

fieldfisher



UK pay gap report

2024



Advancing our commitment to inclusion

At Fieldfisher, we are committed to creating a workplace where everyone can succeed, contribute meaningfully, and be fairly rewarded. Inclusion is central to this commitment and understanding and addressing our pay gap is an important part of driving meaningful, and measurable progress.



This report, based on the snapshot date of April 2024, highlights areas of improvement and development as well as ongoing challenges. We are pleased to see some positive movement, such as the reduction in our ethnicity bonus gap. Still, we recognise that we want to see greater progression into senior roles for women and ethnic minority colleagues.

We have already taken steps to respond to these challenges. Through our Balanced Talent Pipeline initiative, we will continue to closely monitor our gender pipeline for promotions, ensuring we support and accelerate the progression of high-potential talent across the firm. In 2024, **50%** of our partner promotions and **75%** of business services promotions were women, reflecting our ongoing commitment to building a more balanced pipeline.

In taking our agenda forward, we have reviewed and refreshed our firmwide inclusion strategy to ensure it supports our Europe 2030 vision and is fit for the future, aligned to our values and underpinned by data and accountability. This new strategy, launched in November 2024, will guide our long-term efforts to create a more equitable workplace.

We know there is more to do, and we remain committed to taking action through greater transparency, aligned decision-making, and inclusive leadership. More detail on our wider sustainability and inclusion priorities can be found in our [Interim Sustainability and ESG Report 2024](#).



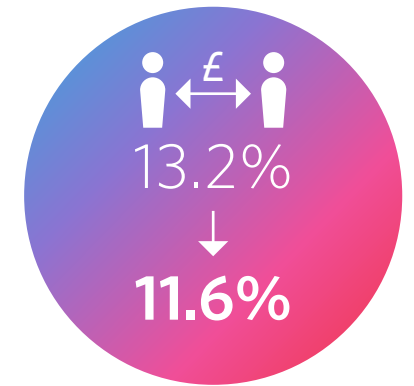
Robert Shooter
Managing Partner



Carole Ohi
Chief People Officer

Executive summary

We have observed promising advancements in addressing our gender and ethnicity pay disparities. The mean gender pay gap for our employees has decreased from **13.2%** to **11.6%**, though the median has seen a slight rise.



At our London office, the mean gender pay gap is **14.17%**, highlighting the necessity for ongoing efforts to enhance balance at senior levels. When examining job types in London, we find that the **highest median gender pay gap occurs among lawyers at 6.8%**, while other categories demonstrate markedly lower gaps, with some evidencing a negative gap (where women earn slightly more than men).

The ethnicity pay gap has experienced a slight change, resulting in a small positive mean gap of **1.8%**. Analysis by job type, excluding partners, reveals that lawyers have the highest median ethnicity pay gap at **2.53%**, whereas other roles present negative gaps, suggesting that employees from ethnic minority backgrounds tend to earn more on average in those positions. Bonus participation rates remain relatively consistent across gender and ethnicity.

We are committed to further enhancing representation at senior levels and ensuring that our compensation frameworks remain equitable, transparent, and inclusive.

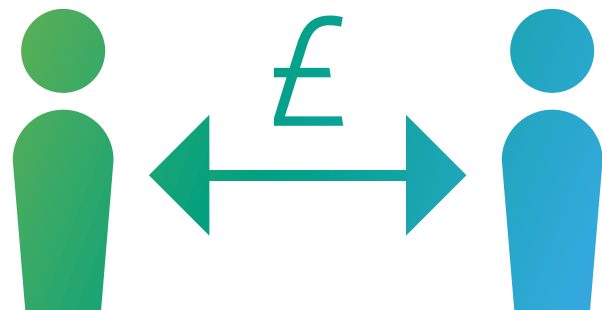


Understanding our data

The gender pay gap refers to the disparity in average hourly wages between men and women within the firm, whereas the ethnicity pay gap examines the earnings of individuals from ethnic minority backgrounds in comparison to those who identify as white.

