

WALKER
MORRIS



GENDER PAY REPORT 2023

APRIL 2024

We're passionate about fostering an inclusive and diverse workforce and welcome the opportunity to analyse and report our gender pay gap under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Hourly Pay Gap

	2023	2022	2021	2020	2019	2018	2017
Mean	6.1%	12.2%	11.1%	9.3%	17.2%	17.0%	19.9%
Median	26.1%	31.6%	21.7%	28.7%	30.0%	29.0%	24.1%

The above table shows our mean and median hourly pay gap over the last few years. There's a disparity at the lower rank positions being occupied by female employees such as the secretarial ranks.

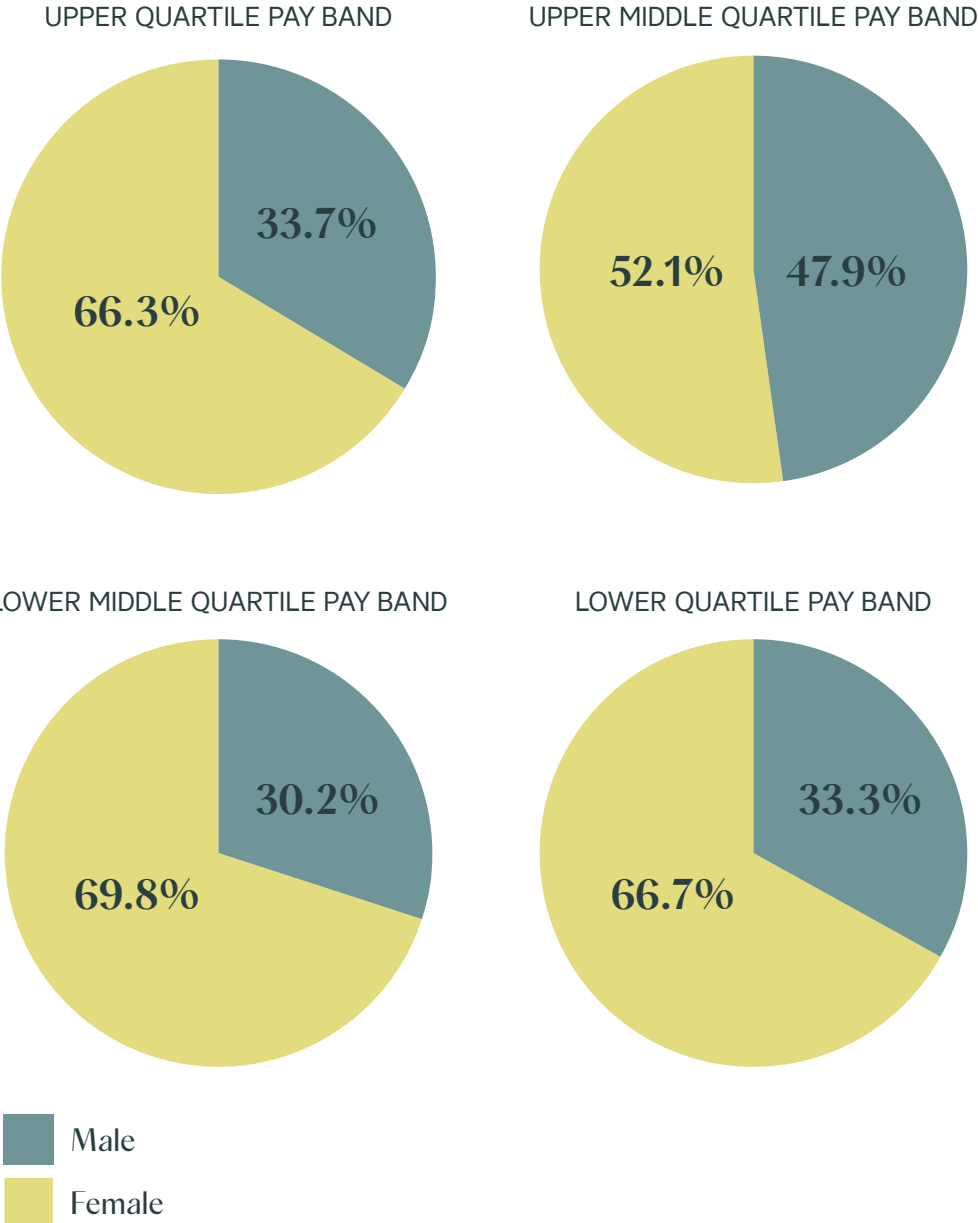
The mean pay gap figure is calculated using the average pay rate of all men and women — the difference between the 2 is the mean pay gap.

The median pay gap figure is calculated using the mid-point pay rate of all men and women, i.e. where half earn more and half earn less — the difference is the median pay gap.

It's important to note that the gender pay gap isn't about equal pay for men and women doing the same jobs. Walker Morris has a robust annual process to ensure that pay levels are reviewed using a fair and consistent process which is gender neutral.

We're confident that men and women are paid equally for performing the same jobs.

