
Our pay gap report 2024

April 2025

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Introduction

In a year of rapid change, against a shifting global landscape, we've maintained a strong focus and an unwavering commitment to deliver our diversity, equity and inclusion ambitions.

Transparency has never been more important and, as in previous years, we will report more broadly than the mandatory reporting requirements by including ethnicity, disability, and social mobility as well as gender. We will continue to go beyond the mandatory reporting requirements by sharing our Partner data.

We are starting to see a greater reduction in our gender pay gap, mainly due to an increase in the percentage of women in upper and upper-middle quartiles. This shows us that more women are progressing up to, and within the higher earning roles in the firm. Similarly, it is encouraging that we are starting to see reductions in our ethnicity and disability pay gaps, acknowledging that our progress will be slower here due to the efforts we are making in our early talent recruitment programmes, and the challenges that come with diversity data sharing. We anticipate a greater difference over time.

It has been a great year for DEI at the firm and we are proud to celebrate the progress we have made.

We recently launched our DEI strategy 2024-2028, building on the progress made to date and setting out our continued focus and commitments across the firm for the next few years.

We established an Employee Engagement team and strategy to prioritise greater employee listening and performance.

We made significant strides in gender equity and equal parenting by equalising our family leave policies, offering up to 26 weeks of paid leave for all parents – whether they are fathers, co-parents, or adopters.

This move represents a substantial increase from our previous two-week allowance for paternity and co-parent leave. By promoting shared parental responsibilities, we are starting to challenge traditional gender roles and paving the way for a more equitable society. This is still quite rare in the legal sector.

We have continued to invest in and increase the size of our dedicated DEI and Social Mobility teams providing the necessary resources and expertise to continue rolling out impactful people initiatives.

We launched our Social Mobility Incubator series – a new and innovative approach to collaboration and knowledge sharing with our clients and communities, and we were proud to be ranked joint first in the UK Social Mobility Employer Index (and our fourth year of being the UK's number 1 law firm).

We were also proud to achieve Disability Confident Level 3 (Leader) status in recognition of the strides we have made around accessibility and disability inclusion.

We implemented a huge programme of mandatory firmwide training on conscious inclusion and anti-racism to build a baseline across the firm with over 2,500 DEI training hours completed by our people.

We have continued to offer our ground-breaking FAIRE (Fairer Access into Real Experience) work experience scheme, giving opportunities to those who would not otherwise be able to experience life in a law firm.

Our REACH mentoring programme aimed at Black aspiring lawyers trying to get into the legal sector went into its fourth year, and for the first time we collaborated

with an external partner to maximise the impact and reach of the programme. The programme has had positive results with over 50% of participants offered a place on one of our recruitment schemes.

We are encouraged by the progress we have made since we first published our pay gaps in early 2018 but recognise our journey to build a diverse, equitable and inclusive firm continues, and that we must strive to ensure the progress we make is enduring.

You can read more about our diversity, equity and inclusion plans in this report.



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What we have done over the last year

- Launched our **DEI strategy** setting out our commitments and objectives for the next few years to build on the great work done to date and deliver meaningful change. We also introduced a new governance structure to help us effectively drive activity and monitor progress.
 - Enhanced key **family policies** to equalise parental leave which offer increased support for working families.
 - Continued to carry out **equal pay audits** so that we can be confident that like for like roles are paid equally. We will use our broader data set which includes disability, sexual orientation and ethnicity, so we achieve greater insight into pay equity.
 - Through our Knowledge Transfer Partnership (KTP) with the University of Nottingham and Innovate UK we have conducted **internal audits of our appraisal, promotion and recruitment processes** to identify areas of opportunity to eliminate bias and underrepresentation and have made improvements.
 - Continued our relationship with the **Business Disability Forum** and achieved a Disability Confident Level 3 (Leader) Accreditation.
- 
- Improved our **data architecture and reporting** so that we are better able to measure the impact of our people strategies and build improvements into key people processes.
 - Expanded our **social mobility strategy**, building on our outreach and attraction programmes, while at the same time applying these strategies to on-boarding, role progression and retention internally. We also launched our **social mobility incubator** to share our knowledge and help other organisations design and build their own approach to social mobility.
 - Launched our third **REACH mentoring programme**, increasing the number of students benefitting from the programme by 25% and collaborating with a client to maximise impact.
 - Rolled out a huge programme of mandatory firmwide **DEI training** on conscious inclusion and anti-racism to build a baseline across the firm with over 2,500 training hours completed by our people.
 - Continued to offer our ground-breaking FAIRE (Fairer Access into Real Experience) **work experience** scheme, giving opportunities to those who would not otherwise be able to experience life in a law firm.
 - **Further Invested in DEI** by increasing the size of our dedicated DEI and Social Mobility teams providing the necessary resources and expertise to continue rolling out impactful people initiatives.





**1.
Understanding the pay gap**

Understanding the pay gap

What is pay gap reporting?

Pay gap reporting shows the difference in the median and mean hourly pay between two groups (such as men and women) in the workforce regardless of role, seniority or geographical location.

Bonus gaps are also calculated in the same way but are based on the actual bonus received rather than the hourly equivalent.

Pay gap reporting can help to illustrate the representation of different groups, as shown in the quartiles, at the different levels of seniority in the firm.

A negative pay gap can also occur. For example, on [page 9](#) of this report we can observe a negative pay gap among our equity partners. The presence of a negative figure here tells us that the median female equity partner received a larger bonus than the median male equity partner.

How is it different to equal pay?

Equal pay is different to pay gap reporting. Equal pay ensures that a person of one sex does not receive less pay than a person of another sex for carrying out the same or a similar role.

Other discrimination legislation makes it unlawful to pay someone less because of their race, ethnic origin, disability or other protected characteristic.

Who is included in the data?

In addition to the government's requirement to publish the pay gap of all full pay relevant employees and contractors, we voluntarily include our salaried partners and self-employed LLP members.

Inclusion in our ethnicity, disability and socio-economic pay gap calculations is dependent on a voluntary declaration provided by each individual. 90% of our colleagues provided their declaration for us to use in this analysis.

We publish comparisons by including them in an overall firm pay gap and we also report on them as a separate cohort.



