

## Gender Pay Gap Report

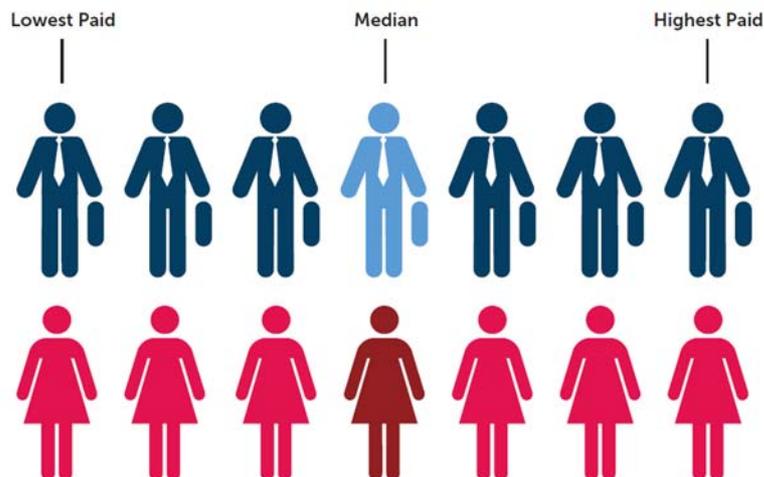
JMW Solicitors LLP has a committed and modern approach to equality and diversity. Our policy makes it clear that we do not tolerate any form of discrimination and this extends to the recruitment, training and promotion of people within the practice. By carrying out the gender pay gap investigation in 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 2018

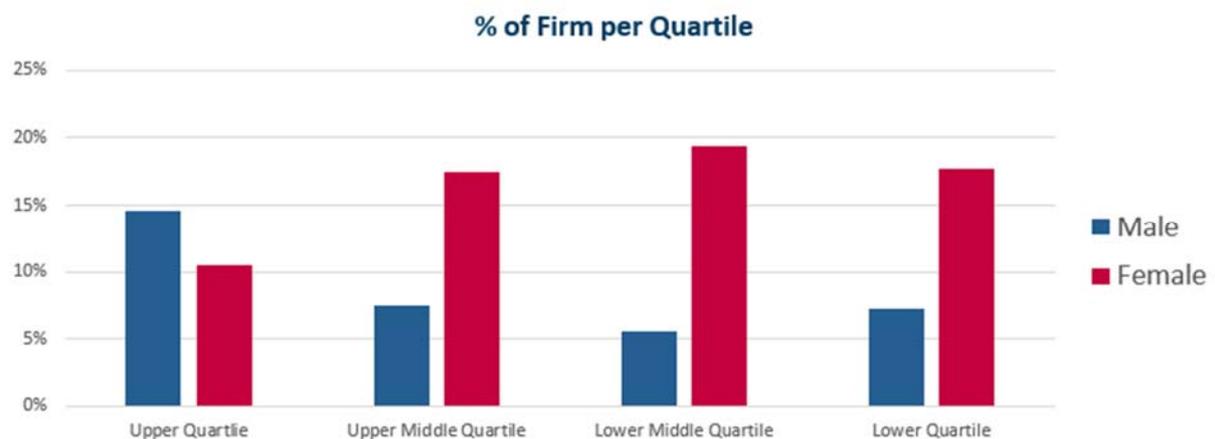
### Pay Data

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%</b>	<b>18.7%</b>	<b>-10.2%</b>	<b>0%</b>

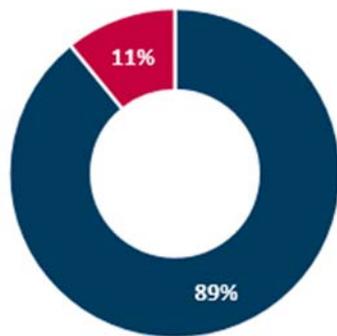
During the past 12 months, the number of LLP female members increased by 33%, which has resulted in a 10.7% shift in the Mean Gender Pay Gap for Equity and Fixed Share Members (0.5% in 2017).

JMW Solicitors LLP remains 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.



