

Gender Pay Gap Report 2019

2019 Gender Pay Gap Report

It is not just law at Travers Smith. Diversity and independence of thought are key to our success. Creating a culture where everyone is able to be themselves not only benefits us as a firm but benefits our clients too.

We recognise that we, and the legal sector as a whole, are on a journey to redress the balance between men and women at the top of our firm. Until there is more parity at this level we will continue to see a gap between male and female pay. As we reflect on the progress we have made so far, we continue to learn and put in place measures to effect change.

What does our pay gap data tell us?

Our pay gap analysis shows that we have more men than women at senior levels across the firm, and a larger proportion of women than men among our business services departments, contributing to our gender pay gap. In a firm of our size, we recognise the potential for statistical swings positively or negatively, even with minimal changes in our senior employee or partner roles. It is important to note that we carefully review pay at all levels of the firm and are firmly committed to equal pay. This ensures that a man or a woman doing the same, or similar role, are paid equally.

Our headcount shifted markedly in the 12 months covered in this report. We welcomed 147 new joiners to the firm and had 103 leavers. These changes to our demographics have impacted on our pay gap, as well as our quartile distribution.

Although, across our population as a whole, we have more men than women at senior levels, it is interesting to note that within our legal population our distribution of men and women is relatively evenly spread. Our legal mean pay gap has reduced from 9.5% last year to 0.4% this year, reflecting changes in the composition of our headcount, where five very senior male lawyers left the firm, and where we have recruited more female lawyers than male lawyers during the reporting period. Our statistics have also been impacted by the recruitment of two particularly senior female lawyers.

Our business services mean pay gap of 10.2% highlights that this population (making up 44% of the firm) has contributed most significantly towards our overall mean pay gap of 13.0%. Although senior females are represented well in our business services headcount, our female mean pay is influenced by the large number of female PAs. Throughout the reporting period, most of our more senior business services recruits have been male. We continue to challenge traditional occupational gender stereotypes as we recruit, and strive to redress the balance wherever the recruitment market will allow.

Alternative/part-time working structures, and the resulting salary adjustments, do not have any impact on the pay gap because that calculation draws on hourly rates. By contrast, the bonus gap calculation is based on the actual bonus amount received by an individual, since bonuses are pro-rated to reflect their working pattern. Our bonus gap is therefore influenced by the fact that 84% of our part-time workforce is female.

We carefully consider all innovative suggestions of alternative working, irrespective of gender. Our focus remains on further developing a culture and working practices that support alternative and agile working and family leave. This includes instilling a firmwide perception that working in ways that better support a balance between work and life is not a gender specific challenge. Therefore, we must continue to celebrate male role models who make part-time working and parental leave a success.

We expect to continue to see fluctuations in our partner pay gap data, year-on-year. Given the smaller size of this group, individual changes to the partnership such as lateral hires, movement from junior equity partner to full equity partner, retirement and promotions will have a more marked impact on our pay gap data.

We have been successful in recent years at promoting women into partnership roles. As a result, this report sees more women in the junior equity, which this year affects the median figure. This year's male median point for both pay and bonus is a full equity partner compared with the female data which is at junior equity partner level. Last year, the female values for the bonus calculation were full equity values, reducing the gap for pay and bonus. Now we have a greater number of females at the junior equity level, we expect our median statistic to remain calculated at junior equity level for a number of years until these females move through into full equity.

What are we doing to turn the dial?

We are committed to taking action to close the gender pay gap and continue to look at ways to redress the balance.

Recruitment

- Gender neutral language in job descriptions
- Enhanced interview training to increase awareness of unconscious bias
- Reviewing our vacation schemes to ensure they promote diversity of talent

Policies

- Review of parental leave policies to enhance and equalise our offering, cross gender
- Inclusive language in all of our people policies
- Development of trans inclusion policies to ensure people are able to be themselves at work, whatever their gender identity

Leadership

- Kathleen Russ elected as our first female Senior Partner - her commitment and focus on D&I is key
- Female and male role model events, facilitating discussion on gender, leadership and careers, recognising the important part men must play in turning the dial
- Gender Balance Group continues to push for change and awareness raising

Support on the ground

- Enhanced scrutiny on all compensation decisions through a D&I lens
- Support managers in reward decision making
- Review of agile/alternative working offering
- Parental leave transition coaching offered to anyone going on parental leave