Pay Quartiles



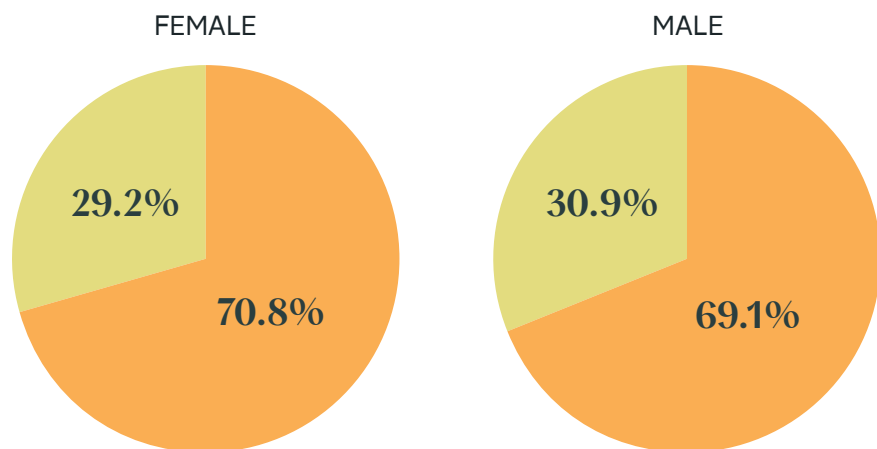
Bonus Pay Gap

	2023	2022	2021	2020	2019	2018	2017
Mean	11.3%	26.1%	44.5%	37.1%	65.4%	54.4%	40.6%
Median	14.4%	31.6%	21.7%	73.3%	60.8%	50.0%	50.0%

The above table shows our mean and median bonus pay gap for the 12 month periods for the last few years.

The bonus gap has reduced but remains male favourable as it's impacted by administrative/secretarial bonuses that are mainly awarded to women and are generally of lower amounts compared to fee earners.

Our fee earner bonus scheme is driven by consistent, documented criteria and is applied consistently to all fee earners.



■ Received a bonus
 ■ Did not receive a bonus

Solicitor Gender Pay Gap

Publishing the detail below on a voluntary basis helps to provide valuable insight that the overall pay gap figures don't do. This is because it allows us to see gender pay gap figures for specific jobs/roles.

A minus figure means that the pay gap is in favour of women.

	Mean	Median
All Solicitors	1.1%	-2.6%
Directors	4.5%	6.5%
Senior Associates	-3.2%	-4.6%
Associates	-1.1%	0%

Our Associates and Senior Associates is impressively equal. Director pay has reduced(mean) from 5.7% last year, but is still male favourable. The size of our directorship is small compared to other sections so leavers and promotions can make a dramatic change. For example in this reporting year a large percentage of our new partner intake was female.



Trainee Solicitor Gender Pay Gap

Our trainee solicitors are paid equally depending on whether they're first or second year trainees. As such, there's no pay gap as reflected below.

	Mean	Median
All Solicitors	0%	0%
Directors	0%	0%

Ethnicity Pay Gap

We've chosen to voluntarily publish our ethnicity pay gap using the same snapshot date and methodology used to calculate our gender pay gap.

The below figures mean that on the snapshot date of 5 April 2023, our ethnic minority employees were paid, on average, 19% less than non-minority employees.

This is largely due to a high proportion of minority ethnicity being at the paralegal or admin support rank (typically at the lower end of the pay scale), therefore reducing the average pay.

	Mean	Median
	19.4%	25.5%

These figures are more susceptible to fluctuation than the gender pay gap figures due to it being a smaller pool of employees.

For example, recruiting more paralegals from a minority background could potentially increase our ethnicity pay gap by a significant amount.

Partner Gender Pay Gap

The Gender Pay Gap Regulations also specifically exclude reporting on partner pay, however we've chosen to review and publish our partner gender pay gap on a voluntary basis.

The mean and median partner gender pay gap figures below have been calculated using the same methodology as per the statutory reporting requirements for employee pay.

As seen in the table below, introductions of male partners at the lower level has resulted in a larger female favourable gap.

To note we provide a year behind on partners, as they're paid a year after earning year.

	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Mean	-11.1%	-6.0%	-15.3%	-18.4%	-9.0%	5.9%
Median	-35.7%	-16.7%	-45.2%	-33.5%	-13.6%	11.5%



Commitment to Transparency

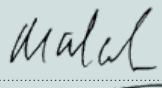
We're fully committed to transparency and feel extending our gender pay gap reporting beyond the statutory requirements can only help drive a culture of fairness across all aspects of our firm, including remuneration, career development and promotion.

The results reflect the fact we have a significant proportion of female senior Partners, and members of the Board.

Commitment to Improvement

We expect to see a more balanced view in the coming years. As senior partners reach retirement and female junior partners are appointed, this is likely to have a significant impact on the partner pay gap figures.

We confirm the data reported is accurate



Malcolm Simpson
Managing Partner



Tracy Foley
Head of HR