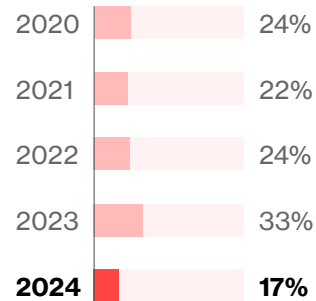
2. Our gender pay gap

Our gender pay gap

Difference in **hourly pay** between males and females

17%

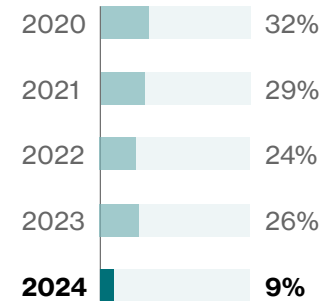
2024 Median gender pay gap



Difference in **bonus pay** between males and females

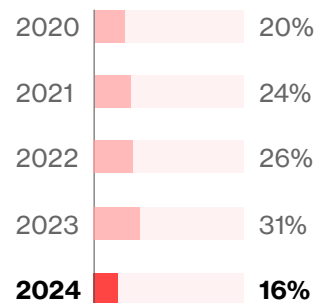
9%

2024 Median gender bonus pay gap



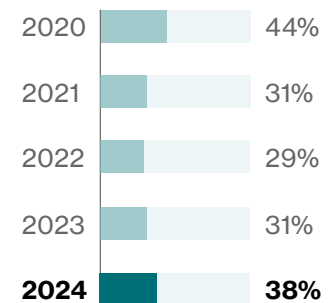
16%

2024 Mean gender pay gap



38%

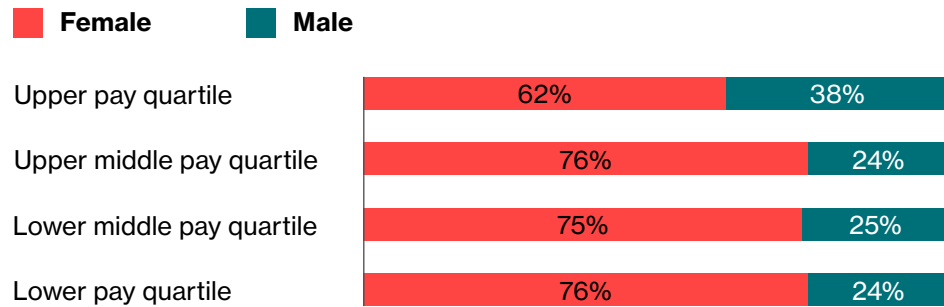
2024 Mean gender bonus pay gap



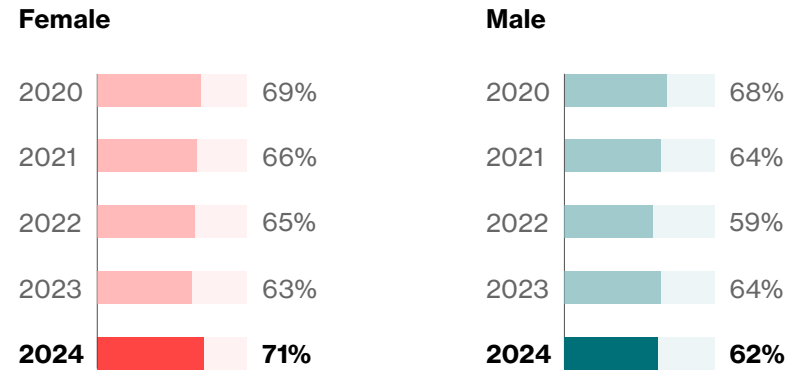
Our gender pay gap

Quartile representation

(Requirement only, no Salaried OR Equity Partners)



Proportion receiving a bonus



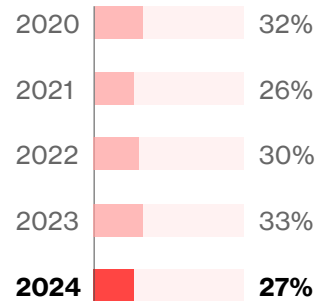
Our gender pay gap

Including LLP Members and Salaried Partners (overall firm)

Difference in **hourly pay** between males and females

27%

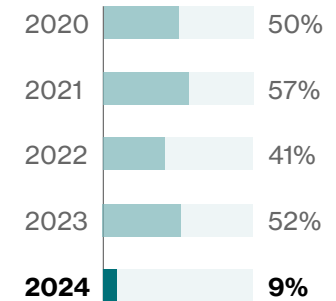
2024 Median gender pay gap



Difference in **bonus pay** between males and females

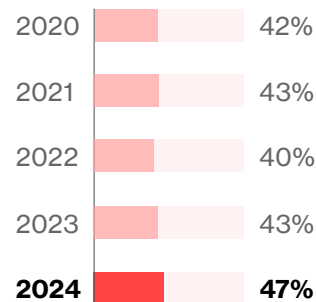
9%

2024 Median gender bonus pay gap



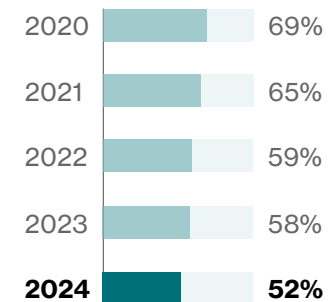
47%

2024 Mean gender pay gap



52%

2024 Mean gender bonus pay gap



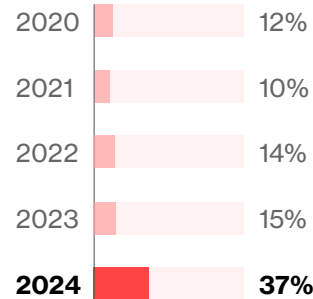
Our gender pay gap

LLP Members (Equity Partners only)

