

The Law Society Group 2018 Gender Pay Gap Report

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 2018 gender pay gap

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

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

The median pay gap is the difference between the midpoints in the ranges of hourly earnings between male and female staff. It takes all salaries in the sample, 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 2018 and bonuses paid in the year up to 5 April 2018. The figures are compared to the 2017 Gender Pay Gap Report which was revised and republished in February 2019, because the initial report as published in 2018, did not factor in salary sacrifice deductions. Both reports now include salary sacrifice deductions.

Difference in pay between males and females

Mean	Median
12.7% (2017: 12%)	9% (2017: 8.7%)

The 2018 gender pay gap is generally comparable to the 2017 gender pay gap (less than a 1% variance).

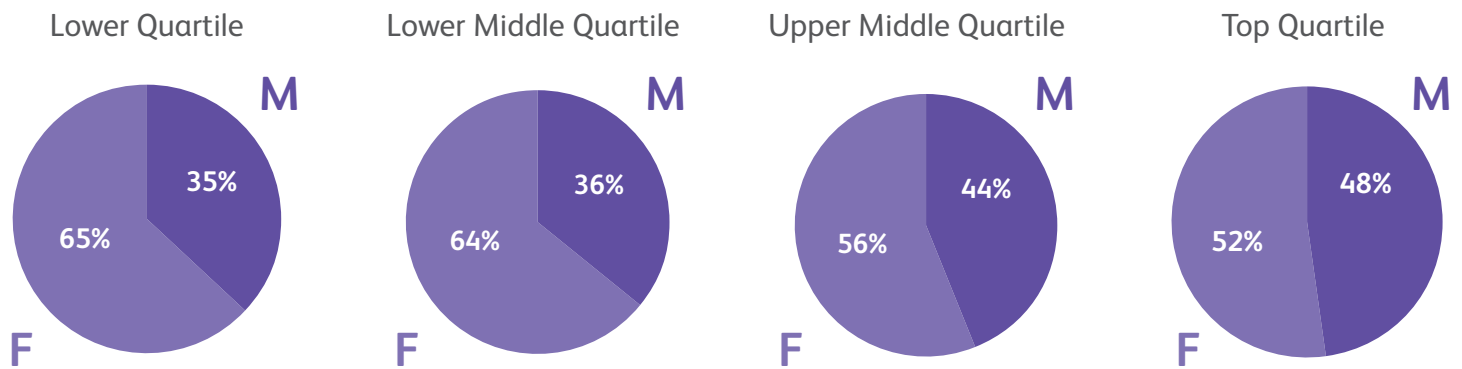
Difference in bonus pay between males and females

Mean	Median
34.4% (2017: 36.4%)	13.9% (2017: 12.8%)

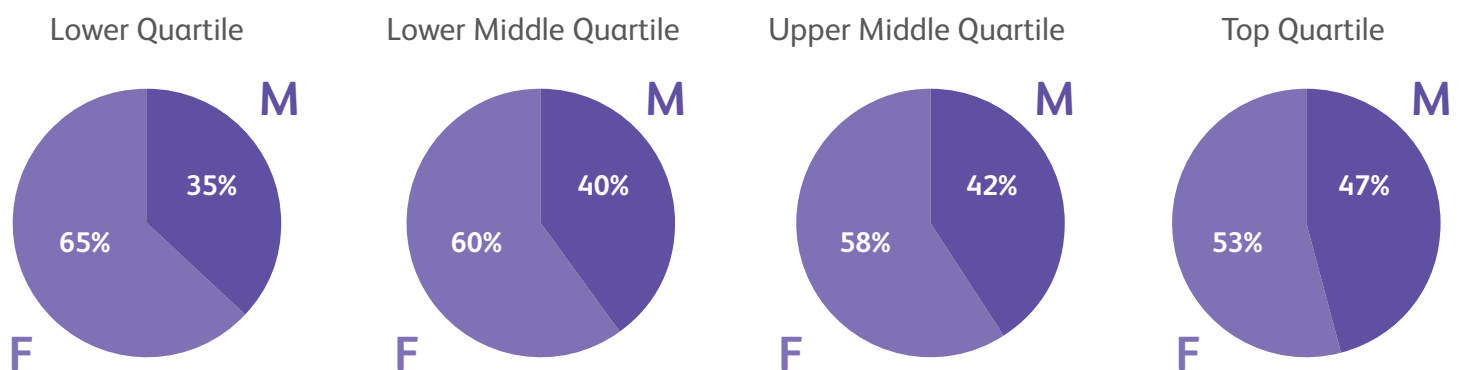
The mean bonus gap has improved slightly (by 2%) in 2018 compared to 2017. There has been a small increase (1.1%) in the median bonus pay gap in 2018 compared to 2017.

