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your
corner



SOLICITORS FOR YOU
AND YOUR BUSINESS

Gender Pay Gap Report 2021

jmw.co.uk

JMW's People

We have a welcoming, inclusive and collaborative 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 are more representative of women than of men.

We do not discriminate at any point, from the attraction and recruitment of talent through to development, career progression and promotion.



2021 Gender Pay Gap

Our gender pay gap is modest and demonstrates that men and women employed by JMW earn broadly the same.

Hourly Pay Gap	2021
Mean hourly pay gap	4.10%
Median hourly pay gap	6.94%

We note that because post salary sacrifice pay is used for this analysis (in line with govt. guidance), and 95% of those who have opted into such schemes are female, it disproportionately impacts rates of pay used for these calculations.

Without this our mean and median hourly pay gap would reduce (to 3.73% and 6.92% respectively).

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 personal choices our employees have selected as well as the roles in which men/women work within the firm and the salaries these roles attract.

<p>Mean Figure <i>Is the difference between the average of men's and women's pay</i></p>	<p>Median <i>Is the difference between the midpoint of men and women's pay when arranged from highest to lowest</i></p>
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Hourly Pay Quartiles

Like many firms we continue to have more women than men working in lower quartile roles, though this is representative of our overall gender split.

However, in the year to April 2021 we saw a 4% increase in females within upper quartile roles. Women in the upper quartiles is almost the same as the proportion of women overall.

The below reflects the significant development and career progression of our female talent in the 12 months to April 2021, and the continuous investment we have made to bridge any gap.

Quartile comparison	2020		2021	
	Males	Females	Male	Female
Upper Quartile	33%	66%	30%	70%
Upper Middle Quartile	27%	73%	30%	70%
Lower Middle Quartile	21%	79%	19%	81%
Lower Quartile	31%	69%	27%	73%

Currently 64% of our firm is female.
20% of our Board is female (from 1 May 2021).

In April 2021 (the capture date) 73% of the firm was female and 27% male.
12% of our Board were female.

Bonus Pay Gap

Our bonuses are gender neutral.

We award bonuses: where they are linked to financial performance/incentives in specialised areas of law; when long service milestones are achieved; and to recognise exceptional performance.

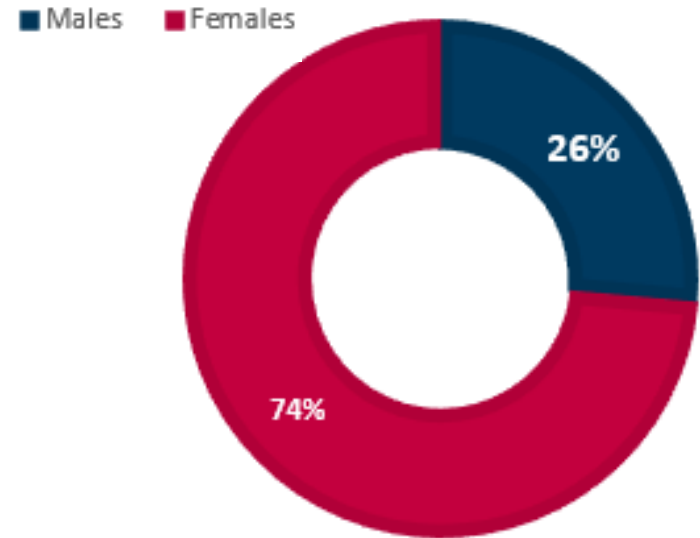
In June 2020, due to the dedication by all staff during the pandemic, a modest firm-wide bonus was paid to all, in addition to our regular bonuses (as above).

Our reward strategy is to focus on competitive rates of basic pay, therefore bonus pay does not make up a significant element of remuneration, other than in a small number of specialist areas of law such as Clinical Negligence and Personal Injury.

As the cases in these areas can be long running it means that the bonus pay of the fee earners can vary significantly from year to year.

In the 12 months to April 2021 the females in these areas earned higher performance related bonuses than the males, which resulted in a significant change in the mean bonus gap, in the favour of women.

It therefore arises from the natural cycle of their caseload rather than their gender.



Bonus Pay Gap	2020	2021
Mean bonus pay gap	51.6%	-78.7%
Median bonus pay gap	50%	3%

Partners & Career Progression

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.

Promotions in the 12 months to April 2021 saw a 13% increase in female partners overall. Of all those promoted, 72% were female and 28% were male.

On promotion remuneration is initially increased to the entry point for the new level, which therefore widens the gender pay gap for a period.

The higher market rate for partners in London versus that of Manchester is also contributing a factor as we currently have more male partners than female, at that location.

Hourly Pay Gap (employees and Salaried Partners)	2018	2019	2020	2021
Mean hourly pay gap	17%	16.7%	21.75%	19.17%
Median hourly pay gap	18.7%	21.3%	17.17%	17%
Hourly Pay Gap (self-employed partners and consultants)	2018	2019	2020	2021
Mean hourly pay gap	-10.2%	-6.5%	1.7%	13%
Median hourly pay gap	0%	0%	-3.33%	14%

Achievements

- 72% of 2021 promotions were women
- We have more female than male Trainee Solicitors
- We have more women on our Board than many other law firms
- We have more women than men in each quartile, including the upper quartiles. This has been achieved over time, by having a transparent career progression route which is achievable whether working full-time or part-time
- In most respects our ratio of women:men is reflected in our organisational structure
- 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 women working in lower quartile roles
- We have seen a continuous increase in women achieving our most senior levels of partnership

Next steps

- Continue to monitor and review the modest 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)