Difference in **hourly pay** between males and females

37%

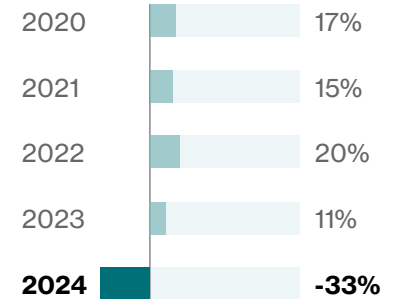
2024 Median gender pay gap



Difference in **bonus pay** between males and females

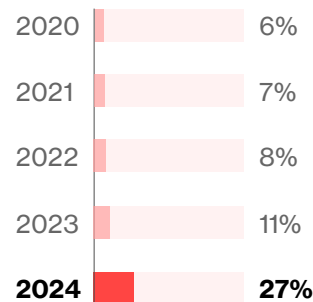
-33%

2024 Median gender bonus pay gap



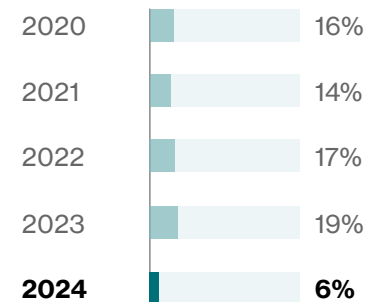
27%

2024 Mean gender pay gap



6%

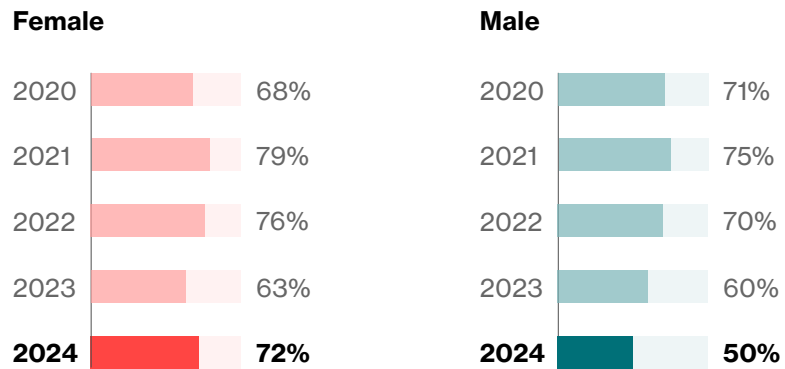
2024 Mean gender bonus pay gap



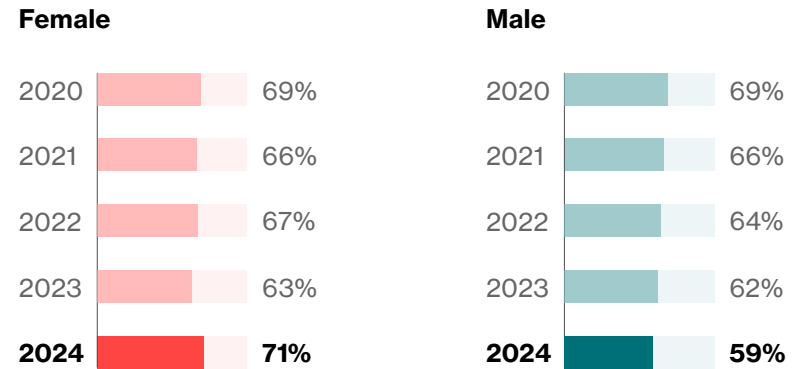
Our gender pay gap

Proportion receiving a bonus

Equity Partners only



Overall firm – Equity Partners included





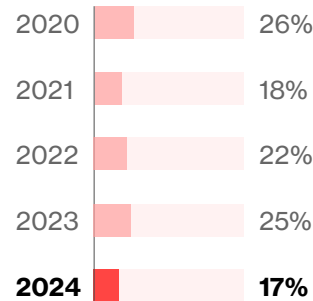
3. Our ethnicity pay gap

Our ethnicity pay gap

Difference in **hourly pay** between White British and UK Ethnic Minorities

17%

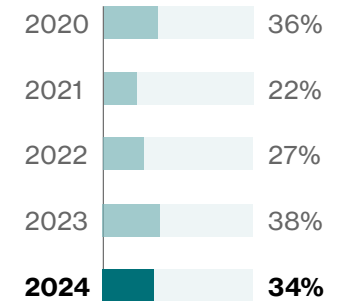
2024 Median ethnicity pay gap



Difference in **bonus pay** between White British and UK Ethnic Minorities

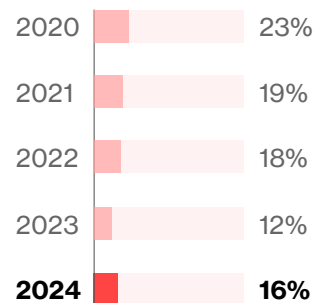
34%

2024 Median ethnicity bonus pay gap



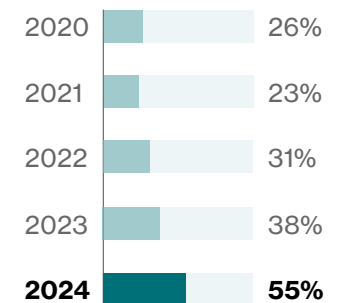
16%

2024 Mean ethnicity pay gap



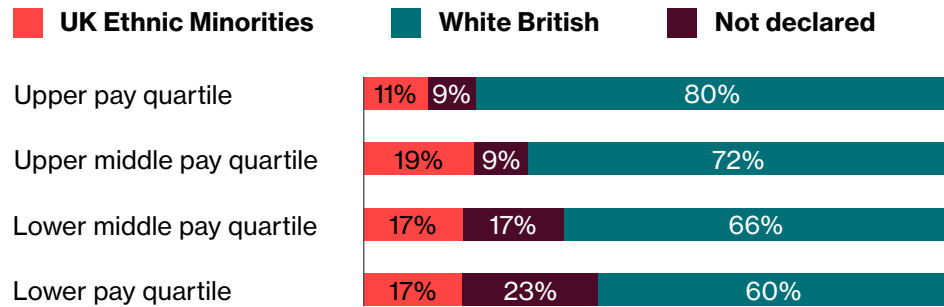
55%

2024 Mean ethnicity bonus pay gap

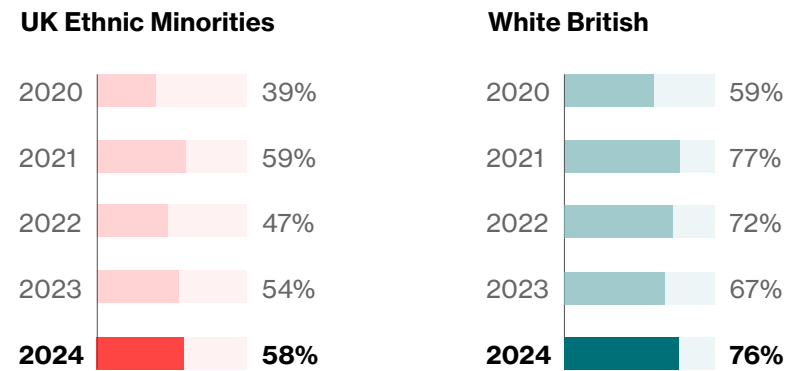


Our ethnicity pay gap

Quartile representation



Proportion receiving a bonus



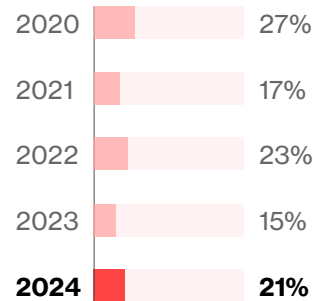
Our ethnicity pay gap

Including LLP Members and Salaried Partners (overall firm)

