



Walker Morris 2021 Gender Pay Report

We are passionate about fostering an inclusive and diverse workforce and welcome the opportunity to analyse and report our gender pay gap under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Hourly Pay Gap

	2021	2020	2019	2018	2017
Mean	11.1%	9.3%	17.2%	17.0%	19.9%
Median	21.7%	28.7%	30.1%	29.0%	24.1%

The above table shows our mean and median hourly pay gap as at the snapshot date of 5 April over the last few years. Our pay gap continues to be largely driven by the fact that the majority of roles in our lower pay quartiles (e.g. administrative) are occupied by women; this is demonstrated by the pay quartile charts on page two.

The mean pay gap figure is calculated using the average pay rate of all men and women – the difference between the two is the mean pay gap.

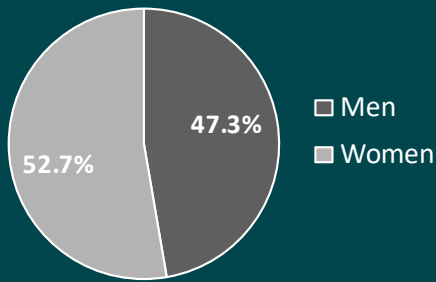
The median pay gap figure is calculated using the mid-point pay rate of all men and women, i.e. where half earn more and half earn less – the difference is the median pay gap.

It is important to note that the gender pay gap is not about equal pay for men and women doing the same jobs. Walker Morris has a robust annual process to ensure that pay levels are reviewed using a fair and consistent process which is gender neutral.

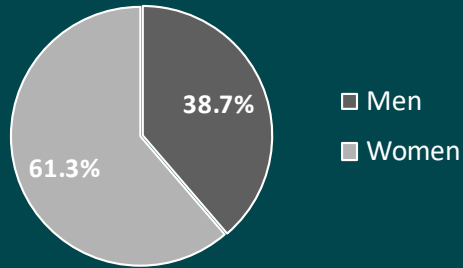
We are confident that men and women are paid equally for performing the same jobs.

Pay Quartiles

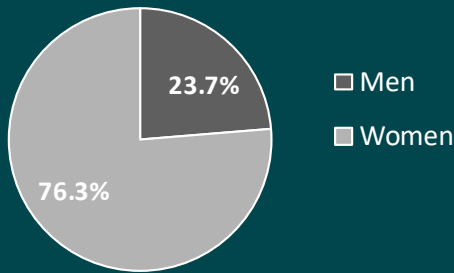
Upper Quartile Pay Band



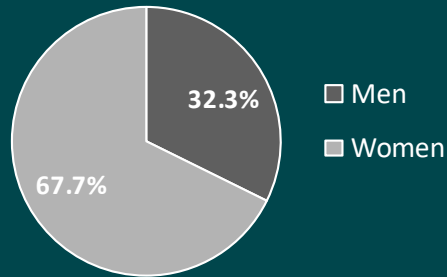
Upper Middle Quartile Pay Band



Lower Middle Quartile Pay Band



Lower Quartile Pay Band



Bonus Pay Gap

	2021	2020	2019	2018	2017
Mean	44.5%	37.1%	65.4%	54.4%	40.6%
Median	73.3%	60.8%	87.5%	50.0%	50.0%

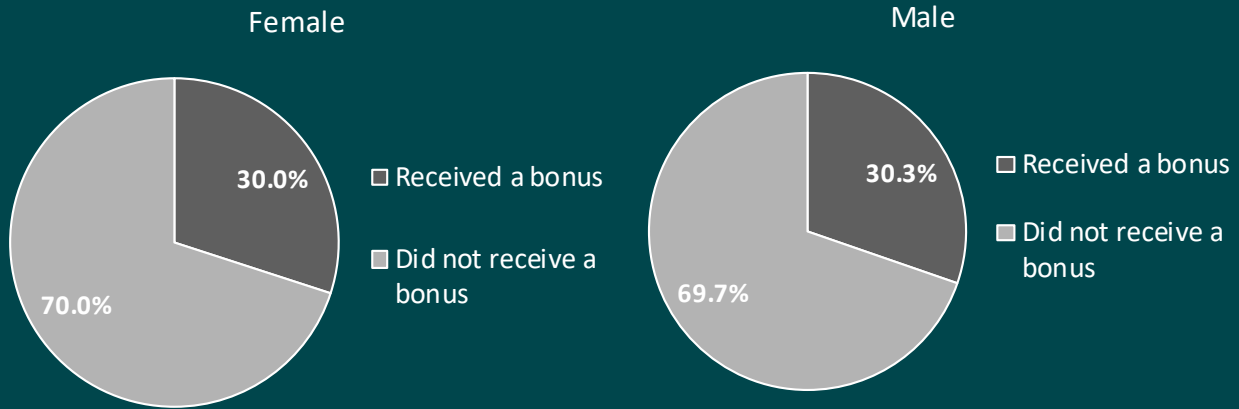
The above table shows our mean and median bonus pay gap for the 12 month periods up to 5 April for the last few years.

