

# Gender and ethnicity pay gap

## Statement 2023/24 (snapshot date 5 April 2023)

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.

66.4% of our employee workforce is female. Furthermore, the business has been led by a female CEO since 2002, 47.3% 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 are committed to creating a bias free working environment and to maintaining our reputation within the legal profession for an inclusive culture – not just in relation to women but for all our staff.

### 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 2023 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:

- Our Business Services division accounts for 21.4% of the total 29.6% mean pay gap, with the make-up of senior support roles still largely male. However, the mean pay gap for fee earners is 16.4% and 13.2% for support staff.
- A high proportion of our workforce in the lower, and lower middle pay quartiles are female. In line with other law firms, our divisional support team is predominately female and accounts for 16.5% of our London workforce.
- Whilst we have more females in senior roles than many other law firms, we still have more men than women in the most senior roles. This is due in part to retiring equity partners taking up employed Consultancy roles, and the majority of our UK based Business Services Directors being male. Our female Chief People Officer is based in the US and therefore not included in the reporting.
- 14.4% of our workforce work part time and of those, 85% are female.\*

Our Partner pay gap in London has decreased largely due to the distribution of men and women through the partnership. We have seen a 12% growth in the London partnership of which 60% were female.

Our employee and partner median pay gaps continue to be higher than the mean pay gaps. This is due to our gender distribution in the upper pay quartiles.

The mean and median bonus gaps have increased from last year, with 81.9% of women receiving a bonus.

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 median pay gap has increased since 2022 and we are continuing to work on improving our pay gap through the changes and initiatives outlined in this

### Pay data

	Mean	
	2023	2022
Employees	29.6%	31.8%
Partners**	15.8%	16.9%
	Median	
	2023	2022
Employees	45.4%	43.5%
Partners**	21.3%	35.3%

### Bonus data

	Mean	
	2023	2022
Employees	64.3%	50.0%
	Median	
	2023	2022
Employees	17.1%	10.2%

\* 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 2022-23 financial year

statement. Our employee and partner mean pay gaps have reduced.

Our 2022 results reflected in part a one-time award made to employees, which is not applicable in our 2023 results. As a result, we have seen an increase in our mean and median bonus gaps year on year.

**What are we doing to improve our pay gap**

We recognise that it will take time to close our gender pay gap and, whilst there are immediate actions that we can pursue, a longer-term focus is required.

Our diversity, equality and inclusion sub-committee of the board is guiding working groups to consider addressing issues identified to date and to ensure subsequent oversight.

Actions already undertaken by the firm include:

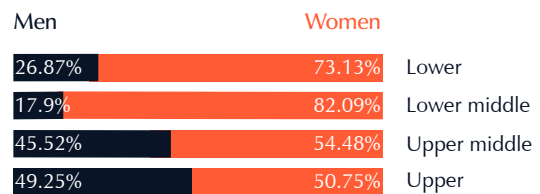
- This year we have worked with external consultants who conducted global pay analysis based upon gender and ethnicity.
- We have conducted detailed analysis of our gender bonus gap to understand the reasons for differences in bonus, both for fee-earners and support staff. This analysis interrogated the data by both team and level.
- We have identified key contributors towards our gender pay gap including attrition, promotion, work allocation, time recording and recruitment. For example, we have considered how parental leave for fee-earners affects time recording, work allocation and how we can mitigate the impact of this on pay and bonuses.
- We are continuing to monitor and review our maternity and enhanced care giving policies (inclusive of shared parental leave).
- We have restructured our divisional support roles, and updated job descriptions to move away from gender biased language. As part of this restructure we have removed traditional secretarial roles and replaced these with new roles which have gender neutral job titles. As a result, we have seen a more balanced representation of candidates when hiring for these positions.
- We have identified a gender imbalance in our lower quartiles and are actively seeking ways to redress this.
- We are modelling different remuneration strategies and potential changes to bonus policies to incentivise performance whilst reducing our gender pay gap.