Difference in **hourly pay** between White British and UK Ethnic Minorities

21%

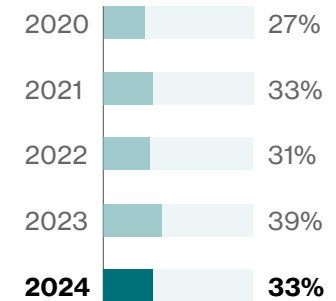
2024 Median ethnicity pay gap



Difference in **bonus pay** between White British and UK Ethnic Minorities

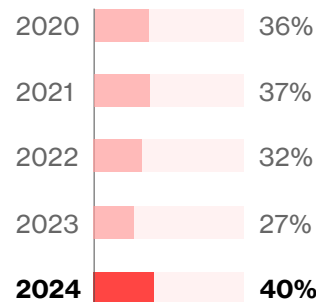
33%

2024 Median ethnicity bonus pay gap



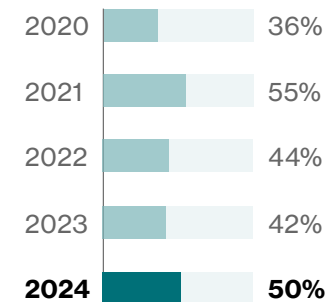
40%

2024 Mean ethnicity pay gap



50%

2024 Mean ethnicity bonus pay gap



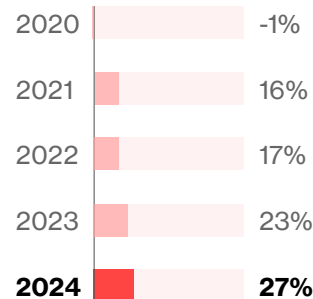
Our ethnicity pay gap

LLP Members (Equity Partners only)

Difference in **hourly pay** between White British and UK Ethnic Minorities

27%

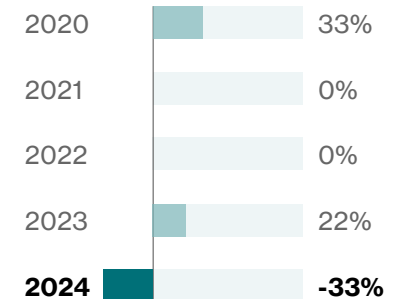
2024 Median ethnicity pay gap



Difference in **bonus pay** between White British and UK Ethnic Minorities

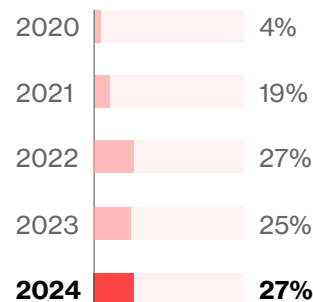
-33%

2024 Median ethnicity bonus pay gap



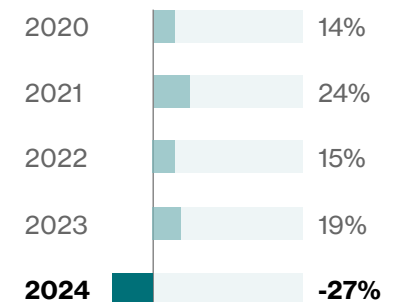
27%

2024 Mean ethnicity pay gap



-27%

2024 Mean ethnicity bonus pay gap

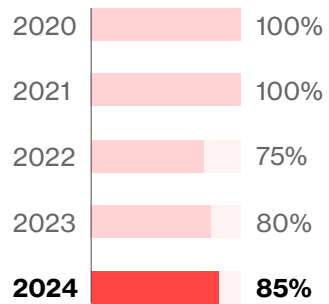


Our ethnicity pay gap

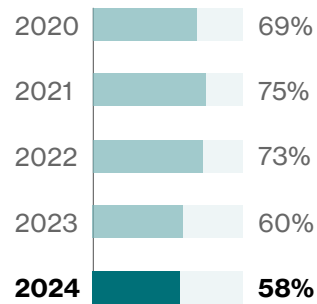
Proportion receiving a bonus

Equity Partners only

UK Ethnic Minorities

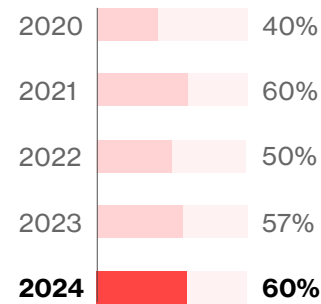


White British

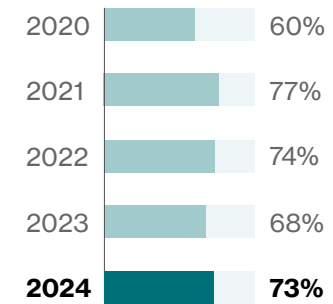


Overall firm – Equity Partners included

UK Ethnic Minorities



White British





4.

Our disability pay gap

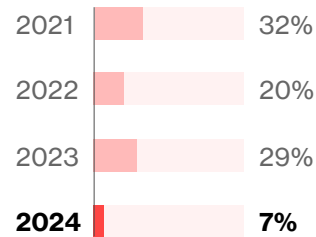
4.1 Disability (Act)

Our disability pay gap (Act)

Difference in **hourly pay** between persons with and without a disclosed disability

7%

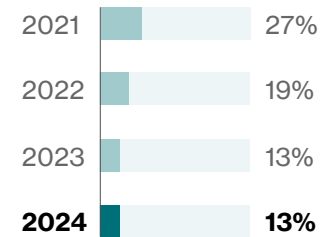
2024 Median disability pay gap



Difference in **bonus pay** between persons with and without a disclosed disability

