



Royds Withy King

Gender Pay Gap Report 2019

Introduction

Diversity and inclusion are at the heart of our business, enabling us to harness the best available talent to create value for our clients, our people and communities.

This is our third year of reporting our gender pay gap. We have made great progress but we recognise this is a journey and we have still got some work to do.

Although the data can only reflect a given moment in time, calculating our gender pay gap will enable us to identify areas for improvements in how we structure our business as well as ensure we create a fair playing field for both males and females in all roles and at all levels.

The gender pay gap is not about equal pay. Equal pay is about men and women being paid the same amount for doing the same or similar work. It's the law!

Our Gender Pay Gap

Our mean gender pay gap has changed from 14% (as reported last year) to 15.3% in 2019 while our median gender pay gap was 17.3% in 2019, compared with 20.7% in 2018.

The mean calculation is based on the difference between the average gross hourly pay of all men and all women within a business, regardless of their role, based on a snapshot date of 5 April 2019.

The median is the difference between the mid points in the ranges in the hourly earnings between men and women.

There have been some modest changes in the gender pay gap since our last report and we have continued to make positive and sustainable changes over the past two years. We are confident the work we are doing will continue to provide equal opportunities. Shifting the balance will take time, and we are pleased with our position in the context of other UK law firms which have an average mean gender pay gap of 23%*. We'll be looking at the 2019 data when it's published.

*Based on ONS data from 2018.



Graham Street,
Managing Partner

A handwritten signature in black ink, appearing to read 'G Street'.



Amanda Dow,
Director of HR

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Why do we have a Gender Pay Gap?

Three-quarters of our workforce is made up of women which is typical for our sector however the way our organisation is structured has a bearing on the size of our gender pay gap.

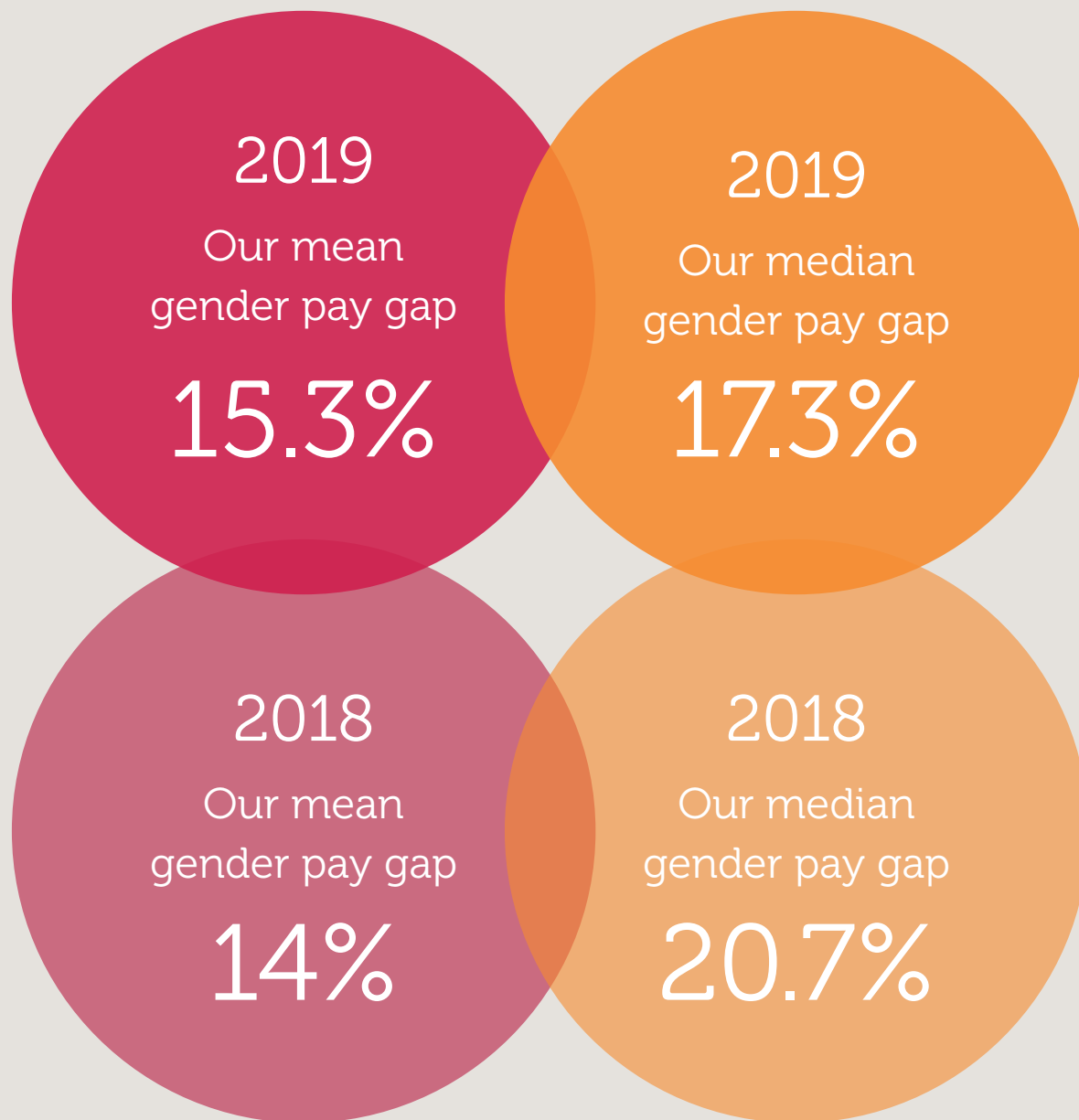
Our firm is typical of other professional services firms in that we employ a large proportion of administrative and support staff in roles such as PAs, secretaries, telephonists, receptionists, paralegals and legal assistants and these roles tend to be dominated by women. This counts for a significant part of our gender pay gap.

