



**GENDER  
PAY GAP  
REPORT**

2017

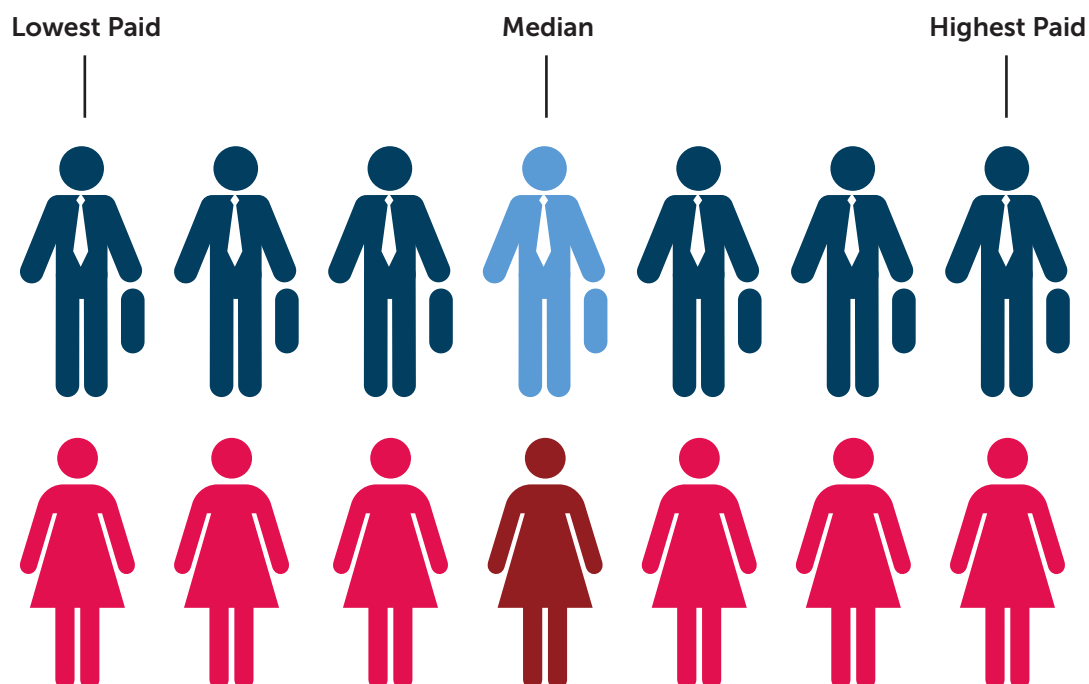
JMW Solicitors LLP has a committed and modern approach to equality and diversity. Our policy makes it clear that we do not tolerate any form of discrimination and this extends to the recruitment, training and promotion of people within the practice. By carrying out the gender pay gap investigation in compliance with the Equality Act Gender Pay reporting guidelines, we hope to improve our approach and initiatives towards equality and diversity.

### What is the difference between gender pay and equal pay?

The gender pay gap is a measure of the difference in the average pay of men and women across the whole firm. It does not equate to the existence of an equal pay gap, as this is a comparison of pay between men and women who are carrying out the same or similar job role.

### How the Gender Pay Gap is calculated?

The regulations require us to report on the Mean and Median hourly rates of pay for both men and women across the firm. The mean % calculates the difference between the average hourly rates of pay and the median is the midpoint of men and women's hourly rate of pay when arranged from highest to lowest.