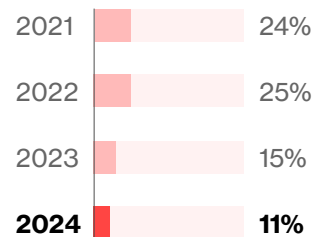
13%

2024 Median disability bonus pay gap



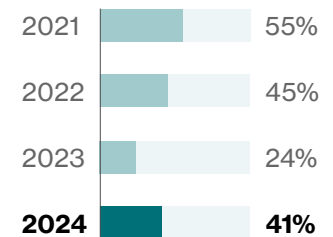
11%

2024 Mean disability pay gap



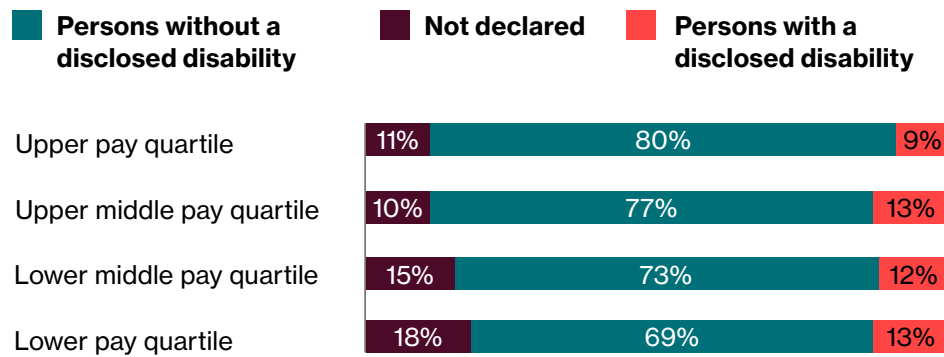
41%

2024 Mean disability bonus pay gap



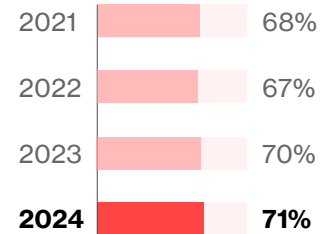
Our disability pay gap (Act)

Quartile representation

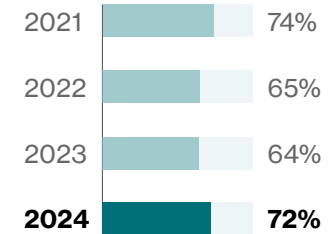


Proportion receiving a bonus

Persons with a disclosed disability



Persons without a disclosed disability



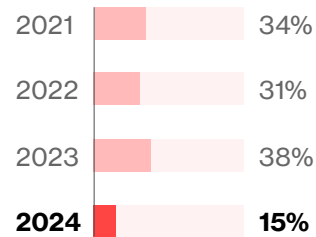
Our disability pay gap (Act)

Including LLP Members and Salaried Partners (overall firm)

Difference in **hourly pay** between persons with and without a disclosed disability

15%

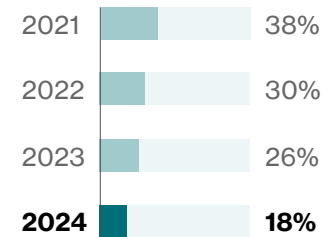
2024 Median disability pay gap



Difference in **bonus pay** between persons with and without a disclosed disability

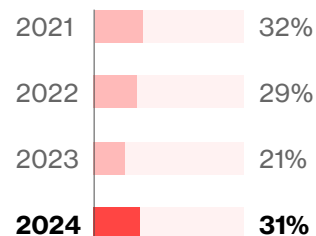
18%

2024 Median disability bonus pay gap



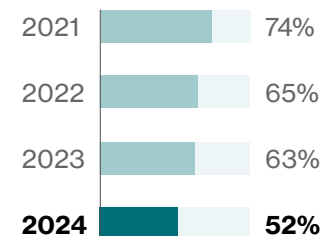
31%

2024 Mean disability pay gap



52%

2024 Mean disability bonus pay gap



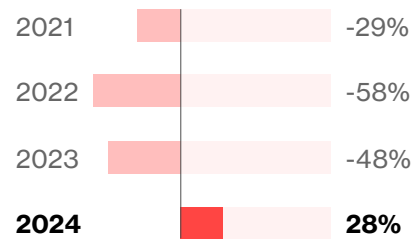
Our disability pay gap (Act)

LLP Members (Equity Partners only)

Difference in **hourly pay** between persons with and without a disclosed disability

28%

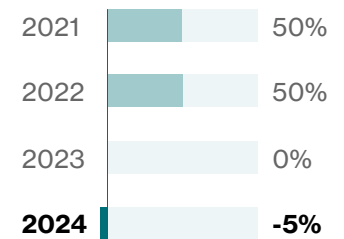
2024 Median disability pay gap



Difference in **bonus pay** between persons with and without a disclosed disability

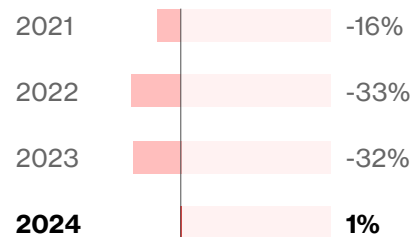
-5%

2024 Median disability bonus pay gap



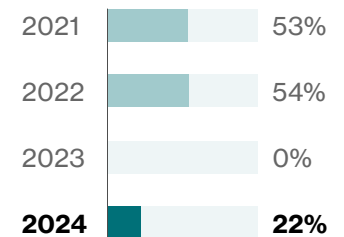
1%

2024 Mean disability pay gap



22%

2024 Mean disability bonus pay gap

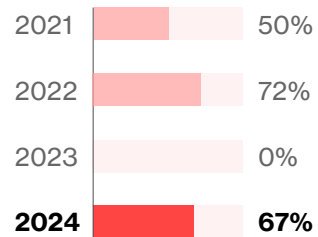


Our disability pay gap (Act)

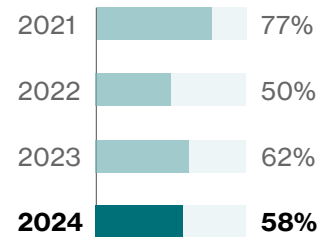
Proportion receiving a bonus

Equity Partners only

Persons with a disclosed disability

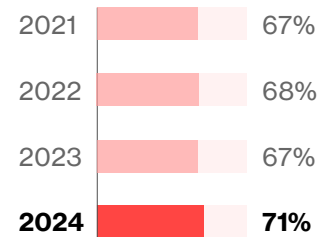


Persons without a disclosed disability

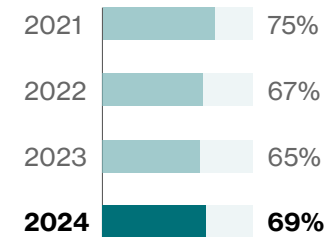


Overall firm – Equity Partners included

Persons with a disclosed disability



Persons without a disclosed disability



4.2

Disability (self-identified)