It is important to distinguish a pay gap from equal pay. Equal pay ensures that individuals performing the same role or work of equal value receive the same compensation, whereas a pay gap reflects the average difference in earnings between groups across an organisation.

Our analysis encompasses all employees and includes a distinct evaluation of both employees and partners.



Definitions

Mean Pay Gap: This refers to the disparity in average hourly wages (or bonuses) between men and women, as well as between employees identified as white and those from ethnic minority backgrounds.

Median Pay Gap: This indicates the difference in the middle value of hourly pay (or bonuses) between men and women, or between white employees and those from ethnic minority groups, when all pay or bonus figures are arranged in order.

Pay Quartiles: This represents the classification of all employees into four equal groups based on their hourly pay, ranging from the lowest (Lower Quartile) to the highest (Upper Quartile).

Bonus Gap: This measures the difference in average bonus amounts received by different groups, calculated independently from hourly pay.

Bonus Participation: This reflects the proportion of men and women, or white and ethnic minority employees, who received a bonus during the 12 months leading up to the snapshot date.

Gender pay gap 2024

Employee hourly pay gap

| Year | Mean pay gap | Median pay gap |
|------|--------------|----------------|
| 2024 | 11.6% | 26% |
| 2023 | 13.2% | 25.6% |

We are glad to report a decrease in our average gender pay gap for 2024, accompanied by a minor rise in the median.

When analysing by location, the mean gender pay gap in our London office is **14.17%**, which remains a focus area. Analysis by job type within London shows that the highest median gender pay gap is for lawyers at 6.8%, while other roles such as apprentices, trainees, and support staff show much lower gaps, with some even demonstrating a gap in favour of women.

Combined employee and partner pay gap

| Year | Mean pay gap | Median pay gap |
|------|--------------|----------------|
| 2024 | 56.1% | 41.5% |
| 2023 | 60.8% | 44.6% |

The overall firm pay gap, including partners, has narrowed compared to 2023.

Employee pay quartiles gap

| Quartile | Women | Men |
|--------------|-------|-------|
| Upper | 61.7% | 38.3% |
| Upper Middle | 58.5% | 41.5% |
| Lower Middle | 73.9% | 26.1% |
| Lower | 68.9% | 31.1% |

Women continue to be well represented across all quartiles, particularly in the lower middle and lower pay ranges.

Employee bonus gap

| Year | Mean bonus gap | Median bonus gap |
|------|----------------|------------------|
| 2024 | 30.8% | 38.7% |
| 2023 | 32.8% | 33.6% |

Percentage of employees receiving a bonus by gender

| Year | Women | Men |
|------|-------|-------|
| 2024 | 66.9% | 67.8% |
| 2023 | 71.9% | 70.7% |

Examining specific job categories provides the following insights:

- Conversely, in the fields of paralegals, secretaries, and support positions, the bonus gap is in favour of women.
- The highest representation of women can be found among secretaries (88.1%) and paralegals (75.7%), while there is also significant representation of women among lawyers (63.8%) and support staff (50.2%).

Ethnicity pay gap 2024

Employee hourly pay gap

| Year | Mean pay gap | Median pay gap |
|------|--------------|----------------|
| 2024 | 1.8% | 10.6% |
| 2023 | -3.7% | -9.4% |

While the mean ethnicity pay gap has moved to a small positive figure, the median gap has increased slightly.

When reviewing by job type, and excluding salaried partners, the highest median ethnicity pay gap is among lawyers at 2.53%, with all other groups showing negative gaps, where ethnic minority employees are earning slightly more on average.

Combined employee and partner pay gap

| Year | Mean pay gap | Median pay gap |
|------|--------------|----------------|
| 2024 | 21.5% | 16.2% |
| 2023 | 33.9% | 1.4% |

The overall firm pay gap, including partners, has narrowed compared to 2023.

Employee pay quartiles gap

| Quartile | Ethnic minority | White |
|--------------|-----------------|-------|
| Upper | 16.1% | 83.9% |
| Upper Middle | 17.7% | 82.3% |
| Lower Middle | 21.7% | 78.3% |
| Lower | 16.5% | 83.5% |

Representation of ethnic minority employees remains relatively consistent across the pay structure, with slightly higher percentages in the middle quartiles.

