

TRIVERS SMITH



**Travers Smith Gender
Pay Gap Report 2017**

TRAVERS SMITH

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Gender Pay Gap Report 2017

We should all have the same chances, the same rights and the same opportunity to have a rewarding and long-term career. This is one of the core strategic principles that underpins our vision, and is key to realising our ambition of being a market leading firm with a sustainable future. Achieving greater gender balance and equality across the firm is a crucial element of our strategic vision and we are committed to creating a fully inclusive workplace where everyone can thrive and reach their full potential. We believe this is not only a moral imperative, but also one which helps to enhance the service we provide to our clients, and results in the creation of a more stimulating and rewarding environment in which to work.

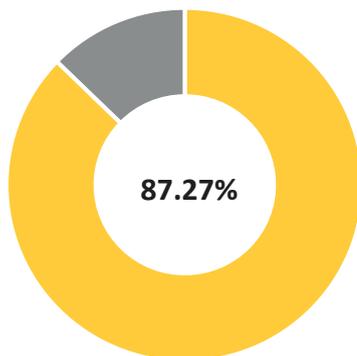
The data¹ set out in this report, in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, along with the monitoring data which we collect annually in accordance with SRA requirements, forms just one part of our overall work in ensuring we are meeting the diverse needs of our people. The figures relate to Travers Smith Employment Services Ltd and therefore do not include partners of the LLP.

Travers Smith's gender pay and bonus gap figures

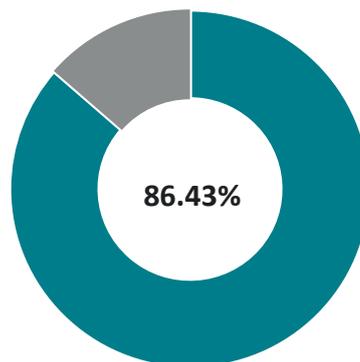
The figures below reflect the firm-wide mean and median gender pay gap for hourly pay and bonuses as at the snapshot date of 5 April 2017. The bonus pay figures are based on the year leading up to 5 April 2017. The percentages represent the difference in pay and bonus between men and women.

	Mean	Median
Gender pay gap at Travers Smith	14.78%	39.14%
Gender bonus gap at Travers Smith	37.81%	78.44%

Proportion of men and women receiving a bonus



Women



Men

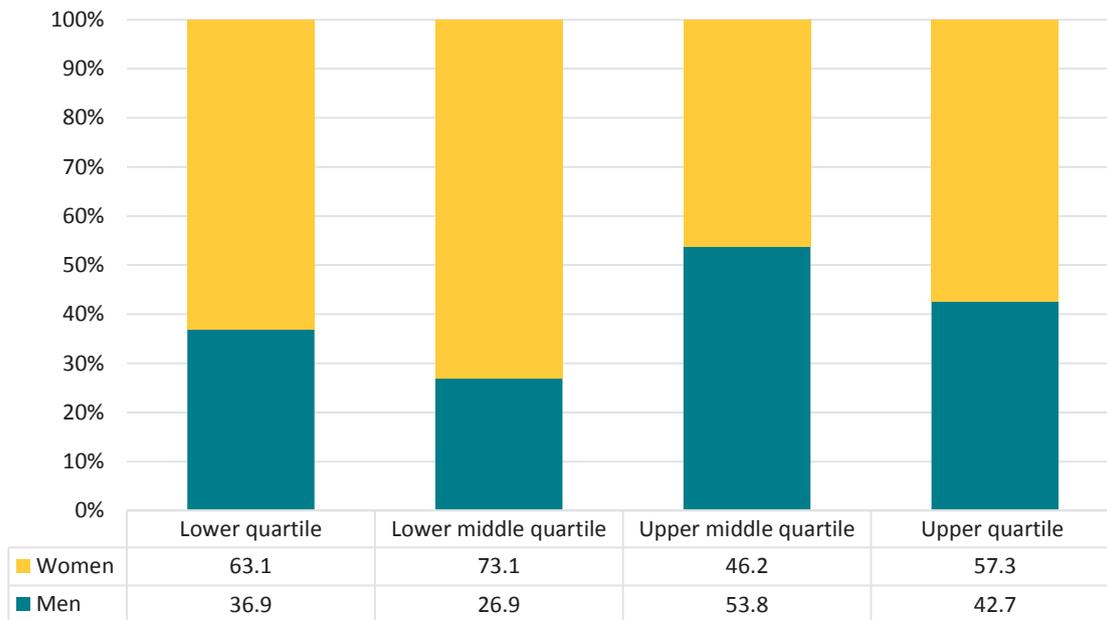
¹ This data include trans* people who identify as either male or female, but not those who identify as non-binary, or any other non-gender specific term.

