

Forward thinking
Straight talking

Gender pay gap report

For data as at April 2023

Published April 2024



Gateley /

about us...

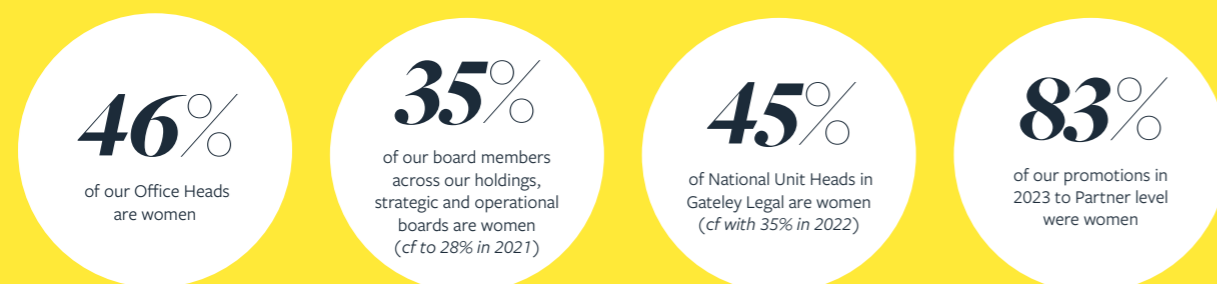
Our purpose, to deliver results that delight our clients, inspire our people, and support our communities is central to our business and is supported by our five key values which form our Gateley Team Spirit. Room to breathe is one of our values and supports our ambition to provide a culture where people can be themselves and bring their whole selves to work. At Gateley, we embrace people's ambitions but continue to strive to do this in a way where variety, stretch and growth sit alongside balance, flexibility, and choice. This is fundamental in providing an inclusive working environment to attract and retain the best talent.

The work of our five community groups - Inspire, Pride, Thrive, Unity and Ability - continue to implement our diversity and inclusion strategy with various initiatives open to all employees across the business. Our Inspire group specifically focuses on supporting our female talent to reach their career ambitions.



We are making progress in closing our gender pay gap and we are encouraged that the initiatives we have implemented to support our female talent into leadership and senior management roles are having a positive impact.

As at the date of this report:



We are pleased to share and explain our data in this report.

Explaining the *terminology*

Gender pay gap reporting is based on the Government methodology focusing on the difference between average pay between men and women in an organisation. It is important to mention that gender pay is not the same as equal pay. Whilst it is true that both deal with the disparity of pay women receive in the workplace, they are different and should not be confused. Equal pay means that men and women in the same employment performing equal work must receive equal pay.

At Gateley, our remuneration is based on the appropriate level of experience someone has for the job role they are performing and not their gender. We are confident that we pay men and women equal pay for performing equal work. Gender pay measures a very different metric – it is a measure of the difference between men and women's average earnings across the entire organisation regardless of their job role. Across the UK economy, men are still more likely than women to be in senior roles and therefore earn more. Most organisations in the professional services sector will therefore have a gender pay gap.

Why is Gateley different to other top 50 UK law firms?

Gateley was the first UK law firm to float on the Alternative Investment Market of the London Stock Exchange. As a result, we have a "Plc" company structure and therefore no longer have equity partners. All of our partners are employees and therefore their remuneration is included in our gender pay gap data. Most other law businesses exclude their partner data because they are allowed to do so under the legislation. We are positive about including our partner data because we are comfortable with being completely transparent.

Our *gender pay gap statistics* for April 2023

Our pay gap and bonus gap exists primarily because we have a higher proportion of male partners than female. In 2023, 75% of our partner cohort were male compared with 25% female.

We have fully embraced flexible and part time working for all of our people but we have a higher percentage of senior women (partners, legal directors and senior associates) working part time when compared with their male colleagues. 87% of employees that work part time are women. This impacts our gender pay gap because salaries are pro-rated for part time working. Our bonus scheme for most employees is based on a percentage of their annual salary and therefore part time working also impacts our bonus gap.

A high percentage of female colleagues' remuneration falls into the lower middle and lower pay quartiles which is due to a number of secretarial, administrative, paralegal and junior support roles we have in the business. Such roles are at the lower end of our pay scales and are predominantly occupied by women. This is consistent with other businesses within the professional services sector.

We recognise we have a gender and bonus pay gap and we are committed to ensuring that we support our female talent to achieve their career ambitions into senior leadership roles. Over the last few years we have implemented a number of initiatives specifically aimed at supporting our female talent and these include:

- Maternity coaching for all women preparing to go on, during and returning from maternity leave
- Coaching for colleagues taking parental or family leave both before the leave and once they have returned to work
- Line manager training on how to support female colleagues returning from maternity leave
- Mentoring scheme with a strong uptake from our female cohort
- Coaching and leadership programme for the female talent within our talent pipeline
- Introduction of a Working Parents network group including the promotion of a Teams chat for peer group support
- Menopause awareness training to remove the “taboo” and to promote open conversations about how we can support female colleagues during the menopause
- “Yoga for Menopause” sessions for colleagues struggling with symptoms of the menopause/peri-menopause
- In 2023, we also implemented a Fertility policy to ensure colleagues are aware of the support available
- In the last year, we launched “Lean in circles” encouraging peer groups of women to come together to support one another

We know these are working because of the improvement in our 2023 data compared with previous years.