Employee bonus gap

| Year | Mean bonus gap | Median bonus gap |
|------|----------------|------------------|
| 2024 | 0% | 12.3% |
| 2023 | 18.3% | 19.8% |

Percentage of employees receiving a bonus by ethnicity

| Year | Ethnic minority | White |
|------|-----------------|-------|
| 2024 | 62.0% | 68.9% |
| 2023 | 62.0% | 74.1% |

- The average ethnicity bonus gap has significantly improved to 0% in 2024, down from 18.3% in 2023.
- The median ethnicity bonus gap has also decreased but still stands at 12.3%.

When examining the data by job category:

- Ethnic minority representation is highest in paralegal roles (36.5%) and support positions (34.4%).
- For lawyers, the representation of ethnic minorities is 21.5%.
- The proportion of ethnic minorities in secretarial positions remains relatively low at 11.3%.

Our commitment to action

As part of our commitment to building an inclusive and fair workplace, we are taking targeted actions to reduce gender and ethnicity pay gaps by addressing the factors that influence progression, reward, and retention. These commitments build on the initiatives already outlined in our [Sustainability and ESG Report](#) and reflect our ongoing ambition to create a workplace where everyone has the opportunity to succeed.

1
Development and progression

2
 Ensuring **fair and transparent** pay

3
Empowering inclusion networks

4
Family-friendly policy and practices

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 We are focused on fostering a workplace that values diversity and inclusion, ensuring that all individuals have the opportunity to succeed. Addressing gender and ethnicity pay gaps is a key part of this focus. Our approach is built on transparency, accountability, and continuous improvement. While we have made significant progress, we recognise that there is still more work to do.



Justina Omotayo
 Head of Inclusion

1

Development and progression

Providing fair access to growth opportunities and clear career pathways.

We are refreshing our **Balanced Talent Pipeline Programme** which aims to identify and support high-performing women and ethnic minority colleagues, with a focus on fair work allocation, tailored development, and structured mentoring.

We monitor progression rates by gender and intervene where disparities arise across all levels, but particularly at key career transitions such as trainee solicitor to newly qualified solicitor and partner promotions. We also closely monitor business services promotions. In 2024, **50%** of our partner promotions and **75%** of business services promotions were women, reflecting our commitment to building a more balanced pipeline.

2

Ensuring fair and transparent pay

Embedding clarity and consistency through data-driven, bias-free reward decisions.

Our **Bias Interruption Process** aims to ensure equity is embedded into decision-making. The Head of Inclusion participates in appraisal, salary review and promotion meetings across all departments and at all levels, including the partnership selection committee, to ensure fairness and equity around promotion and compensation, and raising challenges where necessary.

We conduct pay and bonus reviews by gender and are expanding this further to include ethnicity. The Inclusion and HR teams work closely with management to promote fairness and consistency across the firm. Our annual salary moderation process is underpinned by a clear performance framework which seeks to ensure a structured and equitable reward.

3

Empowering inclusion networks

Strengthening networks to support progression, foster community, and influence policy.

Our **RISE** (Race, Identity, Support and Education) and **Women@Work** Networks aim to address and tackle issues face by women and ethnic minorities in the workplace. Our networks foster community within the firm to advocate and support professional growth and workplace equality across legal and business services roles. Network chairs are regularly consulted on firmwide policies and programmes and play a vital role in fostering a sense of belonging across the firm.

Our **Female Partner Forum** provides a dedicated space for senior women to connect, share experiences, and support one another within the partnership.

4

Family-friendly policy and practices

Enabling people to thrive while balancing work and family life.

Our generous and inclusive family leave policies, support all parents, regardless of gender and extend to carers and those undergoing fertility treatment.

Our **Returners Programme** includes individual coaching for partners, ensures a confident and smooth reintegration after family leave.

Flexible and hybrid working is embedded across the firm, with ongoing investment in technology, and guidance to support team-based flexibility.