



SHEPHERD+ WEDDERBURN

SHEPHERD AND WEDDERBURN

# Gender pay gap report 2024

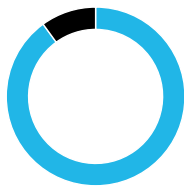
# An introduction from our Chair

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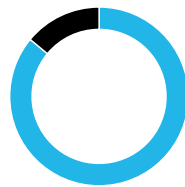
It has been my privilege once again this year to continue in my role as Board sponsor for the work undertaken across our firm to deliver our People Strategy.

We are committed to providing the highest quality legal advice and services to our clients. We recognise that our success as a firm relies upon the ability of our colleagues to deliver on that client commitment. Our People Strategy underpins our ambition to be an employer of choice. We aim to foster an inclusive, high-performance culture and to be recognised as a firm which supports talent and career development for all colleagues.

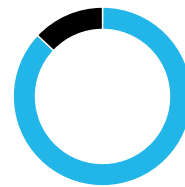
Embedding our People Strategy across all aspects of our business has been key to creating a more diverse and inclusive culture. Our recent colleague engagement survey has confirmed that this work is both recognised and valued by our colleagues:



**90%** would recommend Shepherd and Wedderburn as a good place to work.



**86%** believe the firm has a positive culture



**87%** recognise our commitment to diversity and inclusion

I was delighted that, in recognition of the various campaigns and projects we have run over the last 12 months, we received the award of “Diversity Champion” in the large employer category of the Herald & GenAnalytics Diversity Awards 2023.

We remain committed to playing our part in addressing the various structural issues faced by underrepresented groups across the legal sector and the wider business community.

Our statutory report is set out in Appendix A and further details of our People Strategy work and our campaigns and projects are set out below.



**Gillian Carty**  
Partnership Chair  
Shepherd and Wedderburn LLP

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# S+W Together Groups

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**GENDER**  
FOCUS  
GROUP



**RACE, FAITH+**  
**BELIEF**  
FOCUS GROUP



**SOCIAL**  
**MOBILITY**  
FOCUS GROUP



**YOUNG**  
**PERSONS**  
FOCUS GROUP



**PRIDE**  
FOCUS  
GROUP



**WELLBEING**  
FOCUS  
GROUP

Around one in three of our colleagues are members of our **Together Network Groups**. The groups support belonging in the firm and raise awareness of notable events and campaigns including **LGBT+ History Month**, **World Menopause Day**, **Carers Week**, **Black History Month** and **Neurodiversity Celebration Week**. Our groups champion best practice, provide input to our policies and raise funds for charities and underrepresented groups.

# International Women's Day

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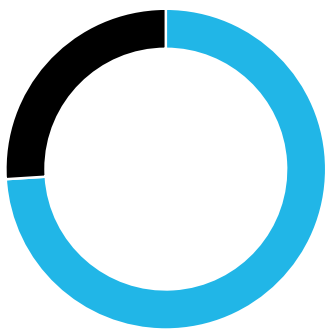
In March 2024 we were joined by 130 colleagues, clients and contacts to celebrate **International Women's Day** with a panel event on the theme of '**Inspire Inclusion**'. We were joined by inspirational women from the fields of sport, construction and real estate sharing insights in to delivering diversity in traditionally male-dominated sectors and professions.



# Emerging Leaders Programme

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**34 colleagues** in both legal and business services roles have taken part in our **Emerging Leaders Programme** since it launched in 2019. The aim of the two-year programme is to provide targeted development and support for those with potential to progress to the most senior roles in our business.



**74%** of delegates have secured a promoted role.



**85%** of delegates promoted to the role of director were female



**50%** of delegates promoted to the role of partner were female.

# Mentoring and reverse mentoring

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We have **20 trained mentors** who support and nurture colleagues across our business to develop their careers. Our tailored programmes are adapted to meet the individual needs of colleagues at different stages in their careers, from trainee solicitors to those with greater experience looking to move into more senior roles in the firm.

We also run a **reverse mentoring** programme so that our most senior colleagues and Board members can learn from the lived experiences of colleagues and about the particular issues faced in the workplace by those from various underrepresented groups.

# Promotions

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**76%** of all promotions to partner and director in 2023 were female



**57%** of promotions to partner in 2023 were female



Our three-year average for female promotions to partner and director is **61%**



Women accounted for **62%** of all internal promotions in 2023



# Accreditations and Awards

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2023 Winner of the Herald & GenAnalytics Diversity Champion Award (250+ employees)



Ranked 31st in the 2023 Social Mobility Employer Index



Bronze TIDE award from the Employer's Network for Diversity and Inclusion

# Collaborations and Accreditations

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We collaborated with **Black Professionals Scotland** for the second year as part of our **summer intern programme** and provided placements for students in both legal and business services roles.



