

OUR GENDER PAY GAP REPORT 2021

We are committed to gender equality and the attraction, training, promotion and retention of women across all parts of our business.

We are confident from the analysis we have carried out that men and women doing equivalent roles are paid equally across the firm.

Our figures reflect the fact that our workforce is made up of just under two thirds women with a large number of these being employed in administrative and business support roles. These roles are rewarded competitively in relation to the market in which we operate, but the fact that so many of them are held by women impacts on our overall gender pay gap.

We are very pleased that our figures show that women are progressing through our career structure and show a higher and increased proportion of our upper pay quartile.

Overall, we are confident that we do not operate any form of discrimination within our reward structures. All our staff have an important role to play in contributing to success of the firm and we believe it is important that everyone is rewarded fairly.

We confirm that the information contained in this written statement is accurate.



Alun Jones, Managing Partner



Diane Brooks, Human Resources Director

COMPARING OUR GENDER PAY GAP		
	Mean	Median
HUGH JAMES	14%	17.7%
UK LEGAL SECTOR* (*ONS FIGURES)	25.8%	24.9%

