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corner



SOLICITORS FOR YOU
AND YOUR BUSINESS

Gender Pay Gap Report 2020

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2020 Gender Pay Gap

We have a welcoming and inclusive culture.

This is reflected in a firm which is diverse and broadly representative of our clients and of wider society in many respects (including, for example, educational and/or social background, disability, religion, ethnicity, age and sexual orientation).

In respect of gender equality we do not discriminate at any point, from the attraction and recruitment of talent through to development, career progression and promotion.

Our gender pay gap is modest and, as this is the case in respect of the mean and median figure it demonstrates that men and women employed by JMW earn broadly the same.

We remain confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather our gender pay gap is the result of the roles in which men and women work within the firm and the salaries that these roles attract.

Hourly Pay Gap	2020
Mean hourly pay gap	5.46%
Median hourly pay gap	6.67%

Definitions:

Mean Figure

Is the difference between the average of men's and women's pay

Median

Is the difference between the midpoint of men and women's pay when arranged from highest to lowest

Hourly Pay Quartiles

The majority of our firm is female (64% when all employees, partners and consultants are included).

20% of our Board is also female (as of May 2021).

Like many firms we continue to have more women than men working in lower quartile roles, However at JMW we also have more women than men in our upper quartile roles.

This reflects the significant development and career progression of our female talent in recent years, and the investment we have made, and continue to make, in them.

■ Males ■ Females

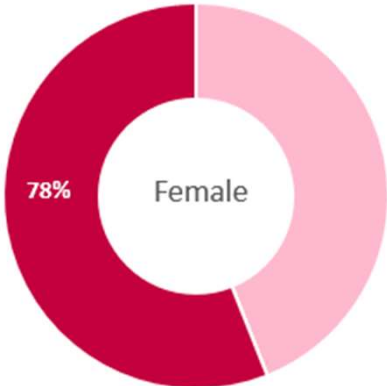
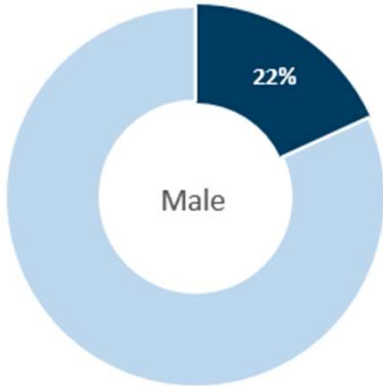
2020		
Quartile comparison	Male	Female
Upper Quartile	33%	66%
Upper Middle Quartile	27%	73%
Lower Middle Quartile	21%	79%
Lower Quartile	31%	69%

Bonus Pay Gap

Our bonuses are gender neutral and are linked to financial performance/incentives in certain specialised areas of law, as well as a small number of rewards for exceptional performance and long service awards.

In 2020, 117 employees were awarded a bonus, of which 22% were male and 78% were female. However many of the more modest bonuses (for long service etc.) were received by women, which has therefore resulted in a gap which is not truly representative of the reality.

Bonus Pay Gap	2020
Mean bonus pay gap	51.63%
Median bonus pay gap	50%



Additional data for comparison

In addition to the data which we are legally required to publish in respect of gender pay, from a transparency perspective we have also chosen to share wider data below, which includes our partners.

Our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Our gap is the result of the roles in which men and women work within the firm and the remuneration that these roles attract.

Our 2020 data is affected by the opening of our London office in May of 2019 which initially saw a small number of quite senior males joining us on an employed basis, in the context of higher market rates than our regional roles. We expect that this impact will reduce as the office matures and our structure becomes more balanced.

The negligible gap between the hourly pay of our most senior people (our self-employed partners) is indicative of our approach to gender pay.

Hourly Pay Gap (employees and Salaried Partners)	2017	2018	2019	2020
Mean hourly pay gap	17.1%	17%	16.7%	21.75%
Median hourly pay gap	14.4%	18.7%	21.3%	17.17%
Hourly Pay Gap (self-employed partners and consultants)	2017	2018	2019	2020
Mean hourly pay gap	0.5%	-10.2%	-6.5%	1.7%
Median hourly pay gap	0%	0%	0%	-3.33%

Achievements

- We have more female than male Trainee Solicitors
- We have more females on our Board than most other law firms
- We have more women than men in each quartile. This has been achieved gradually over the years by having a transparent career progression route which is achievable whether working full-time or part-time
- We have a successful mentoring programme open to all roles and levels
- We empower all our people to get involved in business development and contribute to the growth of the business
- We continue to have many valued and loyal females working in lower quartile roles
- We also expect to see the percentage of females achieving our most senior levels of partnership continue to increase in the coming years

Next steps

- Continue to monitor and review the gender pay gap
- Continue our commitment to address any unconscious bias in promotions and recruitment
- Continue to promote an inclusive culture to enhance diversity across the firm
- Continue to enhance learning and development opportunities to assist with career progression

I confirm that the data reported is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information)

