

GENDER PAY GAP REPORT - 2019

Equality, Diversity & Inclusion are at the heart of our values, and we believe that this will enable Shakespeare Martineau to really excel. Diversity in thinking, attitude and approach leads to positive business outcomes, and ensures we reflect the clients and communities we serve.

Following COVID-19 and the resulting recession, some economists have suggested that gender equality could be pushed back a whole generation, but we are committed to supporting our people to ensure this isn't the case within our business.

For full transparency, we have chosen to publish our Ethnicity Pay Gap this year, as we believe that by doing so we are helping to be a leading example, encouraging other organisations in the sector and wider business world to take accountability and adopt a more inclusive mentality and approach.

Our vision is to unlock the potential of our people and clients, current and future, without bias and we continue to scrutinise our statistics and approach to ensure everyone has an equal opportunity for fulfilment, progression and reward.

At Shakespeare Martineau, we are fully confident that all our employees are paid equally for equivalent jobs and that reward is based purely on skills and experience.



Sarah Walker-Smith
Chief Executive

What is the gender pay gap?

The gender pay gap is the percentage difference between average hourly earnings for men and women within a business. It does not take into account job roles, location, experience or seniority of the individuals.

Moving in the right direction

Since our last report, we have seen a slight decrease in gender pay gap but we want to do more.

We acknowledge that we do have a gender pay gap. This is because our firm employs a lower proportion of males in support roles.

While we are only required to provide data based on salaried employees, in a bid for increased transparency, we have opted to report member and employee figures as one combined data set under 'our people' providing a fuller picture of the firm.

How is this different to equal pay?

Gender pay gap isn't the same as equal pay. Equal pay, as set out in the Equality Act 2010, is the legal requirement for employers to pay men and women performing equal work the same pay.

Gender Pay Gap 2019

Gender Pay Comparison

Employees

	Mean	Median
Hourly pay	18.9%	30.4%
Movement	-2.2%	-0.9%

Members

	Mean	Median
Hourly pay	2.5%	-0.1%
Movement	-4.1%	-11.1%

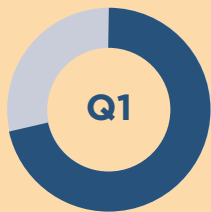
Our people (combined)

	Mean	Median
Hourly pay	53.2%	48.9%
Movement	2.4%	-0.9%

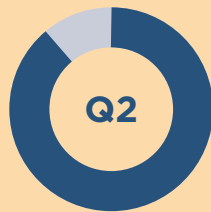
Figures are expressed as a percentage of male employees' earnings. A positive number indicates that men earn more than women; a negative number indicates the reverse; zero means there is pay parity. Movement is in comparison to 2018 figures.

Pay Quartiles

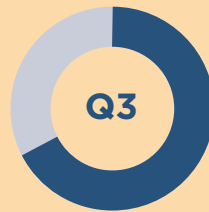
Calculated by dividing the workforce into four equal parts.



Female 72%
Male 28%



Female 83%
Male 17%



Female 68%
Male 32%



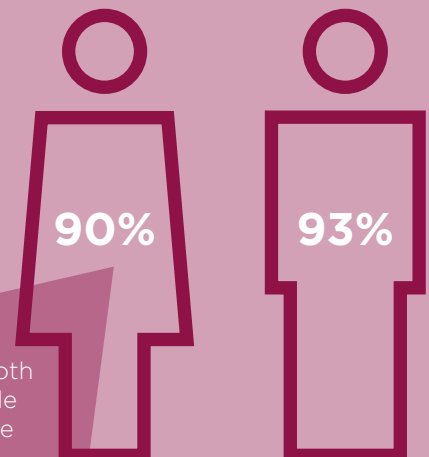
Female 38%
Male 62%

Gender Bonus Comparison - Employees

The median shows no bonus gap between men and women.

	Mean	Median
Bonus Payments	5.1%	0%

Proportion of men and women receiving a bonus



Over 90% of both male and female employees were paid a bonus.

What is the ethnicity pay gap?

The ethnicity pay gap is the percentage difference between average hourly earnings for white British people and all other ethnic groups. It is presented as a proportion of the average hourly earnings of white British people within a business. It does not take into account job roles, location, experience or seniority of the individuals.

Ethnicity Pay Gap		
	Mean	Median
Hourly pay	17.7%	16.8%
	Mean	Median
Bonus payments	83%	0%

Ethnicity Pay Gap

When we look at the ethnicity pay gap at the firm, we can see that a proportion of our people have chosen not to disclose their ethnicity. This, and the diverse range of possible ethnic backgrounds means that results are unlikely to be a full and true representation of our ethnicity pay gap. However, we know we need to improve and supporting diversity is a key priority for us.

We are very much on a journey of growth and development.

We are seeing improvements, and are proud to note that in our latest raft of non-member promotions, out of 14 individuals almost one third are BAME and almost half are female.

We will continue to drive inclusivity via our More in Common initiative and developing our inclusive culture further, breaking down stigmas. We continue to encourage flexible working for all, regardless of gender or level in the organisation and continue to drive diversity, ensuring we have the right people in the right position.

We have - and always will - recruit and reward people based on skills and experience

Addendum - Historical Data

2019 statistics mostly show a movement towards zero gap compared to 2018. This is largely influenced by a number of senior female hires and the appointment of a female CEO (previous CEO was male).

2018

Employees

Overall

Mean: 21.1%
Median: 31.3%

Per Quartile/Avg

Q1: F 72.5% M: 27.5%
Q2: F 82% M: 18%
Q3: F 72.5% M: 27.5%
Q4: F 56% M: 44%

Hourly Diff

AH -0.11%
AH -0.63%
AH 4.29%
AH 6.17%

Bonus

Mean: 39%
Median: 0%
Excl. CEO: 11.9%
Excl. CEO and All Employee Bonus: -12%

M v. F Bonus Participants

F: 95%
M: 94%

2019

Overall

Mean: 18.9%
Median: 30.4%

Per Quartile/Avg

Q1: F 72.6% M: 27.4%
Q2: F 81.4% M: 18.6%
Q3: F 73.8% M: 26.2%
Q4: F 58.7% M: 41.3%

Hourly Diff

AH 0.59%
AH 1.75%
AH 1.83%
AH 2.64%

Bonus

Mean: 5.1%
Median: 0%
Excl. CEO: N/A
Excl. CEO and All Employee Bonus: N/A

M v. F Bonus Participants

F: 90%
M: 93%

2018

Members

Overall

Mean: 6.6%
Median: 11.0%

Per Quartile/Avg

Q1: F 37% M: 63%
Q2: F 29% M: 71%
Q3: F 29% M: 71%
Q4: F 25% M: 75%

Hourly Diff

AH 1.33%
AH -1.01%
AH -15.08%
AH 1.29%

2019

Overall

Mean: 2.5%
Median: -0.1%

Per Quartile/Avg

Q1: F 31% M: 69%
Q2: F 25% M: 75%
Q3: F 32% M: 68%
Q4: F 27% M: 73%

Hourly Diff

AH 1.7%
AH -3.89%
AH -14.72%
AH -4.62%

 @SHMALaw

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Key

Positive = Female pay lower than rate of male pay
Negative = Female pay higher than rate of male pay
Zero = Pay parity