What about Equity Partners' Pay?

In the interests of transparency and a genuine desire to engage with the issues, we have also shown what our gender pay gap would look like if we were to include our equity partners' pay in our analysis. This is not a statutory requirement as equity partners are regarded as business owners rather than employees, but we feel it is important and provides a useful benchmark. Partner pay can be calculated in various ways therefore we have used the framework provided by Gap Square, a leading provider of gender pay gap analysis, which has been adopted by many other top 100 law firms.

Our data tells us that the gender pay gap has reduced from a mean of 42% to 40.6% and a median of 41% to 40%.

The reason for our pay gap including partners is due to us having more males than females in our equity partnership. 29% of our partnership was female (as at last year) which compares favourably to other top 100 law firms, however we know we still have work to do. This is a legacy issue for us and for many other law firms and we are taking positive steps to shift the balance which we know will take time. We are pleased with the progress we are making and have a healthy pipeline of female talent rising through the firm so are moving in the right direction.



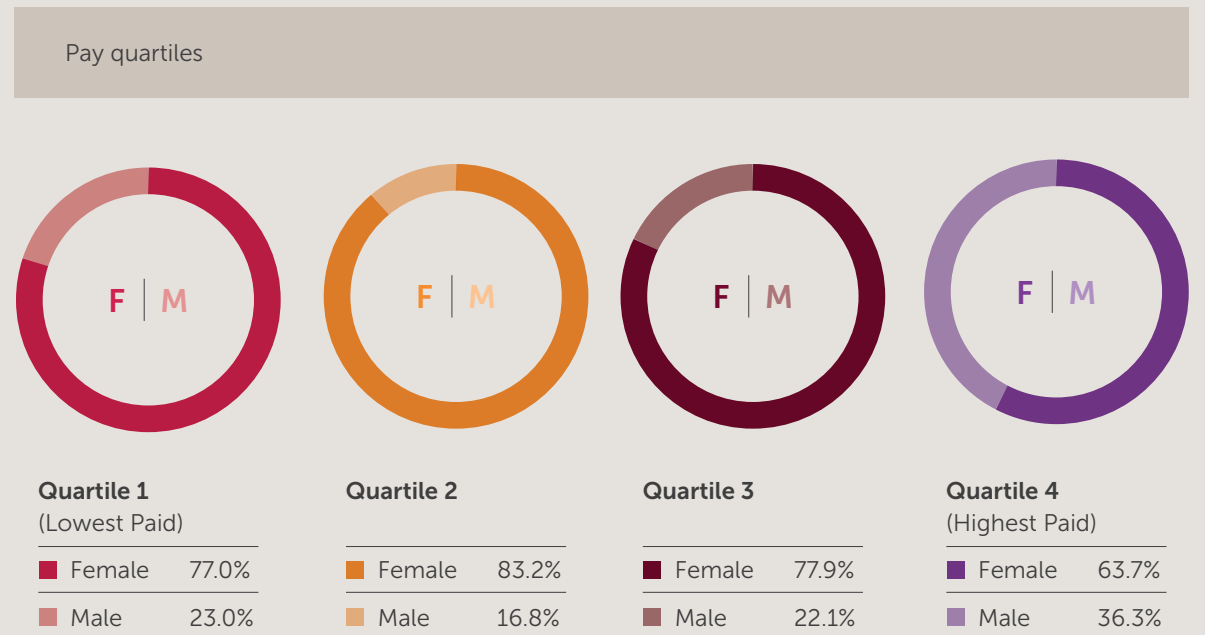
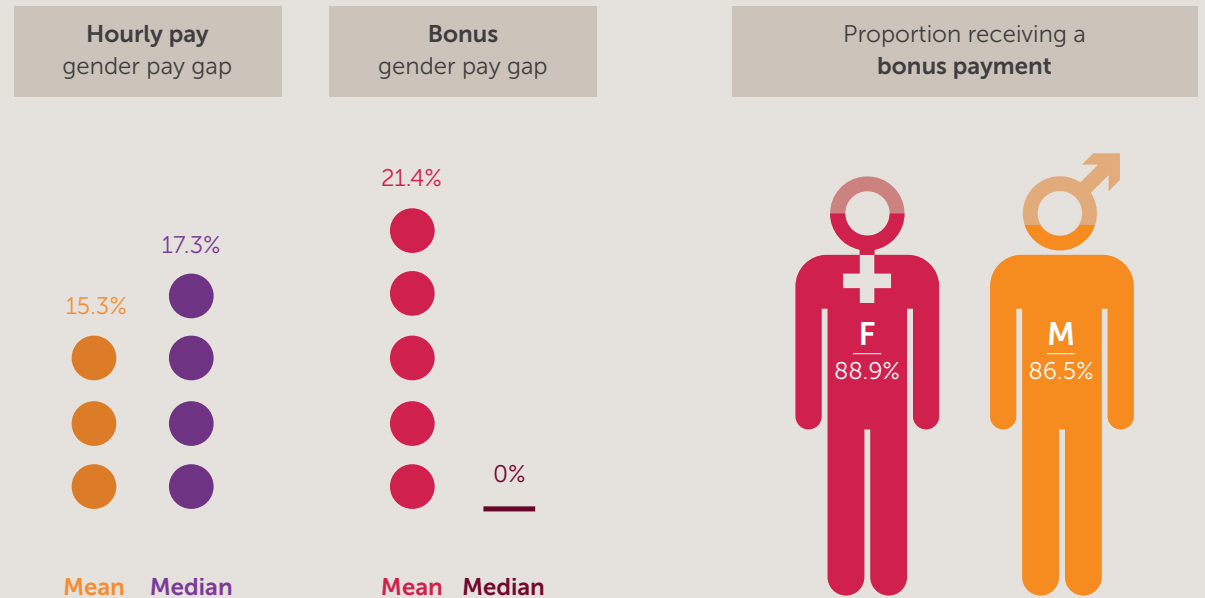
Our Gender Pay Gap achievements so far

The figures we've reported reflect our position in April 2019 and lots has been happening since then to engage with the issues.

We are reviewing our recruitment strategies and policies to ensure we focus on rebalancing the number of male and female applicants applying for administrative and junior roles.

We have appointed our first Equality, Diversity & Inclusion (ED&I) Board Partner to ensure that equal opportunities and inclusivity are completely embedded within our culture and reflect the make-up of our communities.