What is our *gender pay gap*?

Our gender pay gap including all partners is a **mean of 40.5%** and a **median of 44.1%**.

Hourly pay

Snapshot date - 5 April	All employees (including Partners)		Excluding Partners	
	Mean	Median	Mean	Median
2023	40.5%	44.1%	13.3%	27.2%

How does our data compare with previous years?

Snapshot date - 5 April	All employees (including Partners)		Excluding Partners	
	Mean	Median	Mean	Median
2022	43%	44.1%	16%	29%
2021	49.7%	46.9%	20.4%	27.8%
2020	49.3%	50.9%	21.9%	31.5%

Bonus gap

Snapshot date - 5 April	All employees		Excluding Partners	
	Mean	Median	Mean	Median
2023	70.8%	60.3%	28%	30.2%

How does our data compare with previous years?

Snapshot date - 5 April	All employees		Excluding Partners	
	Mean	Median	Mean	Median
2022	70.5%	59.8%	33.7%	32.8%
2021	64.2%	6.3%	41.5%	12.5%
2020	75.4%	74.4%	21.8%	22.6%

Bonuses received

12 months leading up to 5 April	All employees		Excluding Partners	
2023	43.1%	Female	36.2%	Female
2023	46.1%	Male	41.4%	Male

As can be seen above, we are closing our gender pay gap. For the snapshot date of 5 April 2020 our gender pay gap was 49.3% mean and 50.9% median. As of 5 April 2023 this has reduced to 40.5% mean and 44.1% median. If we exclude our Partners from the calculation, the gap reduces further to 13.3% mean and 27.2% median.

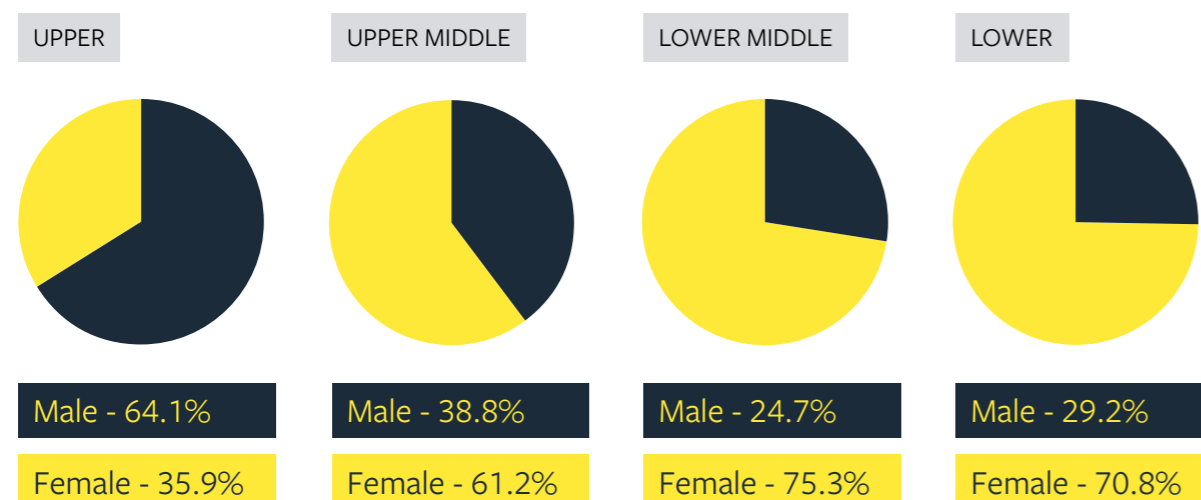
Bonus gap

For employees below Partner level, bonuses at Gateley Plc are calculated by reference to a percentage of the employee's salary. The maximum bonus award as a percentage of salary differs depending on the role and ranges from 5% up to 20% of annual salary. There is a separate bonus scheme for Partners which is not capped at 20% of salary but is based on the performance of the business and their individual performance in the relevant financial year. Awards to Partners are significantly higher than bonuses awarded to other employees because there is no cap of 20% of salary. Given that we have a higher proportion of senior Partners that are male and who therefore receive uncapped bonuses, this contributes to the bonus gap.