The bonus pay gap is high and is partly impacted by administrative/secretarial bonuses that are mainly awarded to women and are generally of lower amounts compared to fee earner bonuses.

All staff received an equal lockdown bonus in 2021.

Our fee earner bonus scheme is driven by consistent, documented criteria and is applied consistently to all fee earners.

Proportion of employees who received a bonus



The above charts show the proportion of men and women who received bonus payments in the 12 month period up to 5 April 2021.

Commitment to equality

We are committed to equality and are proud of our employment practices as detailed below:

- Many of our employees utilised our popular agile working policy before the COVID pandemic and we have since undertaken a research project with Leeds University to explore the future world of work. It is vital to receive employee feedback on the boundaries between home and work and we fully expect people to have a mix of home and office working in future. We believe this supports work-life balance and helps to provide equality of opportunity.
- Solicitors follow a consistent, structured career pathway that is documented on the firm's intranet and in career handbooks. We believe that this transparency helps to prevent inequalities regarding both promotion and pay.

- Employees in support/business service functions are employed directly by Walker Morris rather than being outsourced. This ensures they are entitled to receive our benefits package, pension and the Voluntary Living Wage.
- We are a Voluntary Living Wage employer and has been for several years.
- We offer enhanced maternity and paternity policies.

Solicitor Gender Pay Gap

Publishing the detail below on a voluntary basis helps to provide valuable insight that the overall pay gap figures do not do. This is because it allows us to see gender pay gap figures for specific jobs/roles.

A minus figure means that the pay gap is in favour of women. For example, our female solicitors were paid, on average, very slightly more than males on the snapshot date of 5 April 2021.

	Mean	Median
All Solicitors	-0.4%	-0.7%
Directors	-8.8%	-10.9%
Senior Associates	-3.3%	-2.5%
Associates	-1.5%	0%

Trainee Solicitor Gender Pay Gap

Our trainee solicitors are paid equally depending on whether they are first or second year trainees. As such, there is no pay gap as reflected below.

	Mean	Median
Trainee Year 1	0%	0%
Trainee Year 2	0%	0%

Ethnicity Pay Gap

We have chosen to voluntarily publish our ethnicity pay gap using the same snapshot date and methodology used to calculate our gender pay gap.

The below figures mean that on the snapshot date of 5 April 2021, our ethnic minority employees were paid, on average, 18.3% less than non-minority ethnic employees. This is largely due to a high proportion of our paralegals (typically at the lower end of the pay scale) being of a minority ethnicity, therefore reducing the average pay.

Mean	Median
18.3%	18.8%

These figures are more susceptible to fluctuation than the gender pay gap figures due to it being a smaller pool of employees. For example, recruiting more paralegals from a minority background could potentially increase our ethnicity pay gap by a significant amount.

We recognise that we need to do more to ensure we are an inclusive employer and have recently launched a BAME forum. Once we have considered feedback from across the firm we plan to devise and undertake targeted actions to attract a more diverse workforce and ensure all employees have the same opportunities to progress.

Partner Gender Pay Gap

The Gender Pay Gap Regulations also specifically exclude reporting on partner pay, however we have chosen to review and publish our partner gender pay gap on a voluntary basis.

The mean and median partner gender pay gap figures below have been calculated using the same methodology as per the statutory reporting requirements for employee pay.

	2019/20	2018/19	2017/18	2016/17
Mean	-15.3%	-18.4%	-9.0%	5.9%
Median	-45.2%	-33.5%	-13.6%	11.5%

Commitment to transparency

We are fully committed to transparency and feel extending our gender pay gap reporting beyond the statutory requirements can only help drive a culture of fairness across all aspects of our firm, including remuneration, career development and promotion.

The results reflect the fact we have a significant proportion of female senior Partners, members of the Board and Senior Operations Team.

Commitment to improvement

We expect to see a more balanced view in the coming years. As senior partners reach retirement and female junior partners are appointed, this is likely to have a significant impact on the partner pay gap figures.

We confirm the data reported is accurate.



Malcolm Simpson
Managing Partner



David Smedley
Chairman & Partner



Tracy Foley
Head of HR