

Forward thinking
Straight talking

Gender pay gap report

For data as at April 2022

Published April 2023



Gateley /

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.

We are committed to closing our gender pay gap and we are making progress. We are pleased to share and explain our data in this report.

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 back in 2015. 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 2022

Our pay gap and bonus gap exists primarily because we have a higher proportion of male partners than female. In Gateley Legal, 76% of our partner cohort were male compared with 24% 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. 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.

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. 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
- 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

66%

of our senior managers are women.

36%

of our board members across our holdings, strategic and operational boards are women.

35%

of National Unit Heads in Gateley Legal are women.

Here's some feedback from some of our female colleagues that have participated in some of our initiatives:



I found the return to work from mat leave coaching very helpful. It was great to have an informal setting to voice what felt like "silly" concerns to me, in a safe space where it turned out everyone had similar fears."



Thanks so much for arranging the sessions – I really value the consideration being given towards menopause at Gateley as I'm learning how much peri symptoms can affect your working day!!"



Without being over dramatic menopause makes you feel like you have lost control and this gave some back."



The coaching also made me feel wanted by the business and valued again in my role."



It was very good and so helpful... I felt my employer's permission to attend and participate and that really helped me disconnect from work and make the most of the sessions."

What is our *gender pay gap*?

Our gender pay gap including all partners is a **mean of 43%** and a **median of 44.10%**.

Hourly pay

	All employees (including partners)		Excluding partners	
Snapshot date - 5 April	Mean	Median	Mean	Median
2022	43%	44.1%	16%	29%

How does our data compare with previous years?

	All employees (including partners)		Excluding partners	
Snapshot date - 5 April	Mean	Median	Mean	Median
2021	49.7%	46.9%	20.4%	27.8%
2020	49.3%	50.9%	21.9%	31.5%
2018*	50.6%	53.4%	24.4%	33.6%

* We did not report for 2019 due to the coronavirus pandemic

Bonus gap

	All employees		Excluding partners	
Snapshot date - 5 April	Mean	Median	Mean	Median
2022	70.5%	59.8%	33.7%	32.8%

How does our data compare with previous years?

	All employees		Excluding partners	
Snapshot date - 5 April	Mean	Median	Mean	Median
2021	64.2%	6.3%	41.5%	12.5%
2020	75.4%	74.4%	21.8%	22.6%
2018*	75.7%	69%	47.3%	18.8%

* We did not report for 2019 due to the coronavirus pandemic

Bonuses received

12 months leading up to 5 April	All employees		Excluding partners	
2022	75%	Female	73.9%	Female
2022	72%	Male	63.4%	Male

How does our data compare with previous years?

12 months leading up to 5 April	All employees		Excluding partners	
2021	11.2%	Female	12%	Female
	7.9%	Male	12%	Male
2020	66%	Female	64%	Female
	70%	Male	63.8%	Male
2018*	77.6%	Female	75.6%	Female
	77.4%	Male	76.1%	Male

* We did not report for 2019 due to the coronavirus pandemic

We are pleased that we are making progress in improving our gender pay and bonus gap. As can be seen above, for the snapshot date of 5 April 2018 our gender pay gap was 50.6% mean and 53.4% median compared with our gap as at 5 April 2022 which has reduced to 43% mean and 44.1% median.

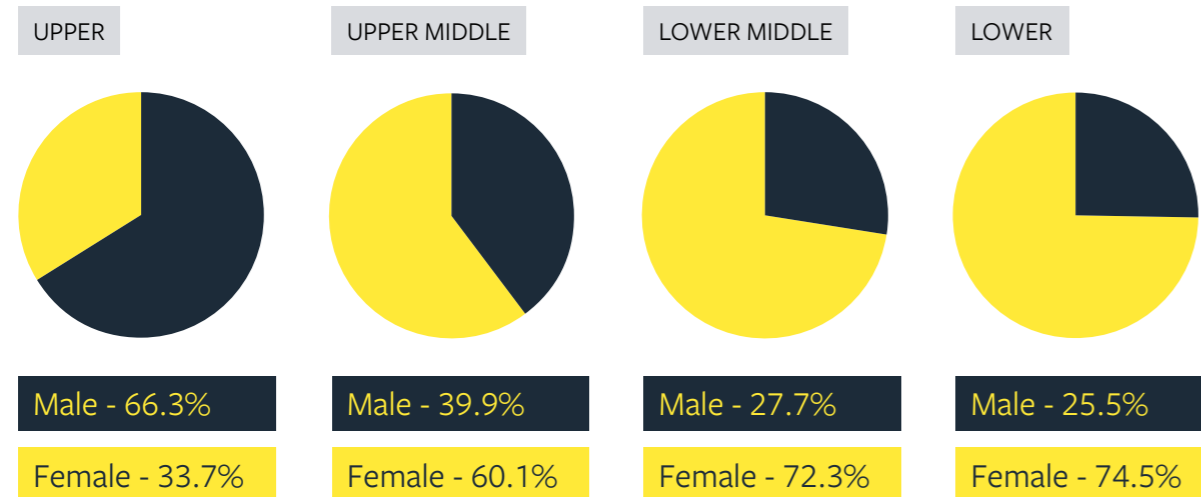
Our bonus gap has also reduced from 75.7% mean and 69% median in 2018 compared with 70.5% mean and 59.8% median in this report.