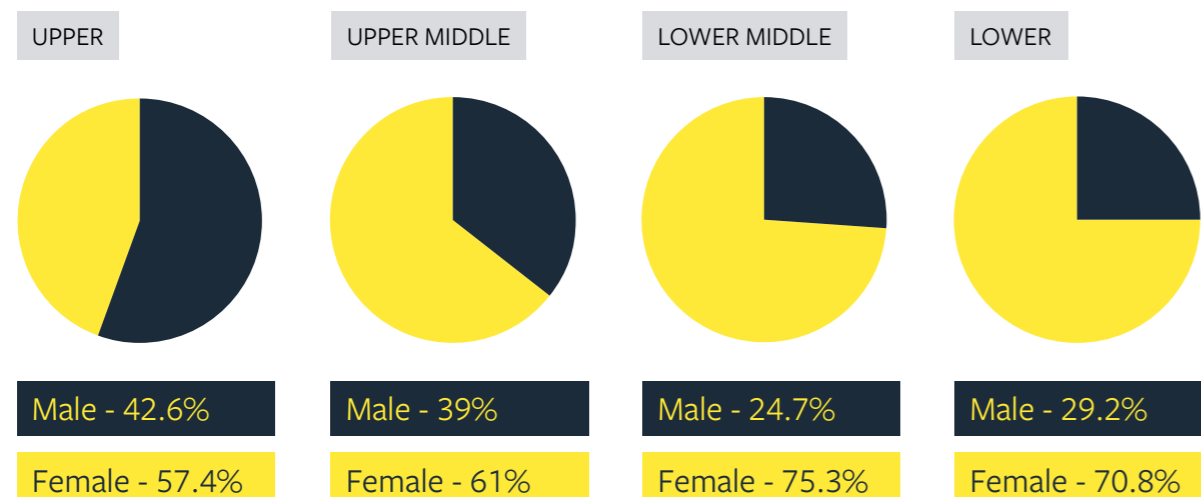
Our bonus gap has however reduced from 75.4% mean and 74.4% median in 2020 compared to 70.8% mean and 60.3% median in this report.

Pay quartiles

All employees including Partners (2023):



Excluding Partners (2023):



How does our data compare with previous years?

All employees including Partners (2023):

5 April	Upper		Upper Middle		Lower Middle		Lower	
	Male	Female	Male	Female	Male	Female	Male	Female
2023	64.1%	35.9%	38.8%	61.2%	24.7%	75.3%	29.2%	70.8%
2022	66.3%	33.7%	39.9%	60.1%	27.7%	72.3%	25.5%	74.5%
2021	66.8%	33.2%	37.5%	62.5%	20.7%	79.3%	23.1%	76.9%
2020	66.7%	32.3%	37.9%	62.1%	21.8%	78.2%	19.4%	80.6%

Excluding Partners (2023):

5 April	Upper		Upper Middle		Lower Middle		Lower	
	Male	Female	Male	Female	Male	Female	Male	Female
2023	42.6%	57.4%	39%	61%	24.7%	75.3%	29.2%	70.8%
2022	44.4%	55.6%	35.8%	64.2%	26.3%	73.7%	25.2%	74.8%
2021	43%	57%	29.4%	70.6%	16.8%	83.2%	25.4%	74.6%
2020	42.5%	57.5%	31.4%	68.6%	18.4%	81.6%	20.9%	79.1%

We are also making progress in increasing the percentage of women in our upper pay quartile. In 2020, 32.3% in the upper quartile were female and this increased to 35.9% in this report. We have a higher percentage of women in our upper middle quartile than men (61.2% compared with 38.8% of men). This quartile includes our Associate and Senior Associate group together with Legal Directors and Senior Management from our business support teams. These are the future leaders of our business and it is encouraging that we are seeing a gradual increase in this cohort moving into our upper pay quartile. This is consistent with more women holding senior leadership positions within our business and our commitment to supporting our female talent into leadership roles. For example, 83% of Partner level promotions in 2023 were women.

There is more work to do but we are pleased our data is improving and we remain committed to closing our gender pay and bonus gap.

We are proud of our equal opportunities culture and will continue to ensure it is embedded in our values.

A diverse and inclusive business

We know that we will only achieve our strategic ambitions of diversifying, differentiating and incentivising by being forward thinking, straight talking and continuing to ensure that we have a culture where all employees can be supported to reach their full potential.

We are committed to the ongoing development of our diversity and inclusion strategy. At Gateley, we want all of our people to feel that they can be 100% themselves at work.

We are proud to have achieved gold status passed by the Law Society's Diversity and Inclusion Charter and to be part of the Stonewall Diversity Champions Programme to support the LGBTQ+ community in our business. In March 2024 we won the Equality, Diversity and Inclusion Award at the 2024 Birmingham Law Society Legal Awards. Our network groups remain pivotal in implementing initiatives right across Gateley to ensure that we are creating an inclusive working environment for all and I would like to take this opportunity to thank them for all their support.



We are committed to continuing to develop our strategy and working towards our objectives as part of our responsible business strategy. For further information on this please see our [Responsible Business Report on our website](#).



I confirm that the data analysed and presented in Gateley's Gender Pay Gap report is accurate.

Victoria Garrad
Chief Operating Officer

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