

# Gender pay gap report 2020

Fieldfisher aims to create a workplace where our people can thrive and be themselves, one that reflects an inclusive society as well as recognises the needs of our own diverse group of clients. Our approach to Inclusiveness & Diversity (I&D) is central to the firm's overall strategy. One of the main elements of our I&D Strategy is our Balanced Talent Pipeline initiative which focuses on ensuring a level playing field with respect to pay, development and progression for everyone within the firm. While an average of 46% of our newly-appointed partners over the last three years were woman, like most of the legal sector, the demographics of our partnership do not yet reflect those of our society in general. Through our Balanced Talent Pipeline initiative, we are working to achieve a more diverse partnership.

## Pay & bonus gap

The table opposite shows our mean and median hourly gender pay gap at the snapshot date (i.e. 5th April 2020) and our mean and median bonus pay gap in the year up to then.

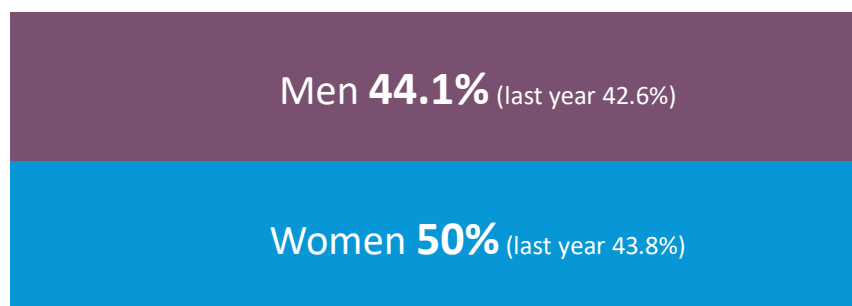
	mean	median
Hourly pay	<b>11.3%</b> (last year 11.1%)	<b>21.8%</b> (last year 24%)
Bonus	<b>26.8%</b> (last year 42.2%)	<b>39.2%</b> (last year 41.4%)

Our data shows that our mean hourly pay gap has increased slightly from our 2019 snapshot, and that our median pay gap has decreased. As with any organisation, these figures cover a variety of roles which fall into the following distinct populations: fee earners, paralegals, business support and secretarial. It is important for us to explore the data further by examining hourly pay gap within these groups as it allows us to better determine the cause of our gender pay gap, and decide how we can improve this in the future.

Our analysis of the gender pay gap within these groups showed that our mean gap actually favours women in each group except business services, where it is 2.9%. This is due to more men being in senior roles. Our median pay gap is in favour of women in all four groups %. These figures help to reassure us that we are paying men and women comparably across similar roles. However, the biggest driver of our gender pay gap remains the same as last year: women make up the majority of our secretarial and administrative roles, and our most senior roles are held by men.

Our bonus pay gap has decreased since last year. This difference can be attributed to changes to bonus schemes made the previous year. As with our hourly pay analysis, we have explored this data further. Like many Law Firms, our bonus schemes are weighted to our fee earner population which means there are naturally differences between bonus payments across groups. Looking specifically at our fee earner population, we determined the mean bonus gap was 11% and the median was -7.3 in favour of women, and a similar percentage of men (43.9%) and women (42.9%) fee earners in receipt.

## Proportion of employees receiving a bonus



This shows that a greater proportion of women are being paid a bonus over the 12 month period up to 5th April 2020

In addition, whilst we are not required to provide our partner pay gap we have continued to do so this year. Within this group, there is a 26.1% mean hourly pay gap (down from last year's 30.4%) and a 21.8% gap for the median hourly rate (down from last year's 33.1%). Once again, these gaps reflect the fact that there are more men than women at the senior levels of our partnership, but the decreases in the gaps reflect the gains we've made in advancing more women to senior levels within the partnership



## Quartiles

Lower quartile

Lower middle quartile

Upper middle quartile

Top quartile

Men **34.4%**  
(last year 33.0%)

Men **28.6%**  
(last year 24.2%)

Men **44.6%**  
(last year 45.7%)

Men **41.6%**  
(last year 37.8%)

Women **65.6%**  
(last year 67%)

Women **71.4%**  
(last year 75.8%)

Women **55.4%**  
(last year 54.3%)

Women **58.4%**  
(last year 62.2%)

The table above shows that the gender distribution at Fieldfisher across four equally sized quartiles. The data shows that we have a large proportion of women in the lower quartiles suggesting that we have more women in more junior roles across the firm.

At Fieldfisher we are confident that men and women are paid equally for doing equivalent jobs across the business; we invest considerable time and effort each year moderating our salary and recruitment decisions to ensure consistency across the business. In addition, our Head of I&D takes part in all salary review moderations to help ensure objectivity and transparency.

### Our I&D activities

We continue to monitor all our people processes across the board in order to address and eliminate any bias that might influence the gender gap. Our Head of I&D takes part in and monitors all talent pipeline-related process, such as our appraisal and remuneration systems, our partner selection and promotion process, our work allocation procedures, and our approach to flexible and agile working.

We continue to launch inclusive networks at the firm, such as our recently-launched DIScover disability network. Our women's partner network, The Female Partner Forum and our junior women's network, Women@Work, have recently launched a joint quarterly discussion series.

We have continued to roll-out our creative, inclusive and robust selection of awareness-raising I&D events, including our annual I&D Month programme. Our five employee networks, as well as our Manchester diversity group hold an annual joint focus group which helps set our I&D agenda for the coming year.

Our recruitment team recently reviewed all its relationships with external agencies, which included reviews of the diversity initiatives; we recently agreed as a firm to require gender and racially diverse shortlists for all lateral partner candidates as part of our intersectional Race and Ethnicity Action Plan.

I confirm the data reported is accurate.

**Michael Chissick**  
Managing Partner