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2018 Gender Pay Gap Report

2018 GENDER PAY GAP REPORT

At Shepherd and Wedderburn we are committed to fostering an inclusive culture because we believe our clients, our colleagues and our business are best served by a diverse workforce, with the multiplicity of experiences, ideas and perspectives this brings.

The process of gender pay gap reporting has continued to be instructive and will inform current and future initiatives to advance gender equality, increase transparency and further enhance the meritocratic culture that underpins our success. We are wholly committed to building on the progress we have achieved.

We continue to work with our Gender Focus Group, which has recently completed a firm-wide gender, diversity and inclusion survey conducted by an independent third party organisation. As a result of feedback from this exercise we will be focusing on the following initiatives in the coming months:

- supporting the roll-out of our new agile working policy across the firm, giving qualified fee-earning staff the option of homeworking as part of their working week;
- introducing practical guidelines for managers and colleagues on family leave and providing additional support for colleagues returning from parental leave;
- supporting an enhanced talent development programme that is designed to ensure fair access to all for promoted posts within the firm; and
- delivering our first round of internal promotions to the new role of Legal Director, which offers an alternative career path for senior colleagues.



The gender pay gap is calculated in two ways: the mean – the difference between the average of male and female colleagues' hourly pay; and the median – the difference between the midpoints in the ranges of male and female colleagues' hourly pay.

Having analysed the figures underlying our pay gap, we are confident that all our employees are paid fairly, regardless of gender. We believe our gender pay gap is due largely to the high percentage of female employees in management and support services roles within the firm, and this is likely to be the case across the legal sector. When we examined the pay of qualified lawyers in isolation, the mean pay gap between male and female colleagues was 0.5%.

Turning to our bonus gap, we believe this is exacerbated by two factors: the proportion of women in part-time roles (22%) whose bonus is calculated by reference to their pro-rated salary; and the fact that only 6.5% of our management and support services employees are based in London, where colleagues receive a salary weighting.

As the law stands, we are not allowed to include partners in our statutory calculations because they are not employees of the firm. However, in this report we have taken the decision to comply with what we believe to be the spirit behind the legislation, which is to show the data for all those within our business. For that reason, we have provided data for employees, our Partners and for both combined in the interests of greater transparency.

We have therefore undertaken separate analysis of our LLP Partner Profit Share data. Here we saw a difference between gross hourly earnings for all male and female colleagues of mean 17.9% and median 40.2%. Looking at our workforce as a whole, including LLP Partner Profit Share data, the difference between gross hourly earnings for all male and female colleagues was mean 59.4% and median 46.4%.



Stephen Gibb
Chief Executive, Shepherd and Wedderburn

I confirm the data reported here is accurate.

On the date this snapshot was taken (5 April 2018), of our 175 lawyers and trainees, 104 were women and 71 were men. Of our 213 management and support service colleagues, there were 165 women and 48 men.

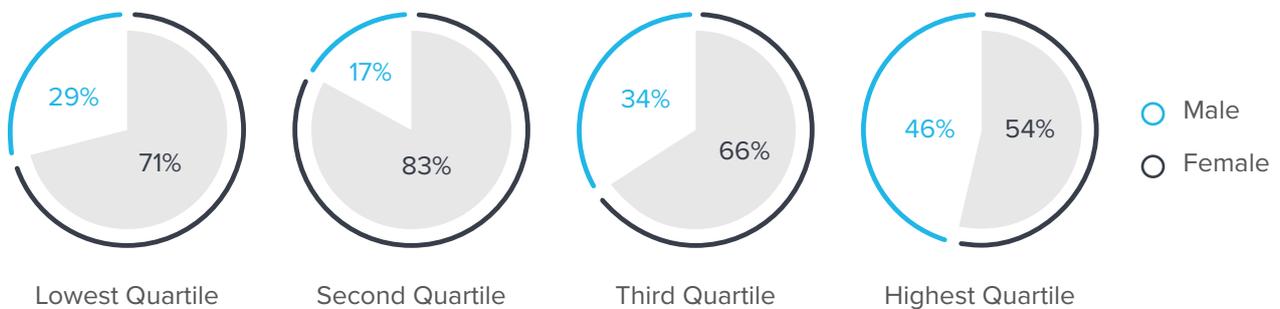
Pay data – statutory reporting

HOURLY RATE OF PAY

	Mean	Median
Difference between gross hourly earnings for all men and all women	18.02%	29.93%

PAY QUANTILES

Proportion of men and women in each of the four pay quartiles:



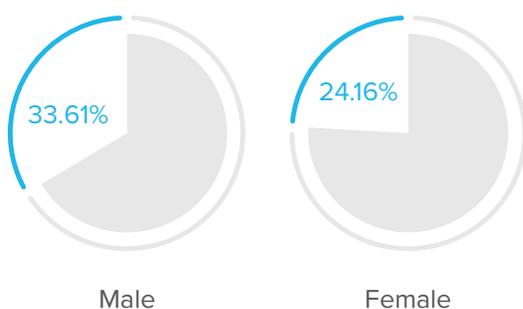
Bonus data

BONUS PAY GAP

	Mean	Median
Difference between bonuses paid to men and women	23.50%	39.64%

PROPORTION OF STAFF RECEIVING A BONUS

Proportion of male and female colleagues receiving a bonus payment:





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