Our disability pay gap (self-identified)

Difference in **hourly pay** between persons with and without a disclosed disability

28%



2024 Median disability pay gap

18%



2024 Mean disability pay gap

Difference in **bonus pay** between persons with and without a disclosed disability

17%



2024 Median disability bonus pay gap

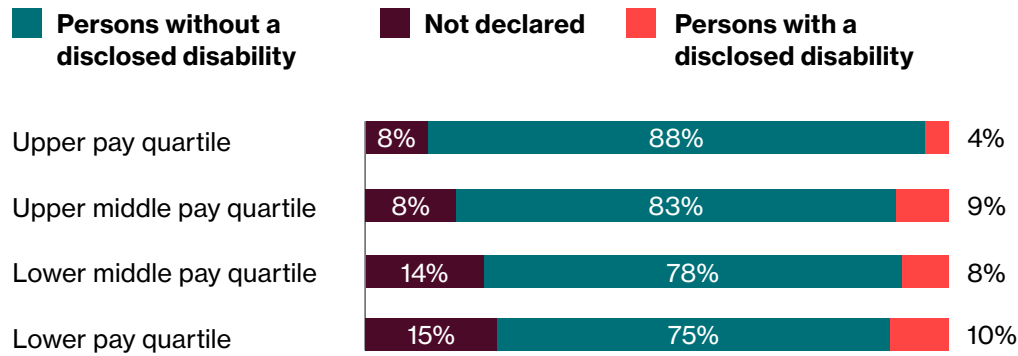
52%



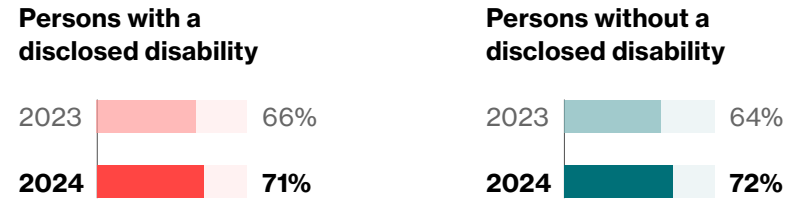
2024 Mean disability bonus pay gap

Our disability pay gap (self-identified)

Quartile representation



Proportion receiving a bonus



Our disability pay gap (self-identified) Including LLP Members and Salaried Partners (overall firm)

Difference in **hourly pay** between persons with and without a disclosed disability

35%

2024 Median disability pay gap

Difference in **bonus pay** between persons with and without a disclosed disability

23%

2024 Median disability bonus pay gap

39%

2024 Mean disability pay gap

71%

2024 Mean disability bonus pay gap

Our disability pay gap (self-identified)

LLP Members (Equity Partners only)

Difference in **hourly pay** between persons with and without a disclosed disability

22%

2024 Median disability pay gap

Difference in **bonus pay** between persons with and without a disclosed disability

47%

2024 Median disability bonus pay gap

-19%

2024 Mean disability pay gap

70%

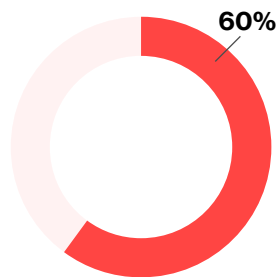
2024 Mean disability bonus pay gap

Our disability pay gap (self-identified)

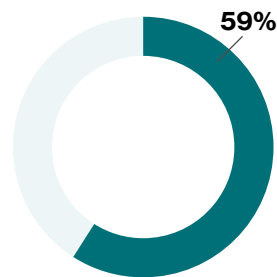
Proportion receiving a bonus

Equity Partners only

Persons with a disclosed disability

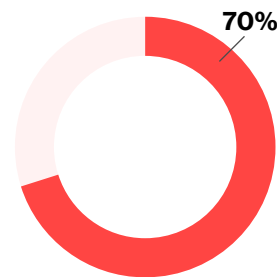


Persons without a disclosed disability

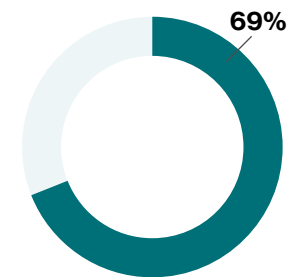


Overall firm – Equity Partners included

Persons with a disclosed disability



Persons without a disclosed disability





5.
Our social mobility pay gap

Understanding the backgrounds

Employees may choose to answer the question “When you were aged 14 what was the occupation of the main earner in your household?” Responses are then grouped into the above three broad categories in accordance with the [National Statistics SocioEconomic Classification \(NS-SEC\)](#).

Professional class (top)

The “Professional” class includes parental occupations such as accountant, solicitor, scientist.

Intermediate class (middle)

The “Intermediate” class includes parental occupations such as secretary, restaurant manager, office manager.

Working class (bottom)

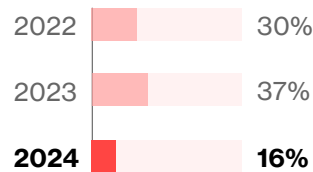
The “Working” class includes parental occupations such as farm worker, train driver, cleaner.