The bonus data reported for the snapshot of 5 April 2021 was distorted because one of the measures we implemented as a response to the coronavirus pandemic was to temporarily suspend our discretionary bonus scheme. As a result, no discretionary bonuses were awarded in the 12 months leading up to the snapshot date of 5 April 2021. Bonuses awarded were loyalty bonuses for long serving employees and contractual bonuses paid outside our discretionary scheme.

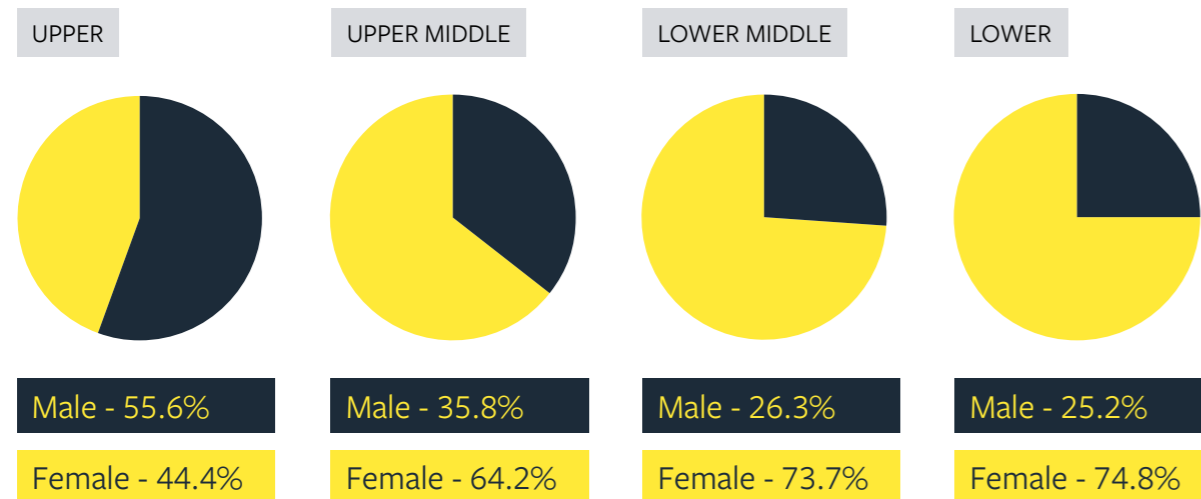
We have a higher percentage of our female talent receiving a bonus compared with their male colleagues. 75% of our female talent received a bonus in the twelve months leading up to 5 April 2022 compared with 72% of our male talent.

Pay quartiles

All employees including partners (2022):



Excluding partners (2022):



How does our data compare with previous years?

All employees including partners (2022):

5 April	Upper		Upper Middle		Lower Middle		Lower	
	Male	Female	Male	Female	Male	Female	Male	Female
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
2018*	71.3	28.7	44.2	55.8	22.6	77.4	20.7	79.3

Excluding partners (2022):

5 April	Upper		Upper Middle		Lower Middle		Lower	
	Male	Female	Male	Female	Male	Female	Male	Female
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
2018*	49	51	34.2	65.8	18.1	81.9	21.8	78.2

* We did not report for 2019 due to the coronavirus pandemic

When you examine the pay quartiles for our data, we have a higher percentage of women in our upper middle quartile than men (60.1% of our upper middle quartile are women compared with 39.9% 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 whilst the number of women in the upper pay quartile reduces to 33.7% it is encouraging that we are gradually increasing the percentage of women in our upper pay quartile. In 2018 the upper pay quartile comprised 71.3% of men and this has now dropped to 66.3% in 2022. We now have 33.7% of women in our upper quartile compared with 28.7% in 2018.

We are encouraged that we have seen an increase in the number of women holding senior positions in our business. 36% of our board members across our holdings, strategic and operational boards are women and 35% of our national unit heads in Gateley Legal are women.

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

A diverse and inclusive business

Our purpose is to deliver results that delights our clients, inspire our people and support our communities.

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. We have five internal networks helping us to implement our diversity and inclusion strategy, Inspire, Thrive, Pride, Unity and Ability. Our network groups remain pivotal in implementing initiatives right across the Gateley to ensure that we are creating an inclusive working environment for all.

pride  *thrive*  *inspire* 
ability  *unity* 



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
Partner & Group HR Director

Gateley /