Supporting external partnerships, in 2023 one of our female partners was appointed to **Real Estate Balance's NextGen committee**, focussing on the experiences of property professionals under the age of 35 and exploring opportunities to widen access to the industry.



We are a **founding member of PRIME**; an alliance of law firms seeking to improve access to the profession for young people from lower socio-economic backgrounds. In 2023 we provided six PRIME work experience weeks to school students in addition to our **30 summer placements and 30 work shadow days**.



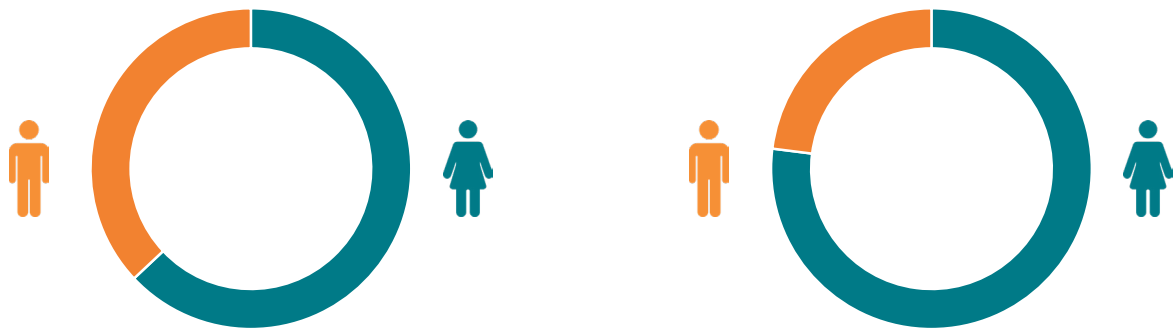
We are a member of **Neurodiversity in Business** and work with **internal Neurodiversity Champions** to explore ways to become a more neuroinclusive workplace.



# Workforce Analysis

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Once again we have undertaken an analysis of our workforce gender pay data to help us better understand the factors that influence our pay gap.



**63%** of qualified solicitors are female

**77%** of colleagues in business services roles are female

## Our solicitors

The mean gender pay gap for our qualified solicitors is **-1.4%** mean and the median is **-3.7%**. We have seen an improvement in the number of female solicitors in our highest pay quartile, increasing from **52% in 2021** to **62% in 2023**. We have also seen a significant increase in that period of the number of women receiving a bonus, increasing from **23%** to **82%**.

## Our partners

**26%** of our partners are women and the difference in gross hourly earnings is **26.9% (mean)** and **41.5% (median)**.

Women account for **40%** of our partners aged under 45 years but are less well represented at the more senior end of the partnership. Our partner gender pay gap is attributable to the lower proportion of women in more senior partnership roles. Women made up on average more than **60%** of promotions into the roles of legal director and partner over the last three years and so over time, we expect that the partner demographics will change and the partner gender pay gap will narrow.



