

The Law Society Group 2017 Gender Pay Gap Report

NOTE: This report has been amended in February 2019. The initial 2017 report as published in 2018, in line with statutory timelines, did not factor in salary sacrifice deductions. The Group has now revised the calculations to include salary sacrifice deductions. This has adversely impacted the gender pay gap figures, because more female than male employees take up salary sacrifice arrangements.

This report covers the statutory gender pay reporting for the Law Society Group. The report details the combined results of the Law Society and Solicitors Regulation Authority (SRA), which are one legal entity but operate independently. The Law Society is the professional membership body for solicitors in England and Wales. The SRA is the regulatory body for solicitors in England and Wales.

At a glance – our gender pay gap

The gender pay gap is defined as the difference between the mean or median hourly pay rate that female and male colleagues receive.

The mean pay gap is the difference between hourly earnings for women and men, taking the sum of all hourly rates divided by the total number of women or men in the sample.

The median pay gap is the difference between the midpoints in the ranges of hourly earnings between men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary.

These figures provided in the charts below are based on hourly rates of pay during the monthly pay period ending on 25 April 2017 and bonuses paid in the year up to 5 April 2017.

The figures below have been recalculated to include salary sacrifice deductions, as set out above.

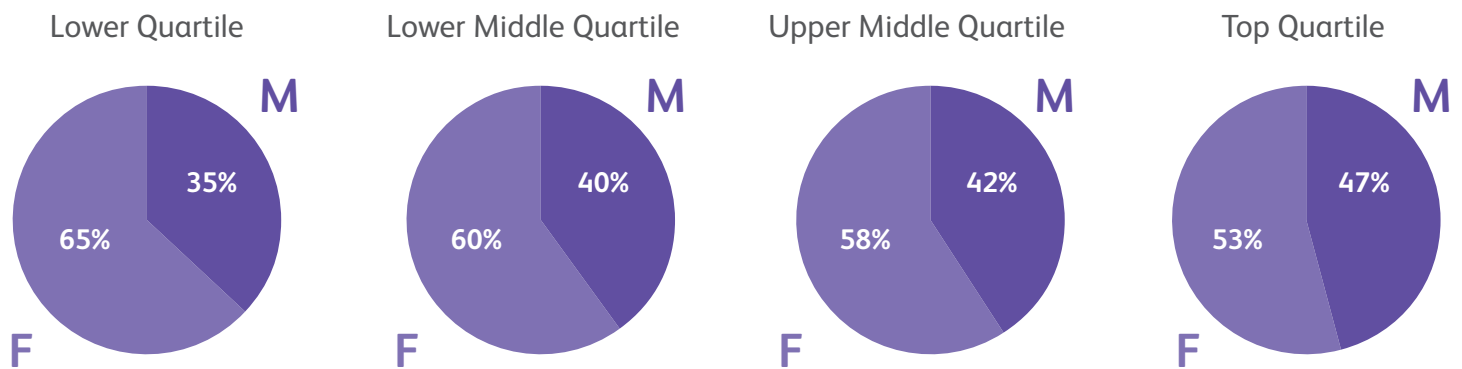
Difference in pay between males and females

Mean	Median
12%	8.7%

Difference in bonus pay between males and females

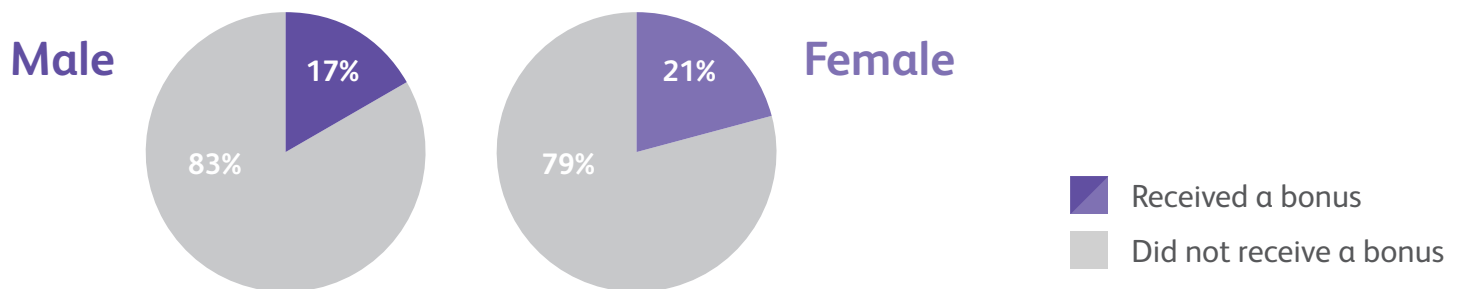
Mean	Median
36.4%	12.8%

Proportion of male and female colleagues in each pay quartile



This chart shows the gender split when we divide our workforce by ordering hourly rates of pay from highest to lowest and grouping the pay into four equal quartiles.

Proportion of male and female colleagues receiving a bonus payment



All colleagues, who have been employed for a full performance period, are eligible to receive a bonus dependent on individual performance.

Understanding the gap

Our 2017 median pay gap is 8.7%, which is substantially lower than the current UK median pay gap of 18.4% (Office of National Statistics 2017/18).

The main reason for our gender pay gap is the imbalance of male and female colleagues in senior executive roles in the Group. Approximately 60% of our workforce is female and, as the pay quartile chart in this report demonstrates, females are represented at all levels, including many middle managers in the upper quartile. Yet fewer women are in executive roles. This also explains the bonus gap. The Law Society and SRA have targeted action plans at an organisational level to address this challenge and the Group is committed to reducing the gender pay gap. As required by the regulation, we confirm the data in this revised report is accurate.



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CEO, The Law Society



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CEO, Solicitors Regulation Authority