Our social mobility pay gap

Difference in **hourly pay:**
Professional vs Intermediate class
(top to middle)

16%

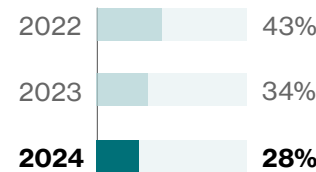
2024 Median
social mobility
pay gap



Difference in **hourly pay:**
Professional vs Working class
(top to bottom)

28%

2024 Median
social mobility
pay gap



Difference in **hourly pay:**
Intermediate vs Working class
(middle to bottom)

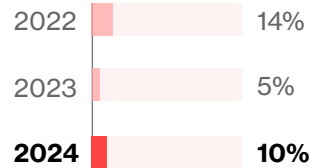
15%

2024 Median
social mobility
pay gap



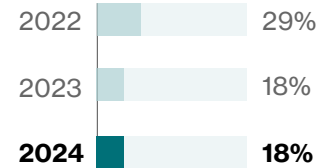
10%

2024 Mean social
mobility pay gap



18%

2024 Mean social
mobility pay gap



9%

2024 Mean social
mobility pay gap

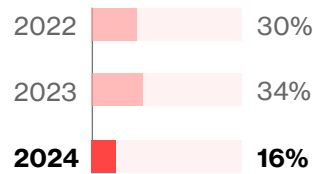


Our social mobility bonus pay gap

Difference in **bonus pay**:
Professional vs Intermediate class
(top to middle)

16%

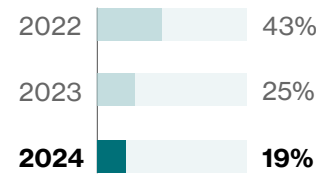
2024 Median
social mobility
pay gap



Difference in **bonus pay**:
Professional vs Working class
(top to bottom)

19%

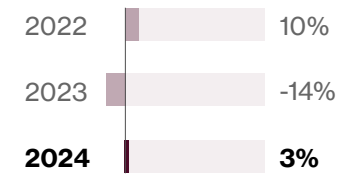
2024 Median
social mobility
pay gap



Difference in **bonus pay**:
Intermediate vs Working class
(middle to bottom)

3%

2024 Median
social mobility
pay gap



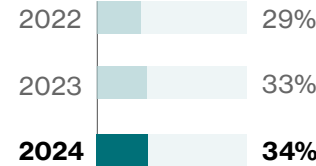
34%

2024 Mean social
mobility pay gap



34%

2024 Mean social
mobility pay gap



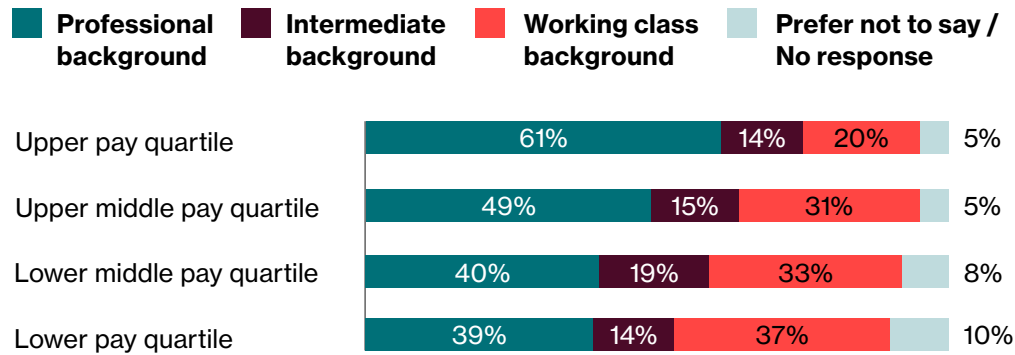
0%

2024 Mean social
mobility pay gap

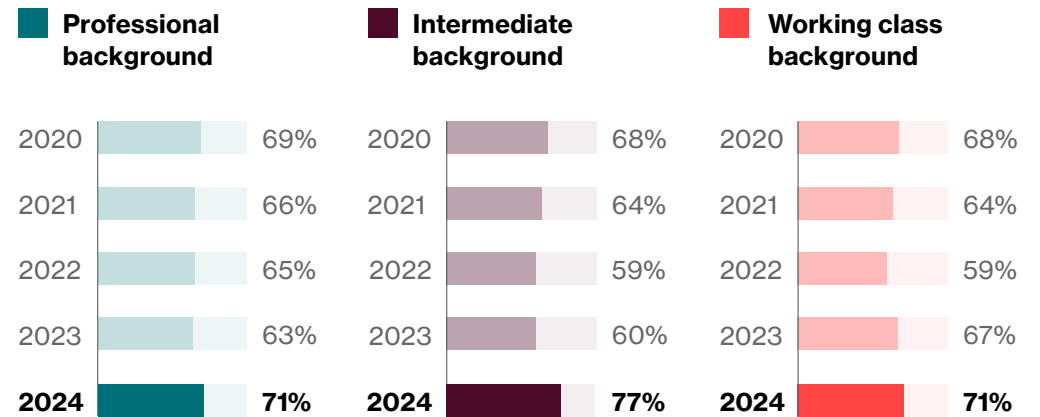


Our social mobility pay gap

Quartile representation



Proportion receiving a bonus



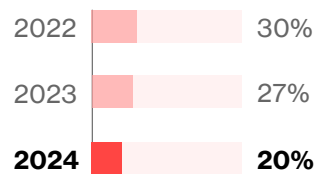
Our social mobility pay gap

Including LLP Members and Salaried Partners (overall firm)

Difference in **hourly pay:**
Professional vs Intermediate class
(top to middle)

20%

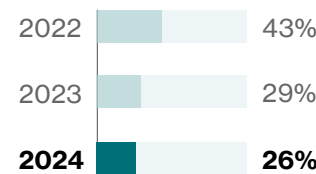
2024 Median
social mobility
pay gap



Difference in **hourly pay:**
Professional vs Working class
(top to bottom)

26%

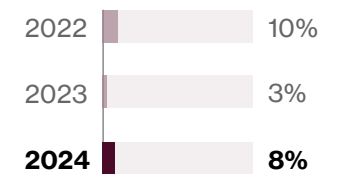
2024 Median
social mobility
pay gap



Difference in **hourly pay:**
Intermediate vs Working class
(middle to bottom)

8%

2024 Median
social mobility
pay gap



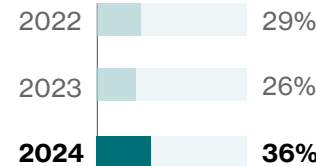
20%

2024 Mean social
mobility pay gap



36%

2024 Mean social
mobility pay gap



19%

2024 Mean social
mobility pay gap



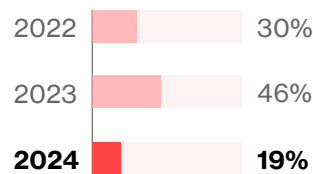
Our social mobility bonus pay gap

Including LLP Members and Salaried Partners (overall firm)

Difference in **bonus pay**:
Professional vs Intermediate class
(top to middle)

19%

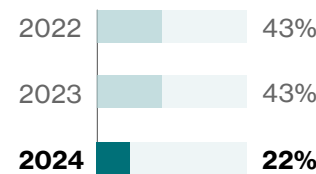
2024 Median
social mobility
pay gap



Difference in **bonus pay**:
Professional vs Working class
(top to bottom)

