pay).\*

The gender pay gap is not the same as unequal pay which is paying men and women differently for doing the same, (or similar) work. Unequal pay has been unlawful since 1970.

We regularly review and moderate our appraisal and remuneration processes and are confident that individual men and women are paid the same for doing the same or similar work and have equal access to promotion opportunities.

\* Definition from the CIPD, Gender Pay Gap Reporting Guide, 2017

## Summary of 2022 gender pay gap data

When looking at our gender pay gap it's useful to give general consideration to the distribution of men and women at different levels within our business and across the legal profession.

Our pay gap continues to be influenced by several key factors:

- A high proportion of our workforce in our lower and lower middle pay quartiles are female. In line with other law firms, our secretarial team is predominately female.
- Whilst we have more females in senior roles than many other law firms, we still have more men than women in the most senior employed roles. This is due in part to retiring equity partners taking up employed consultancy roles and in part due to almost all of our UK based business services directors being male. We have been joined by a new female finance director this year, and hope to increase the diversity of this group over time as headcount turnover permits. Our female chief people officer is based in the US and therefore not included in the reporting.
- 14% of our workforce work part time and of those, 86% are female.\*

Our partner pay gap in London has increased largely due to the distribution of men and women through the partnership. However, we have seen a 4% growth in the London partnership of which 66.6% were female.

Our partnership remuneration committee is 50% female, and all partner pay is assessed against consistent performance metrics, which are reviewed by the remuneration committee members.

Our employee and partner median pay gaps continue to be higher than the mean pay gaps because of the gender distribution in the upper quartiles particularly.

The mean and median bonus gaps have decreased from last year, with 79.8% of women receiving a bonus. Our employee bonus gap has improved since 2021, this is due in part to a one-time award made to employees, which will not be applicable to our results next year – therefore we may see an increase in the employee bonus gap in our 2022/23 results.

Our mean bonus gap is higher than our median, which is largely a result of a small number of large bonus payments being made to individuals at senior levels (whose remuneration packages are closely tied to the firm's performance and who are predominantly male) which is skewing the data. This, coupled with the high number of women in our lower paid roles, is creating the bonus gap.

## Our priorities for the year ahead

We acknowledge our employee and partner pay gaps have increased since 2021 and are continuing to work on addressing our pay gap through the changes and initiatives outlined in this statement.

## Pay data

	Mean	
	2022	2021
Employees	31.8%	28.4%
Partners**	16.9%	11.0%
	Median	
	2022	2021
Employees	43.5%	40.6%
Partners**	35.3%	28.4%

## Bonus data

	Mean	
	2022	2021
Employees	50.0%	67.8%
	Median	
	2022	2021
Employees	10.2%	42.9%

\* The Government has specified that pay and bonus gap reporting figures must be based on the actual amounts paid rather than the full-time equivalent rates. Those who have had a period of absence such as maternity leave receive prorated pay and bonus – impacting particularly on bonus gaps

\*\* Partner data provided is based on the 2021–22 financial year

## What are we doing to improve our pay gap

We recognise that closing our gender pay gap will take further time and work and, whilst there are immediate actions that we can take, a longer-term focus is also required. We are engaging compensation professionals to conduct detailed analysis establishing the key drivers of our gender pay gap. This will strengthen our existing analysis, and be used to determine an action plan for reducing our gender pay gap.

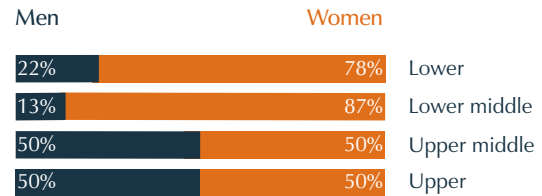
We have invested in specific gender pay gap analytics technology (Gapsquare, with an additional module purchased last year), specialist advice and additional resource in our reward team (including a new, dedicated global head of the reward team) to provide deeper analysis and closer monitoring of the impact of our decisions on our gender pay gaps.