Pay Quartiles

The pay quartiles presented below represent the distribution of gender across four equally sized groups based on hourly pay. The percentage of female employees is greater across all but one of the quartiles. This is to be expected given the higher number of females employed firm wide (62% female and 38% male as at 5 April 2017); however, the charts indicate that there is a significantly higher proportion of women in lower paid roles.

In contrast, the proportion of female employees in the upper middle quartile and upper quartile pay bands is more evenly balanced.

Proportion of employees in each quartile pay band



Gender pay gap for lawyers

We are confident, and strive very hard, to ensure that men and women are rewarded equally for doing the same job across all areas of the firm, when taking into consideration experience and levels of expertise. This is illustrated by the mean gender pay gap data for our lawyers.

	Mean
Associates	1.3%
Senior Associates	5.2%
Senior Counsel	-1.77%

An insight into our gender pay and bonus gaps

The reason that we have a gender pay gap is that there are a significantly higher proportion of women performing roles in Business Services, and all of our PAs are women. Over two-thirds of this population are in roles which are typically lower paid compared with legal roles. The greater proportion of women in lower paid jobs is the main driver of our gender pay gap in relation to the hourly rate.

The bonus gap is larger than the hourly rate gap mainly because the bonuses paid to Business Services and PAs are proportionately lower than the bonuses paid to those in legal roles (under our bonus schemes, the bonuses for employees in legal roles are usually a higher percentage of salary).

Also, as at 5 April 2017, 90% of our part-time employees were women. The bonus gap calculation uses actual bonus received, which is proportionately lower where an employee works part-time, whereas the hourly rate figure is not affected by part-time working arrangements.

What is the firm doing to close the gap?

While our focus for the last three years has been to implement initiatives aimed at retaining female lawyers as they progress through to more senior roles within the firm, in particular, we have also implemented amongst other broad based initiatives, the following:

- Created a *Gender Policy Review Committee*, led by the Managing Partner, to review and update policies which disproportionately affect gender balance – including maternity transition and shared parental leave.
- Introduced an inclusive language and behaviour training programme to ensure we are creating a more inclusive workplace, regardless of gender or gender identity.
- Rolled out an agile working programme to enable people across the firm to work in a manner which best suits them.
- Established a *Gender Balance Group*, an internal network led by men and women which works to inspire change and continual progress in gender equality for all our people, clients and community.

We will continue to pursue these initiatives and recognise the need to ensure what we are doing continues to improve gender balance in the partnership.

In addition, we continue to improve gender balance and diversity at all levels by:

- Reviewing our approach to recruitment to encourage further gender diversity and especially in Business Services and PA roles.
- Regularly reviewing our remuneration practices to ensure that they are consistent with our diversity aims.
- Ensuring we eliminate any unconscious bias in the employee employment cycle e.g. decisions on remuneration, promotion and the implementation of more inclusive policies.
- Refining the maternity transition processes and develop further the support mechanisms available to parents, regardless of gender.
- Impressing upon the leaders in the firm that it is their responsibility to fully support alternative working arrangements and that they actively make them work for the people involved.
- Introducing a new competency framework for graduate recruitment to further encourage unbiased recruitment decisions for future trainees.
- Designing and implementing a robust performance review system for all employees, regardless of role, to drive fairness and consistency in feedback and career conversations.
- Showcasing and promoting diverse role models from across the firm.

We confirm that the data reported is accurate.



David Patient, Managing Partner



Moira Slape, HR Director

A handwritten signature in blue ink that reads "David Patient".

A handwritten signature in blue ink that reads "Moira Slape".

Addendum to our Gender Pay Gap Report dated 12 March 2018

Gender pay gap for partners

At the time of preparing our gender pay gap data for employees of Travers Smith Employment Services Ltd we also, in parallel, prepared our partner gender pay gap data. Whilst the data in our report dated 12 March 2018 was provided in line with legislative requirements, on reflection we feel it is appropriate for us to provide full disclosure of the gender pay gap, inclusive of everyone in the firm.

	Mean	Median
Gender pay gap for Partners	7.08%	24.89%
Gender bonus gap for Partners	18.33%	-125.00%
Gender pay gap for Partners and employees	60.49%	49.74%
Gender bonus gap for Partners and employees	73.82%	81.09%

In line with our reward philosophy for our employees, we strive to ensure our partners are rewarded fairly within the context of the lockstep model we use, and that any reward received is in recognition of a variety of factors. Our complete gender pay gap publication reinforces our ongoing commitment to improve diversity, particularly amongst the leadership of the firm.

The partner data is based on the same data gathering date as for employees. The percentage of male and female partners at that date was 84.2% male partners and 15.8% female partners. If the data had been collected as of 28 March 2018 those percentages would have been 80.2% male partners and 19.8% female partners.

28 March 2018

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