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# Gender Pay Gap Report 2019

[jmw.co.uk](http://jmw.co.uk)

# 2019 Gender Pay Gap

*We have 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 recruitment, training and promotion of people within the practice. Since carrying out the Gender Pay Reporting, we are continually improving our approach and incentives.*

We remain confident that our 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.

<b>Employees Hourly Pay Gap</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Mean hourly pay gap	17.1%	17%	16.7%
Median hourly pay gap	14.4%	18.7%	21.3%
<b>Self-employed Hourly Pay Gap</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Mean hourly pay gap	0.5%	-10.2%	-6.5%
Median hourly pay gap	0%	0%	0%
<b>Combined Hourly Pay Gap</b>			<b>2019</b>
Mean hourly pay gap			17.7%
Median hourly pay gap			23.2%

#### Definitions:-

##### Mean Figure

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

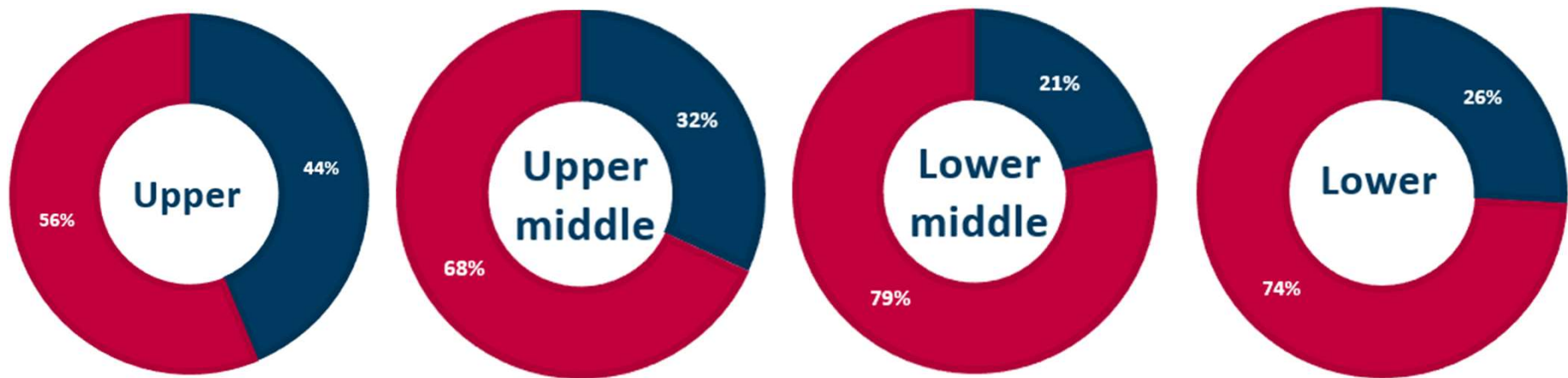
##### Median

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

# Hourly Pay Quartiles

Over the last 12 months we have significantly bridged the gap in the number of female employees contained within the Upper quartile. This has seen a 14% increase in females since our 2018 reporting and a total increase of 17% since 2017.

The main reason for our gender gap remains the same in that 69% of our workforce are female, of which 55% are in roles which fall within the lower/lower middle quartiles. By comparison, only 32% of the male staff work within these same two quartiles.



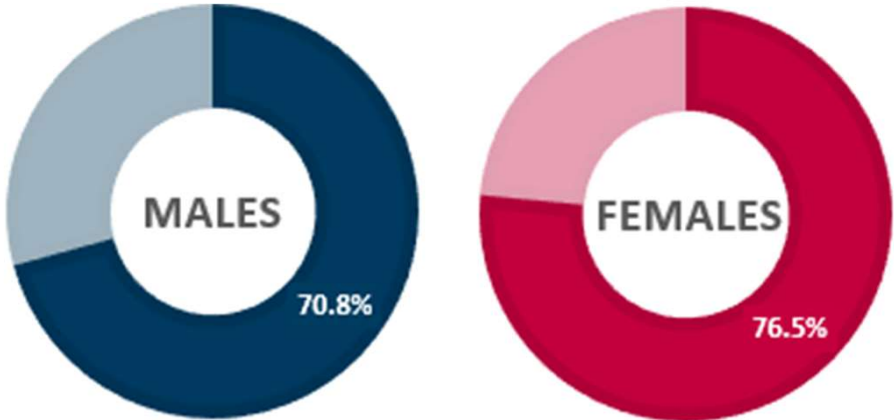
■ Males ■ Females

# Bonus Pay Gap

Our Bonuses are gender neutral and are based on performance in certain specialised areas of law. In 2019 a high proportion of employees were awarded 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 pay gap.

Employees Bonus Pay Gap	2019
Mean bonus pay gap	27.1%
Median bonus pay gap	10.4%
Self-employed Bonus Pay Gap	2019
Mean bonus pay gap	-29.9%
Median bonus pay gap	84.9%
Combined Bonus Pay Gap	2019
Mean bonus pay gap	88.3%
Median bonus pay gap	41.1%

Proportion of staff who received Bonus Pay



# What We've Achieved

- A transparent career progression route with clearly defined criteria which is achievable whether working full-time or part-time
- Enhanced all learning and development opportunities which are reviewed and adapted each quarter should individual priorities change
- Fair exposure both internally and externally in relation to business development opportunities, marketing and social media etc.

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



# Next Steps

- Continue to monitor and review the gender pay gap
- Continue our commitment to address any unconscious bias in promotions and recruitment
- Continue developing a leadership programme to improve diversity across senior roles within the firm
- Continue to enhance all learning and development opportunities to assist with career progression
- Introduce internal mentoring programme across all roles/levels.