

GENDER PAY GAP REPORT 2017

At Shakespeare Martineau, we recognise that our people will always be the reason for our success. We are, and always have been, committed to creating a culture where everyone has access to equal opportunities for fulfilment and progress, and fair reward.

We welcome statistics that require professional services to consider practices and misconceptions that have been accepted in some quarters for too long. We have included information concerning our partners, alongside that of our employees. Wherever we believe further information may add clarity, we have gone beyond the statutory requirements. In doing so we have examined ourselves closely against our commitment to all our people, present and future: that people with the same roles, responsibilities and performance will receive fair reward.

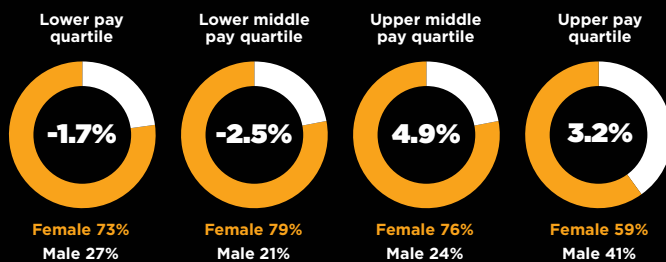
Mean and median	The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and bonus earnings of male and female employees expressed as a percentage of male employees' earnings. A positive number indicates that men earn more than women; a negative number indicates the reverse.
Proportion of women and men in each quartile band	The proportion of female and male employees in four quartile hourly rate pay bands ranked from lowest hourly rate to the highest hourly rate. It is calculated by dividing the workforce into four equal parts.
Proportion of women and men receiving a bonus	The proportion of female and male employees who were paid any amount of bonus pay.

Gender pay comparison – employees

	Mean	Median
Hourly pay	17.4%	22.9%

SOURCE: Shakespeare Martineau employee data as of 5 April 2017

Proportion of employees in each pay quartile



The table (left) shows our mean and median pay comparison based on hourly rates of pay for male and female employees.

Our gender pay gap is due to the distribution of women and men undertaking different types of roles in different disciplines across the firm. A large proportion of our legal support or business operations roles are undertaken by women within the lower or lower middle pay quartiles of the firm, which contributes to the gender pay gap seen within our mean and median results (left). There is greater gender parity within our upper pay quartile across both business operations and fee earning roles.

Gender bonus comparison – employees

The table shows our mean and median comparison in bonuses paid to men and women.

The mean bonus calculation includes our Chief Executive, who although an employee is paid an effective profit share aligned with that of our partners. Without such distortion, this results in a mean bonus gap of a more representative 2.4%.

The median shows no bonus gap between males and females.

	Mean	Median
Bonus paid	40.1%	0.0%
Bonus paid – excl CEO	2.4%	0.0%



Proportion of women and men receiving a bonus

Over 90% of both male and female employees were paid a bonus, this reflects our fair and consistent approach to rewarding our employees.

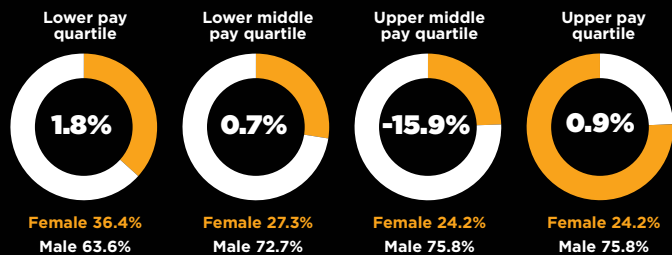
Gender pay comparison – partners' profit shares

The table (right) shows our mean and median partner pay comparison based on hourly rates of pay resulting from profit shares, which represent the whole of the remuneration of partners. Our gender pay gap for partners is due to the gender split seen within our partnership and the roles undertaken.

There is a marginal partner pay gap no greater than 1.8% across the quartiles and within our upper middle pay quartile, our data reflects in favour of women with a pay gap of 15.9%, this is a reflection of the women in senior roles within our partnership.

	Mean	Median
Hourly pay	5.4%	10%

Partners



Our commitment to equality: understanding the gender pay gap

The most important statistics to us within our gender pay gap report are the comparisons of mean and median pay where the levels of ability, roles and responsibility are most closely matched. It is interesting to note that in two quartiles for employees and one for partners, the measure is in favour of females, but we are keen to point out that a gap is a gap and we aim to constantly improve this balance.

We are a predominantly female organisation, representing 71% of our total workforce. As a firm, we have made strides within our gender diversity and are proud that our senior executive team is 75% female. However, our gender pay gap still exists primarily because of the distribution within different roles at the firm. We would like to continue to develop the pattern of more women seeking and achieving, with our help, more senior roles.

We remain focused to ensure men and women have equal opportunities to progress to senior levels in both our partnership and business operations teams.

Shakespeare Martineau will continue to strive to improve every statistic we publish; we will always offer roles free of bias from any influencing factor except ability, and reward the best people with the prospect of the best careers.

We confirm that Shakespeare Martineau's gender pay gap calculations have been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Andy Raynor
Chief Executive

Helen Hay
Head of HR