We have relaunched our flexible working policy to ensure a fairer and more consistent approach across the firm as well as introducing a robust mentoring programme to support career progression.



What are we doing next to close the gap?

Closing the gap takes time. Fundamentally, we believe in a sustainable approach. We've made a good start however there's more to do.

We believe in 'home grown' talent and are continuing to develop a strong pipeline of women who are moving up through the ranks into our Partnership which will help us close the gap at the top. We are working towards our target of having 40% women in our partnership by 2025 and are confident that this will be achieved by continuing to support flexible working practices and investing in mentoring and coaching alongside our management and leadership programmes.

We are continuing to work at both the bottom and top end of our organisation to find ways to remove barriers, implement diverse and inclusive strategies and embed behaviours which are aimed towards creating equal access to opportunities for males and females at all levels within the firm.

Our commitment

We are intent on building a culture where everyone feels engaged and happy, knowing they are fully supported in achieving their ambitions. For some this means becoming a top ranked lawyer while for others it is more about doing interesting work, being part of a firm with a strong sense of corporate social responsibility and green credentials, or achieving a good work-life balance.

This goes hand in glove with our commitment to providing equal opportunities for everyone, regardless of their role or seniority within the firm. We have a robust ED&I policy underpinned by a programme which is actively looking at new ways to build a more diverse and inclusive workforce, which extends far beyond gender and, ultimately, will deliver a richer experience to our staff and our clients.