

# MWSL GENDER GAP REPORTING 2017

Thank you for taking an interest in MW Solicitors (MW), particularly those aspects of our business that makes us a diverse and exciting place to work.

## WHY WE ARE HERE

The data on this page has been prepared and published to ensure we comply with our statutory duty to report on the average pay of men and women in MW.

## WHAT WE HAVE DONE

We have reviewed the pay of all employees of the business for our financial year 2016-2017, which ended April 30th 2017.

## WHAT IT HAS SHOWN

As at April 2017, we were 74% female and 26% male. Our success in the area of diversity is reflected in our workforce and we have received external recognition as a leader in our industry. The legal sector diversity league table

ranks us highly across ethnicity and disability representation.

Set out below in Figure 1 is our payroll segmentation; Quartile 1 represents our highest paid staff and Quartile 4 represents our lowest paid staff. The two colours represent the split by gender. Through all quartiles women are the majority.

Considering the data from the bottom up, paralegals and trainees makeup most of Quartile 4. Here average pay for females marginally exceeds the pay of males with a gap of 5%.

Secretarial staff constitute the majority of Quartile 3, where average pay for females also marginally exceeds the pay of males with a gap of 3%.

Quartile 2 is predominantly our solicitors and legal professionals. Here, average

pay for men marginally exceeds average pay for women, with a gap of 6%.

Quartile 1 represents the highest paid individuals at MW and is 55% women. It is comprised predominantly of solicitors and legal professionals, but also includes the most senior members of executive management. Here, average pay for males exceeds average pay for women by 19%.

Our analysis shows that the main driver of the holistic gender pay gap is that our most senior people are mainly male, where our more junior people are mainly female. It is not because people in the same role experience pay disparity.

## WHAT WE WILL DO NEXT

Our recruitment and development decisions are based on merit; ability will remain the key consideration when making such decisions. **The key determinant for our business is to ensure there are no discrepancies in pay for the same role.**

To maintain and improve our commitment to equitable work and

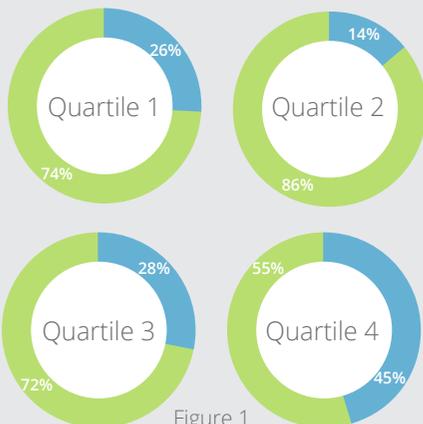
hiring practices, we will:

- Conduct further Equality Impact Assessments to determine whether any of our processes have unconscious gender bias
- Increase the transparency of our pay policies through revision of our pay and grading framework
- Further refine our appraisal process, including our competency frameworks and employee progression pathways, to further tighten the link between performance and pay

The above is demonstrative of our commitment to ensuring no gender bias of any kind in MW – conscious or unconscious. We look forward to reviewing our statistics again in a year's time.



Dominic Harrison  
CEO



● Male ● Female

## BONUS PAY

Proportion of staff receiving a bonus payment

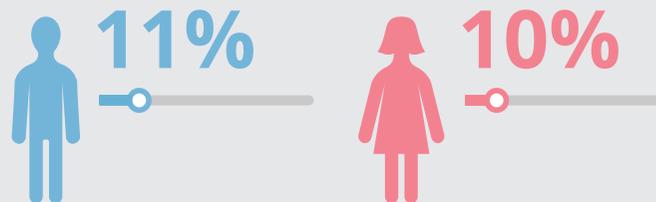


Figure 2

## PAY GAP

|                | Median % | Mean % |
|----------------|----------|--------|
| Hourly Pay Gap | 36%      | 34%    |
| Bonus Pay Gap  | 83%      | 17%    |

Table 1