## Our Results 2017

### Pay Data

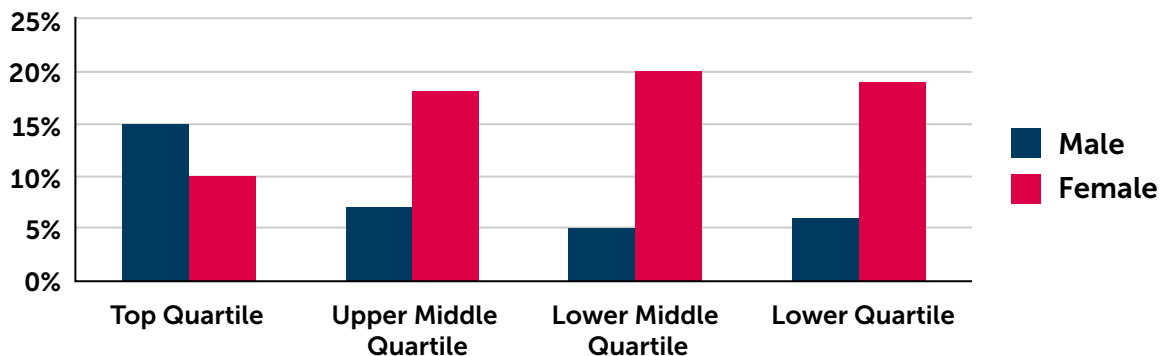
Our gender pay gap on men and women's hourly rates of pay are as follows:

Employees		Equity and Fixed Share Members	
Our Mean Gender Pay Gap	Our Median Gender Pay Gap	Our Mean Gender Pay Gap	Our Median Gender Pay Gap
<b>17.1%</b>	<b>14.4%</b>	<b>0.5%</b>	<b>0%</b>

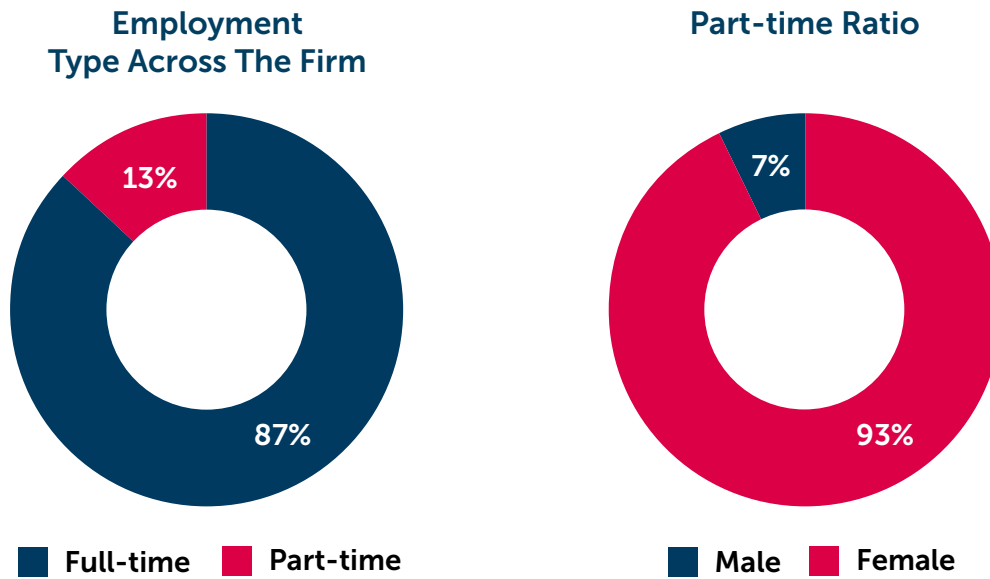
One factor that affects the above figures is structural in that whilst 67% of the workforce is female, 48% of women within the workplace work in support roles, which fall within the lower/lower middle quartiles for hourly rates. In comparison, only 31% of the male staff work in support role.

JMW Solicitors LLP is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

### % of Firm per Quartile



## Employment Type



## Bonus Data

JMW is a firm who rely on paying staff a good salary and in many departments, no bonuses are paid. Out of 351 staff only 34 (9.7%) received a bonus.

Of those who received a bonus:

Male	Female
<p><b>7%</b></p> <p>8 male recipients in total</p>	<p><b>11%</b></p> <p>26 female recipients in total</p>
Our Mean Bonus Gap	Our Median Bonus Gap
<b>47.9%</b>	<b>50.7%</b>

Our bonuses are gender neutral and are based on performance in certain specialised areas of law. In 2017 more female employees were rewarded with a bonus than our male colleagues, however, during this bonus period, support staff within one particular department received a bonus due to overall performance. With a higher percentage of females within the lower quartiles for hourly rates, this is most likely to be attributed to the high bonus gap.