This investment is helping us to establish an effective long term action plan to narrow our pay gaps. A diversity, equity and inclusion sub-committee of the Board has been formed to guide working groups which are giving consideration to potential issues identified to date and to ensure ongoing monitoring. Priorities for the firm include:

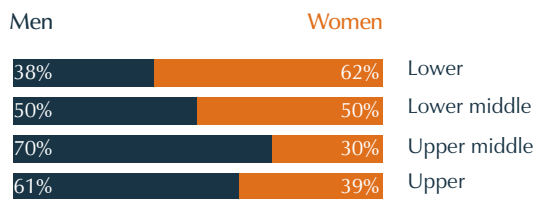
- Continuing to review and refine our policies and processes to ensure decisions around recruitment, performance appraisal, work allocation, promotion, pay and bonus are equal, fair and objective, and free from any bias.
- Monitoring the gender imbalance within our upper and lower quartiles and actively looking to address these. In particular, we will ensure there are more women on recruitment short lists for traditionally male dominated roles and vice versa.
- Engaging compensation and benefits specialists to
  1. review the relevant processes and procedures which impact on performance, progression and pay and
  2. provide deeper insight and recommendations to our working groups on how to reduce our pay and bonus gaps.
- Ensuring our mobile working policy provides the maximum possible choice to our people, enabling them to work in agile and flexible ways that help them balance their work and other demands on their time. We will continue to embed the policy and monitor its impact on working practices.
- Embedding gender-neutral roles, for example administrative assistant and matter management coordinators at the lower quartile roles.
- Providing a supportive working environment, which includes a full review and active promotion of enhanced care giving policies, dependent care solutions, as well as a strong focus on personal growth and the opportunity to network with diverse and like-minded others.
- Promoting our ongoing programme of 'Respect at work' training which covers unconscious bias, being an active bystander and anti-harassment.

## Pay quartiles 2022

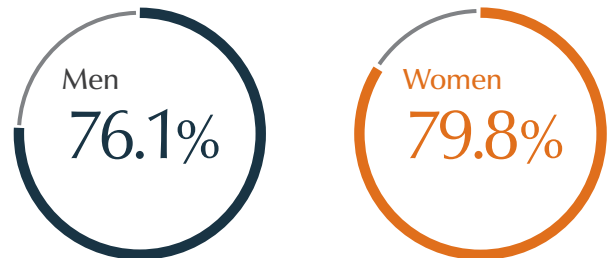
### Employees



### Partners



## Proportion of our people receiving a bonus 2022



Footnote: The data used for calculating hourly pay is for UK employees (excluding partners) who were employed on the snapshot date of 5 April 2022. The bonus figure has been calculated using the 12-month reference period preceding 5 April 2022. The data also includes those who work under a contract of service and those who are under a contract to do work personally.

# Statutory disclosure and declaration

## Withers Professional Services Limited

### Disclosure table

Gender pay gap		Bonus pay gap				Quartile 1 (lower)		Quartile 2 (lower middle)		Quartile 3 (upper middle)		Quartile 4 (upper)	
Mean	Median	Male (proportion receiving)	Female (proportion receiving)	Mean	Median	Male	Female	Male	Female	Male	Female	Male	Female
31.80%	43.51%	76.05%	79.77%	49.98%	10.16%	21.95%	78.05%	13.01%	86.99%	49.59%	50.41%	49.59%	50.41%

I confirm that the gender pay gap calculations for Withers Professional Services Limited are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Margaret Robertson  
CEO

(Signed on behalf of  
Withers Professional Services Limited)

# Ethnicity pay gap

## Summary of 2022 ethnicity pay gap data

We are committed to monitoring and improving our diversity at Withers, as well as being transparent about ethnic diversity within the business. As part of this commitment, we are reporting on our ethnicity pay gap for the first time this year. The figures disclosed are for both partners and employees.

When looking at our ethnicity pay gap it's important to highlight the distribution of our people from an ethnic minority background across different levels within our business and across the legal profession. The highest proportion of our ethnic minority people are found in the lower pay quartile, followed by the upper middle quartile. 94.7% of our employees have disclosed their ethnicity, of those who have declared, 20.2% are from an ethnic minority background, and 79.8% are from a white ethnic background.