**26%** of partners are female



**40%** of partners aged under 45 are female

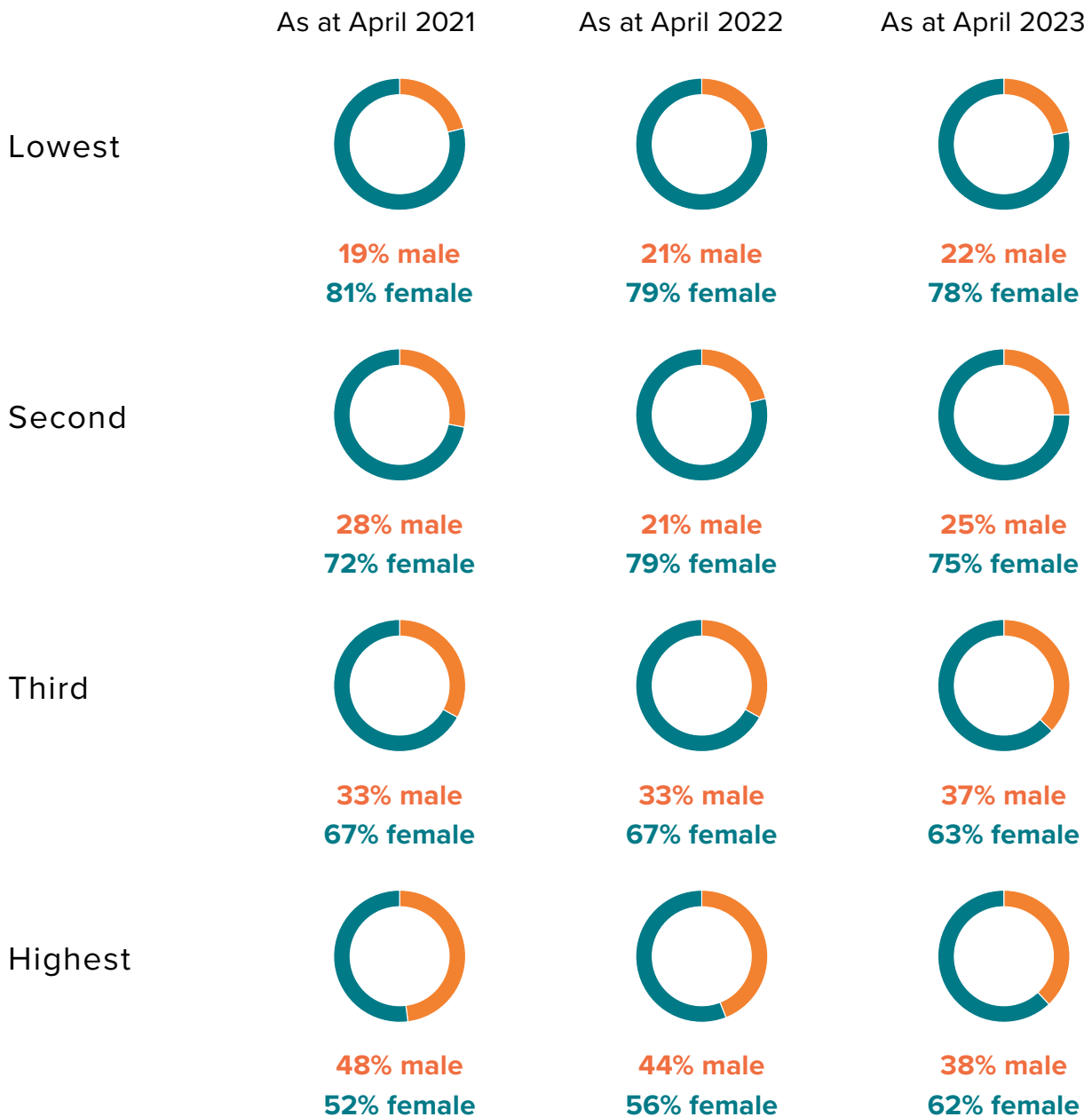
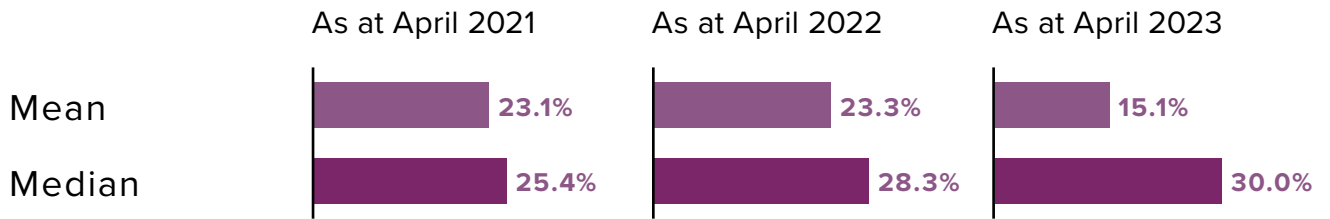
## **Our Business Services roles**

Our secretarial, administrative, HR and facilities roles are predominantly undertaken by women, many of whom also work on a part time basis. The higher proportion of women in these roles contributes to our mean gender pay gap of **24.6%** and median pay gap of **20%**.

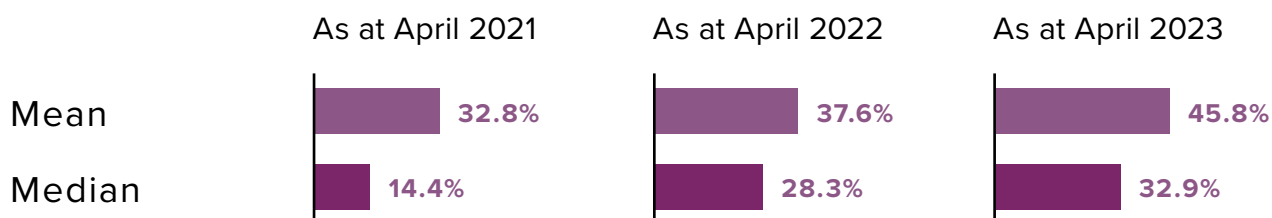
# Statutory report

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## Hourly rate of pay

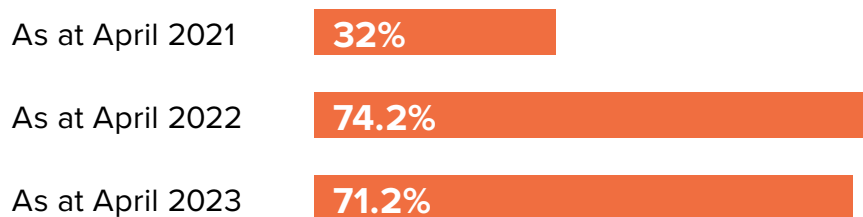


## Bonus data



## Proportion of staff receiving a bonus

### Male receiving bonus



### Female receiving bonus