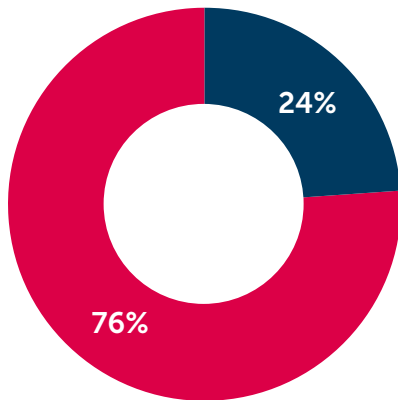
## Quartiles

We have divided all hourly pay data into four quartiles. From analysing the data, females on average are paid higher than men across the two lower quartiles. This is consistent with the UK economy as women are more likely to have had breaks from work, which may have affected their career progression, and/or work part-time, resulting in frontline roles at the lower end of organisations. It is the highest quartile, which contains the biggest gap, and again is consistent with the UK economy in that men are more likely than women to be in senior roles.

### Employees and LLP Members:

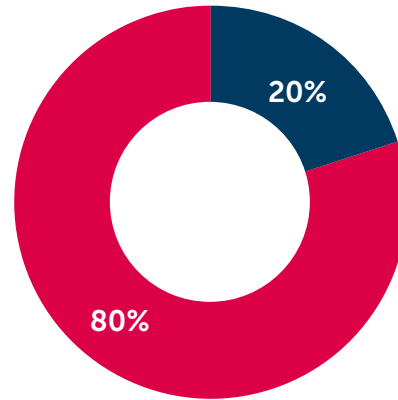
■ Male ■ Female

Lowest



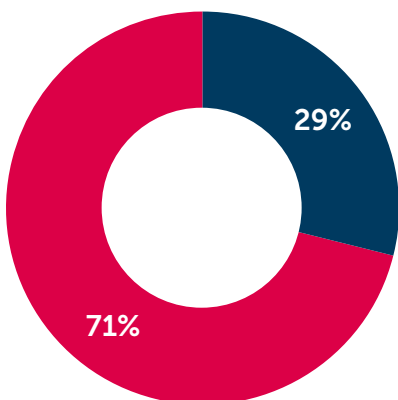
Mean Gender Gap	7% Higher
Median Gender Gap	6% Higher

Lower Middle



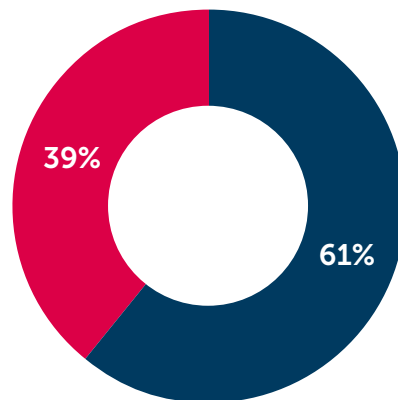
Mean Gender Gap	2% Higher
Median Gender Gap	0%

Upper Middle



Mean Gender Gap	2% Lower
Median Gender Gap	3% Lower

Highest



Mean Gender Gap	10% Lower
Median Gender Gap	6% Lower

## Action Plan

We are pleased with the progress we have made over the last few years in relation to increasing the number of females in higher position roles. In December 2011, we had 3 female and 12 male salaried partners, giving a ratio of 1:4. In April 2017 we had an even split of 13 male and 13 female salaried partners, giving a ratio of 1:1.

We will continue to review data going forwards and are committed to addressing the current gender pay gap through the following steps:

- Enhance all learning and development opportunities to assist with career progression
- Look into developing a leadership programme to improve diversity across senior roles within the firm
- Continue to monitor and review the gender pay gap
- Commitment to address any unconscious bias in promotions and recruitment.

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



**Joy Kingsley**

Senior Partner  
JMW Solicitors LLP