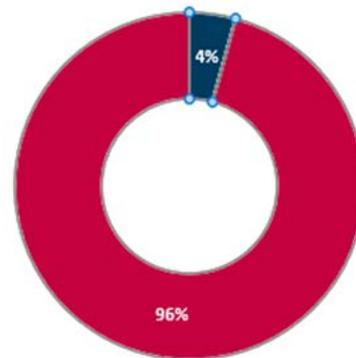
## Employment Type

Employment Type Across The Firm



■ Full Time ■ Part-time

Part-Time Ratio

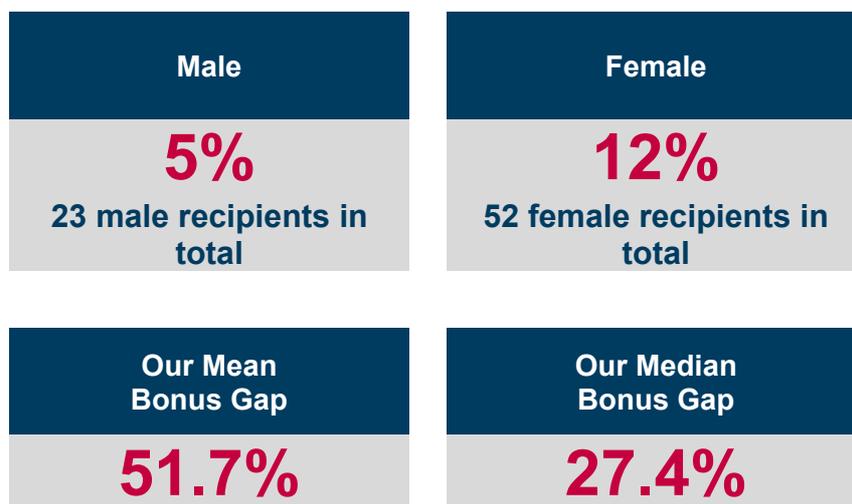


■ Men ■ Women

## Bonus Data

JMW is a firm who rely on paying staff a good salary and in many departments, no bonuses are paid. Out of 434 staff only 75 (17.2%) received a bonus.

Of those who received a bonus: -



Our bonuses are gender neutral and are based on performance in certain specialised areas of law.

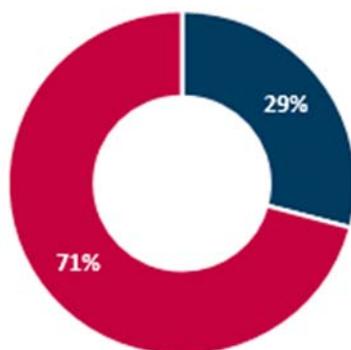
## Quartiles

We have divided all hourly pay data into four quartiles. During the last 12 months, we have focused on bridging the gap between male and females across all four quartiles to decrease the gender gap

### Employees and LLP Members:

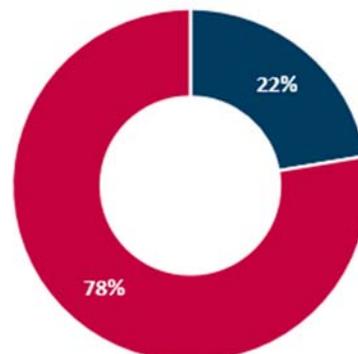
■ Men ■ Women

Lowest Quartile



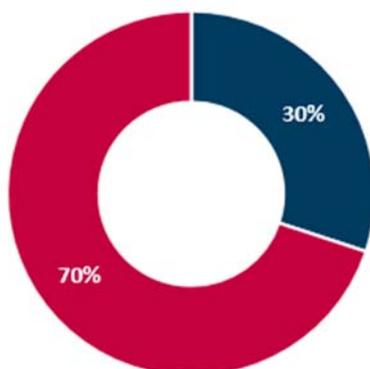
5% difference since 2017

Lower Middle Quartile



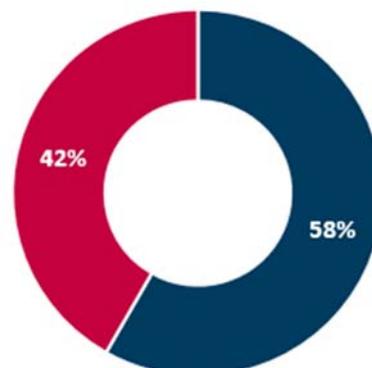
2% difference since 2017

Upper Middle Quartile



1 % difference since 2017

Highest Quartile



3% difference since 2017

## Action Plan

We are pleased with the progress we have made over the last 12 months in relation to increasing the number of females in higher position roles and will continue to review data going forwards. We are committed to addressing the current gender pay gap through the following steps: -

- Enhance all learning and development opportunities to assist with career progression
- Continue 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**