**Percentage split of relevant employees for gender pay reporting**

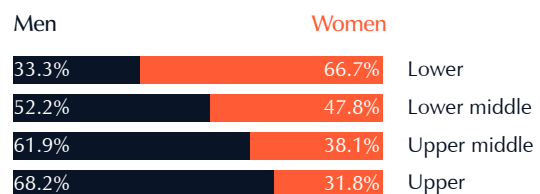


**Pay quartiles 2023**

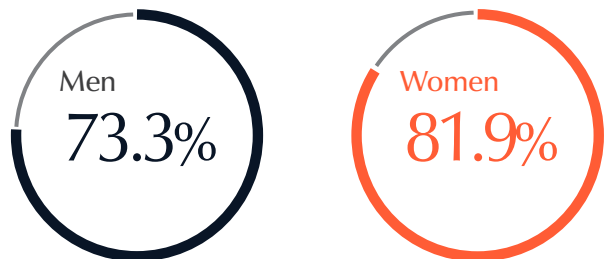
**Employees**



**Partners**



**Proportion of our people receiving a bonus 2023**



Footnote: The data used for calculating hourly pay is for UK employees (excluding partners) who were employed on the snapshot date of 5 April 2023. The bonus figure has been calculated using the 12-month reference period preceding 5 April 2023. 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
29.6%	45.4%	73.3%	81.9%	64.3%	17.1%	26.9%	73.1%	17.9%	82.1%	45.5%	54.5%	49.3%	50.8%

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

# Ethnicity pay gap

## Summary of 2023 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. 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 upper middle pay quartile, followed by the lower quartile. 95.3% of our employees have disclosed their ethnicity, of those who have declared, 21.3% are from an ethnic minority background, and 78.7% are from a white ethnic background.

### Employee ethnicity pay gap (EPG)

We have included data from 2022 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 increased slightly year on year to 23.7%, (23.4% in 2022). The median has reduced year on year to 21%, (27.8% in 2022).

Our mean bonus EPG is 44.9%, and our median bonus EPG is 21.4%. These figures represent an increase in our bonus gap year on year. Similar to our gender bonus gap, the increase is due in part to a one-time award made to employees last year, which is not applicable to our results this year.

We partner with various organisations to educate and inform young people from underrepresented groups about opportunities within the legal profession.

We run a yearly **PRIME programme** which is a diversity and social mobility initiative aimed to improve access to the legal profession through work experience for students from underrepresented backgrounds.

**Aspiring Solicitors** is the UK's leading DEI platform which provides access, opportunity, and support to students from diverse backgrounds. We run a mentoring scheme and host Open Days.

The firm was heavily involved in the creation of **solicitor apprenticeships** and were one of the first few city employers in the UK to offer this route to qualification.

We support the **Law Society Diversity Access Scheme** which is designed to help promising students to the law who also face exceptional social, educational, financial or personal obstacles to qualification. We contribute by offering work experience, mentoring and financial contribution towards the LPC/SQE.

Withers and 700+ other companies have signed a pledge committing to offering (collectively) 10,000 paid internships to black interns over the course of five years. The **10,000 Black Interns** programme is committed to transforming the horizons and prospects of young black people in the UK. We offer two paid legal internships in the summer of each year.

We're signed up with **Rare Recruitment** with regards to their Contextual Recruitment System. The system provides information that would not be possible to gain through traditional recruitment methods to provide a context for a candidate's achievements. It allows us to identify both the most disadvantaged candidates and the candidates that have outperformed their schools by the greatest amounts.

We aim to enhance the diversity of our population at Withers by increasing the number of lawyers and business services professionals from underrepresented groups who work at Withers. We aim to do this by committing to the **Mansfield Rule** which entails us considering at least 30% of underrepresented candidates for all our open roles and in our promotion processes and certification in UK and US and to following similar processes in our other locations even though certification is not currently available there. We will ensure there are more women on recruitment short lists for traditionally male dominated roles and vice versa.

- The goal of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership and the profession at large.
- The Mansfield Rule is a 12-month certification process that measures whether law firms have considered at least 30% women, racial and ethnic minorities, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral hires. It starts in July 15 and runs for 12 months.
- Mansfield Certification focuses on systemic changes to processes and practices through transparency, accountability, and intentional actions, which broaden the slate of diverse talent considered for leadership.

