

# OUR GENDER PAY GAP REPORT 2017

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

We are pleased that our mean and median gender pay gap for average hourly pay as at April 2017 are well below both the national average for all employees and the for the UK legal sector. The national average figures are 18.4% and 17.4%, with the legal sector being higher at 24% and 25.7% respectively.

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 over two thirds women with a large number of these being employed in secretarial or 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 make up a higher proportion of our upper pay quartile.

We are also pleased that the distribution of roles has not negatively impacted on our bonus gap. Between April 2016 and March 2017, a slightly higher proportion of women in our business were paid bonuses when compared to the proportion of men. We also have a reverse gender pay gap when it comes to the amounts of bonuses with women earning higher bonuses than men. Bonuses are not included in the average hourly pay calculation because of the timing of payment, but we believe that their inclusion would narrow our pay gap further.

Overall, we are confident that we do not operate any form of discrimination within our reward structures. We are, however, committed to continuing to work to reduce the existing gender pay gap and we are in the process of identifying actions that may have a positive impact on this. 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
<b>HUGH JAMES</b>	13.75%	8.67%
<b>UK LEGAL SECTOR*</b> (*ONS FIGURES)	25.7%	24%