Statutory pay reporting

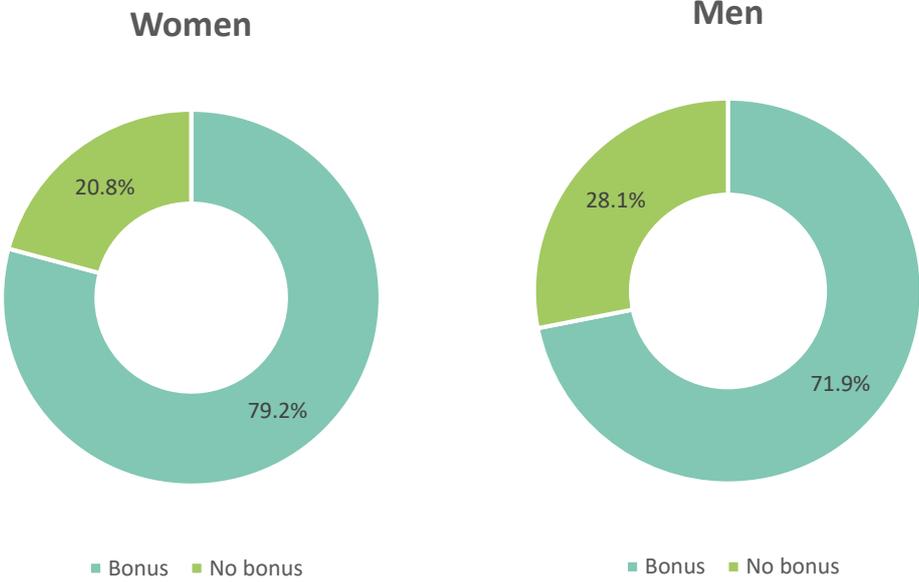
Pay gap percentage

Pay gaps	2019	2018	2017	Difference 2019 vs 2018
Mean pay gap	13.0%	16.8%	14.8%	-3.8%
Median pay gap	40.6%	34.7%	39.1%	+5.9%

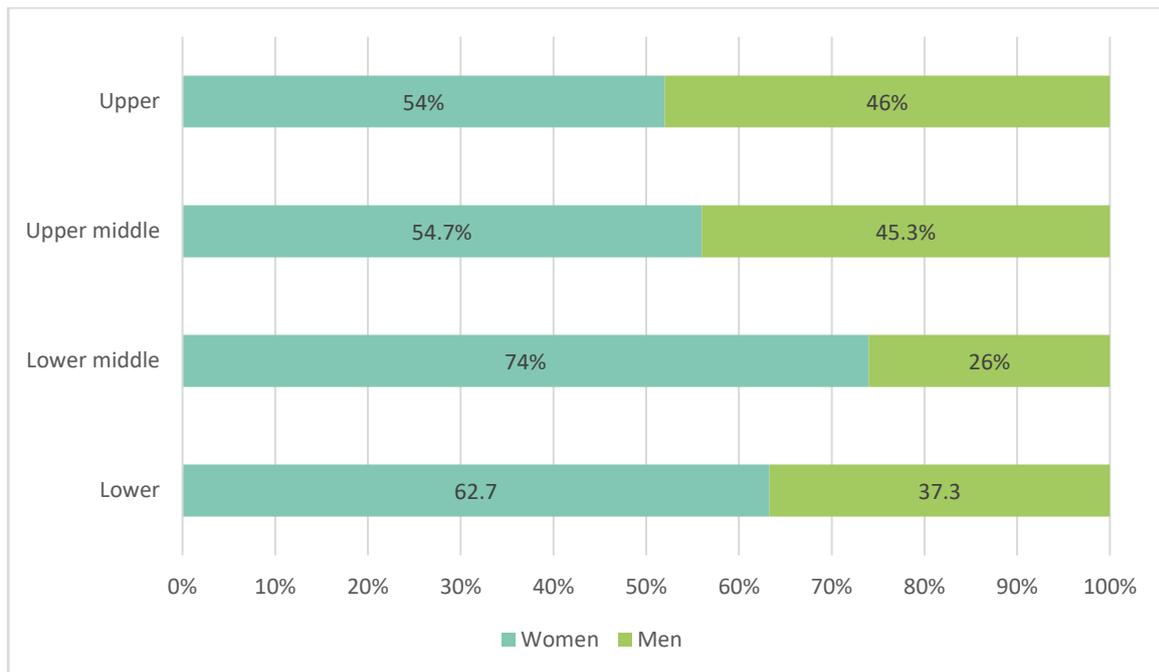
Bonus gap percentage

Bonus gaps	2019	2018	2017	Difference 2019 vs 2018
Mean bonus gap	28.2%	24.3%	37.8%	+3.9%
Median bonus gap	44.7%	47.9%	78.4%	-3.2%

Proportion of men and women receiving a bonus



Percentage of employees in each quartile pay band



The pay quartiles represent the distribution of gender across four equally sized groups based on hourly pay.

Voluntary reporting

Lawyer and business services pay gap percentage

Pay gaps	Lawyers	Business services including PAs
Mean pay gap	0.4%	10.2%
Median pay gap	1.4%	-25.2%

Lawyer and business services bonus gap percentage

Bonus gaps	Lawyers	Business services including PAs
Mean bonus gap	3.3%	43.3%
Median bonus gap	9.3%	-17.3%

Note: Lawyer statistics exclude paralegals and trainees.

Partner pay gap percentage

Pay gaps	2019	2018	2017	Difference 2019 vs 2018
Mean pay gap	23.9%	23.7%	7.1%	+0.2%
Median pay gap	51.1%	29.3%	24.9%	+21.8%

Partner bonus gap percentage

Bonus gaps	2019	2018	2017	Difference 2019 vs 2018
Mean bonus gap	30.3%	41.3%	18.3%	-11.0%
Median bonus gap	46.5%	-125.0%	-100.0%	+171.5%

The data 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 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 in the main data.



David Patient
Managing Partner



Moira Slape
HR Director