

# 2017 GENDER PAY GAP

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

The process that has led to the publication of our gender pay gap report has been instructive and will feed into the many initiatives already underway at the firm to advance gender equality, increase transparency and further enhance our meritocratic culture.

On the date this snapshot was taken (5 April 2017), of our 185 lawyers and trainees, 105 were women and 80 were men. Of our 216 management and support service colleagues, there were 171 women and 45 men.

Having analysed the figures underlying our pay gap, we are confident that all of our employees are paid fairly, regardless of gender. We believe the existence of a gender pay gap is largely due 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 lawyers in isolation, the mean pay gap between men and women was 2.33%.

Turning to our bonus gap, we believe this is exacerbated by two factors: the proportion of women in part-time roles (21%) whose bonus is calculated by reference to their pro-rated salary; and the fact that only 6% of our management and support services employees are based in London, where colleagues receive a salary weighting.

We are striving to promote diversity and inclusion within our organisation because we firmly believe this is the right thing to do. As part of that, we have established a Gender Focus Group representing colleagues at all levels as part of our wider diversity and inclusion strategy, S+W Together.

As a result of feedback from the Gender Focus Group, we will:

- undertake a survey of all colleagues this year to identify and address any professional and personal barriers that may exist;
- provide training to all our managers on inclusive leadership and tackling unconscious bias;
- further develop our approach to one-to-one mentoring programmes to support colleagues in fulfilling their potential; and
- continue to invest in Modern Apprentices and quality training within our Management Services Division.

I confirm the data reported here is accurate.



**Stephen Gibb**  
Chief Executive, Shepherd and Wedderburn

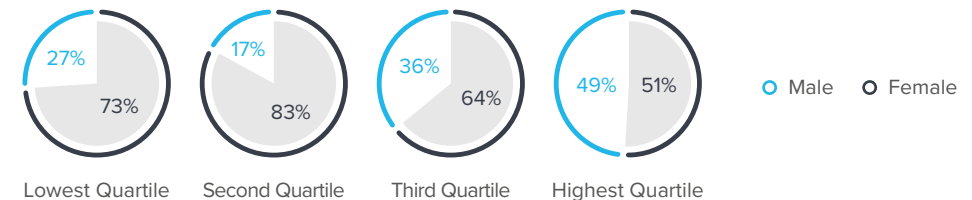
## PAY DATA

### HOURLY RATE OF PAY

	Mean	Median
Difference between gross hourly earnings for all men and all women	19.81%	32.96%

### 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	38.97%	54.57%

### PROPORTION OF STAFF RECEIVING A BONUS

	Male	Female
Proportion of male and female colleagues receiving a bonus payment	84%	84%