### Employee ethnicity pay gap (EPG)

Whilst this is the first year we have disclosed our employee EPG, we have included data from 2021 for comparative purposes. Our EPG calculations are based upon a comparison of pay and bonus between employees who have a white ethnic background, and those from all other ethnic backgrounds.

Our mean EPG has reduced slightly year on year to 23.4%, (24.4% in 2021). The median has also reduced year on year to 27.8%, (28.9% in 2021).

Our mean bonus EPG is 8.1%, and our median bonus EPG is -13%. These figures represent a significant reduction in our bonus gap year on year. Similar to our gender bonus gap, the reduction is due in part to a one-time award made to employees, which will not be applicable to our results next year – therefore we may see an increase in the employee ethnicity bonus gap in our 2022/23 results.

Our initiatives to boost diversity within the business include:

- Working with the following organisations:
  - Aspiring Solicitors – run an annual eight week mentoring programme with around 20 people from around our London office working with mentees. Also running an open day each year where we invite about 30 of their members to the office.
  - 10,000 Black Interns Programme – offering two interns a paid legal internship over the summer.
  - Rare – we are signed up with Rare's Contextual Recruitment System, which provides information that would not be possible to gain through traditional recruitment methods to set a context for a candidate's achievements.
  - PRIME – we run a PRIME work experience programme, which is a diversity and social mobility initiative aimed to improve access to the legal profession through work experience for students from all economic backgrounds.

We are also members of The Law Society's Diversity Access Scheme which is designed to help promising law students who also face exceptional social, educational, financial or personal obstacles to qualification. We contribute by offering work experience, mentoring and financial contributions towards the LPC.

In addition, we work with a number of schools to host open days and career talks:

- We are hosting a virtual career talk with a North London school in April 2023 and hosting an open day in the office in May 2023.
- We host our own annual open day (in addition to the Aspiring Solicitors one above), planned for October 2023.

## EPG 2022 table

	2021	2022
Employee mean EPG	24.4% ↑	23.4% ↓
Employee median EPG	28.9% ↑	27.8% ↓
Bonus mean EPG	30.3% ↓	8.1% ↓
Bonus median EPG	20.9% ↑	-13% ↓
Proportion of white employees receiving bonus	82.8% ↑	82.1% ↓
Proportion of ethnic minority employees receiving bonus	72.7% ↑	69.5% ↓

	Ethnic minority groups	White	Ethnic minority groups	White
Representation	17.1% ↑	82.9% ↓	20.2% ↑	79.8% ↓
LQ	21.2% ↑	78.8% ↓	29% ↑	71% ↓
LMQ	19.6% ↑	80.4% ↓	20% ↑	80% ↓
UMQ	17.7% ↑	82.3% ↓	23% ↑	77% ↓
UQ	9.8% ↑	90.2% ↓	9% ↓	91% ↑

## Partner ethnicity pay gap (Partner EPG)

The majority of our UK partnership have declared their ethnicity (96.3%). Of those who have declared, 92% are white, and 8% are from minority ethnic groups. As this is the first year we have captured our partnership pay gap data, we are unable to compare to the prior year, however the current year (2022) results will form the baseline from which we will track our progress in future

Our mean partner ethnicity pay gap is 15%, and median is 20%. This is due in part to the significant majority of our ethnic minority partners sitting in junior equity partner roles. We recognise there is more to do to increase the representation of minority ethnic groups in our senior equity partner population.

## Partnership EPG 2022 Table

	2022
Partner mean EPG	15%
Partner median EPG	20%

	Ethnic minority groups	White
Representation	8%	92%
LQ	17%	83%
LMQ	10%	90%
UMQ	5%	95%
UQ	5%	95%



Margaret Robertson  
CEO

*Margaret Robertson*



Anne Mahoney  
Chief people officer

*Anne Mahoney*