22%

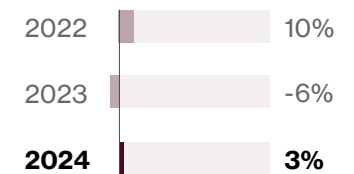
2024 Median
social mobility
pay gap



Difference in **bonus pay**:
Intermediate vs Working class
(middle to bottom)

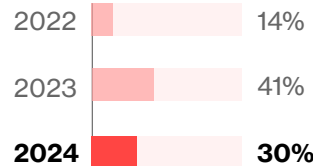
3%

2024 Median
social mobility
pay gap



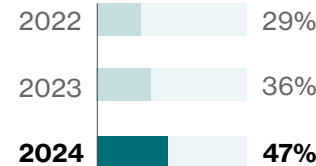
30%

2024 Mean social
mobility pay gap



47%

2024 Mean social
mobility pay gap



24%

2024 Mean social
mobility pay gap



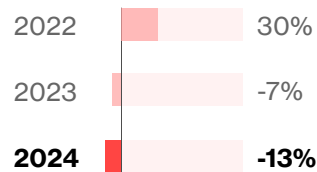
Our social mobility pay gap

LLP Members (Equity Partners only)

Difference in **hourly pay**:
Professional vs Intermediate class
(top to middle)

-13%

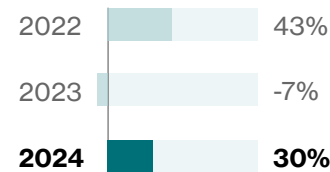
2024 Median
social mobility
pay gap



Difference in **hourly pay**:
Professional vs Working class
(top to bottom)

30%

2024 Median
social mobility
pay gap



Difference in **hourly pay**:
Intermediate vs Working class
(middle to bottom)

38%

2024 Median
social mobility
pay gap



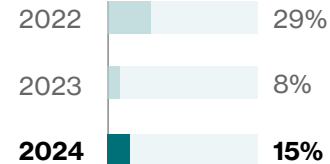
-24%

2024 Mean social
mobility pay gap



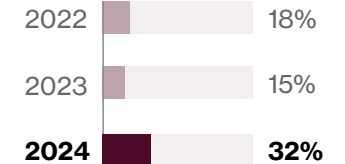
15%

2024 Mean social
mobility pay gap



32%

2024 Mean social
mobility pay gap



The presence of a **negative figure** here tells us that the average “Intermediate” colleague **earned more** than the average “Professional” colleague.

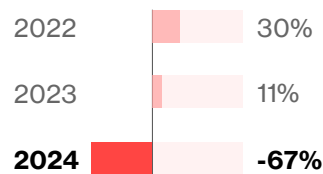
Our social mobility bonus pay gap

LLP Members (Equity Partners only)

Difference in **bonus pay**:
Professional vs Intermediate class
(top to middle)

-67%

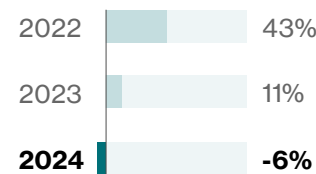
2024 Median social mobility pay gap



Difference in **bonus pay**:
Professional vs Working class
(top to bottom)

-6%

2024 Median social mobility pay gap



Difference in **bonus pay**:
Intermediate vs Working class
(middle to bottom)

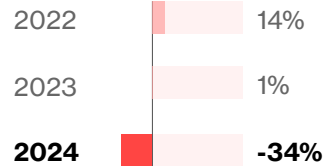
37%

2024 Median social mobility pay gap



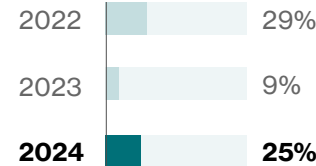
-34%

2024 Mean social mobility pay gap



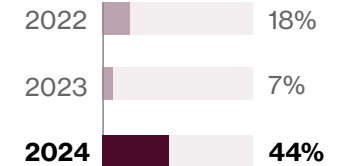
25%

2024 Mean social mobility pay gap



44%

2024 Mean social mobility pay gap



The presence of a **negative figure** here tells us that the average “Intermediate” colleague **earned more** than the average “Professional” colleague.

The presence of a **negative figure** here tells us that the average “Working class” colleague **earned more** than the average “Professional” colleague.

Our social mobility pay gap

Proportion receiving a bonus

Overall firm – Equity Partners included

Professional



Working class



Intermediate



Equity Partners only

Professional



Working class



Intermediate





6. Promoting diversity, equity and inclusion

What we are going to do

- Stronger focus on **women in leadership**, developing action plans to achieve gender representation throughout our firm and in our senior management and leadership teams. We will expand our talent and leadership programmes and use our leadership targets, and quantitative data to measure impact.
- Advance our commitment to **race equality** by continuing to identify and dismantle barriers that hinder progress as well as expand and enhance our current initiatives that promote diversity, equity, and inclusion. We will continue to broaden the scope of our REACH mentoring programme and establish partnerships with organisations that support underrepresented groups.
- Build greater maturity and evolve our **employee resource groups** (ERGs) to position them as key networks that provide a sense of community for our people and help advance our DEI strategy.
- Prioritise **employee engagement** by placing a strong emphasis on employee listening and feedback mechanisms – implementing regular employee surveys, forums, and feedback sessions that encourage open dialogue. We will look to improve on our 72% response rate for our all firm Your Voice survey.
- Make enhancements to our **wellbeing** offering to ensure we continue to provide good levels of support to our people.
- Continue to progress our **accessibility and disability inclusion** commitments and sustain our Disability Confident Level 3 accreditation.
- Advance **social mobility** by creating a new mentoring programme for Care Experienced students in partnership with Nottingham City Council, supporting their employability.
- Make further improvements to our **onboarding** experience focusing on post-induction integration into the firm, and building transparency on how the career ladder works, on pay, reward and benefits and how promotions are awarded.
- Enhance the quality of our **diversity data capture**, data architecture and reporting so that we are better able to measure the impact of our people strategies and where necessary course correct.
- Continue to build and run **access programmes** that remove barriers and help accelerate representation in our firm, and within the legal sector – including our FAIRE and REACH mentoring programmes.
- Continue to deliver our **social mobility incubator** externally to share our knowledge and help other organisations designed and build their own approach to social mobility.



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