### Summary of 2023 ethnicity pay gap data

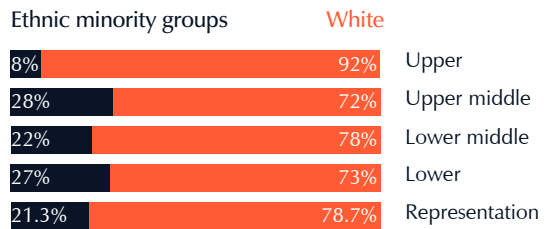
The Ethnicity data for the pay quartiles are for those that have declared their ethnicity.

	2023	2022
Employee mean EPG	23.7% ↑	23.4% ↓
Employee median EPG	21% ↓	27.8% ↓
Bonus mean EPG	44.9% ↑	8.1% ↓
Bonus median EPG	21.4% ↑	-13% ↓
Proportion of white employees receiving bonus	81.3% ↓	82.1% ↓
Proportion of ethnic minority employees receiving bonus	72.4% ↑	69.5% ↓

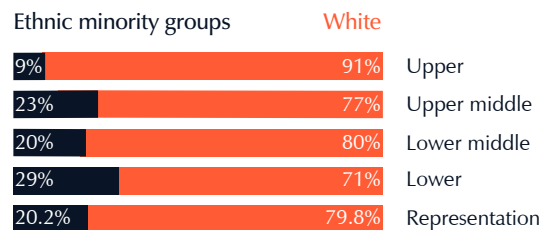
The median ethnicity pay gap has fallen by 6.8% year on year. This is driven in part by a 5% increase in the representation of ethnic minority employees in the upper-middle pay quartile, and a 2% drop in the lowest quartile. The mean and median ethnicity bonus gap has increased since 2022. This is due to a one-time payment present in the 2022 figures, which is not applicable to our 2023 results.

We acknowledge there is more to be done to increase ethnic diversity in our higher paid roles. The initiatives outlined will support this goal in the long-term. It is acknowledged in the short-term this may increase our pay gap, as we bring in a more diverse pipeline of interns and junior fee earners who will become higher paid/higher quartile employees longer term.

### Employee pay quartiles 2023



### Employee pay quartiles 2022



### Partner ethnicity pay gap (Partner EPG)

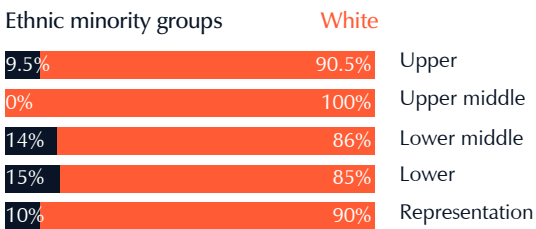
The majority of our UK partnership have declared their ethnicity (94.62%). Of those who have declared, 89.8% are white, and 10.2% are from minority ethnic groups. This has increased from last year when only 8% of our London Partner population were from an ethnic minority.

Our mean Partner ethnicity pay gap has reduced from 15% to 9.8%, and the median has reduced from 20% to -5.3%. We recognise there is more to do to increase the representation of minority ethnic groups in our Senior Equity Partner population.

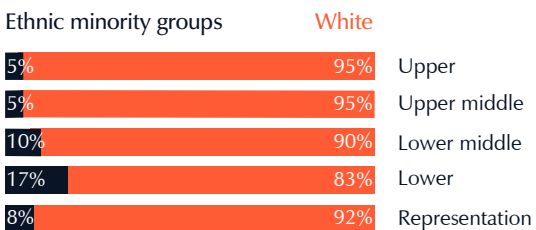
### Partnership EPG 2022 Table

	2023	2022
Partner mean EPG	9.8% ↓	15%
Partner median EPG	-5.3% ↓	20%

### Partner pay quartiles 2023



### Partner pay quartiles 2022



Margaret Robertson  
CEO



Anne Mahoney  
Chief people officer



withersworldwide.com