Proportion of male and female staff in each pay quartile

2018 Pay Quartiles



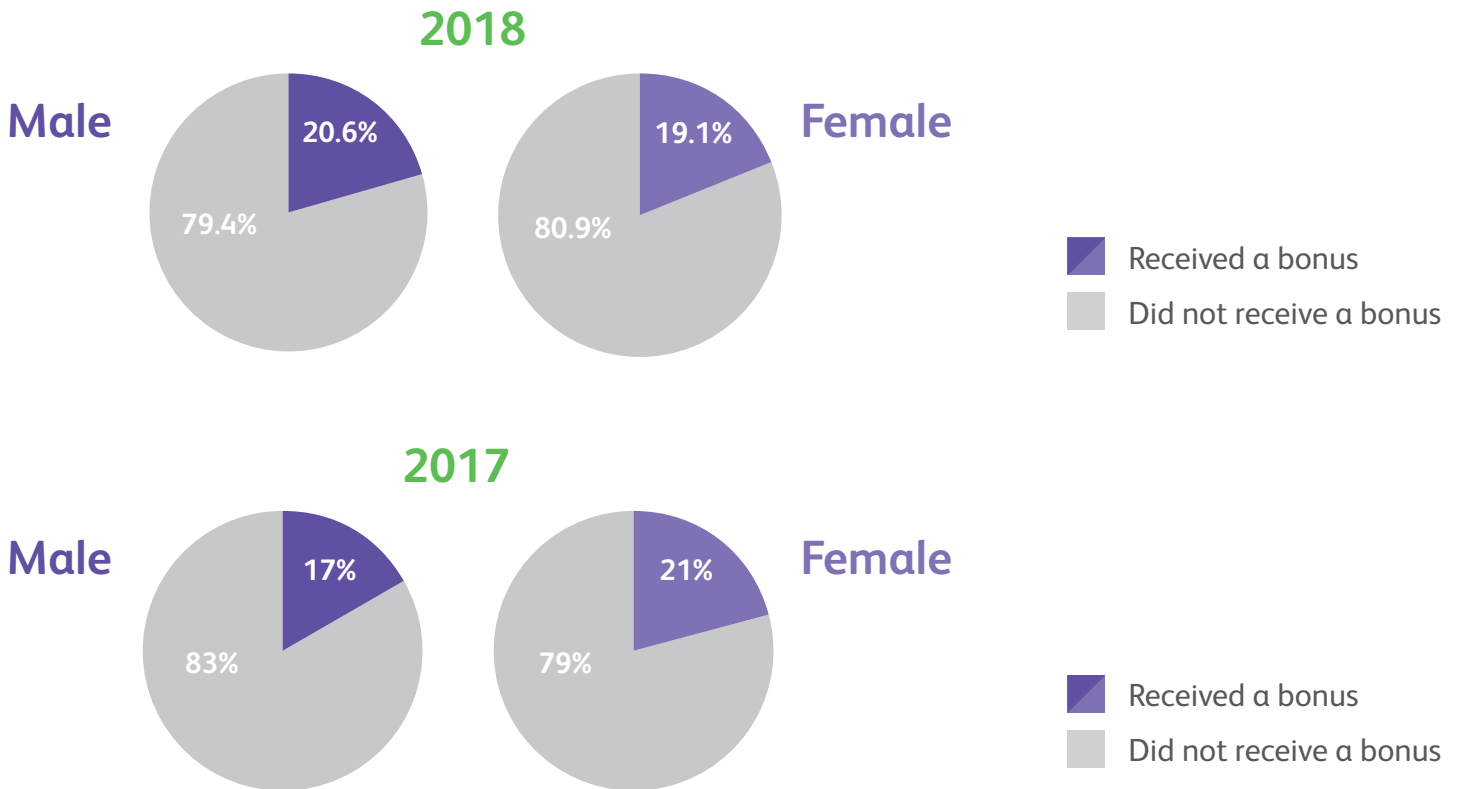
2017 Pay Quartiles



The charts show 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.

When comparing the 2018 pay quartiles to 2017, although there are some changes, females are still well represented across all pay quartiles. There is however more work to be done to shift the imbalance of females from the lower quartiles to the upper and top quartiles.

Proportion of male and female staff receiving a bonus payment



All staff, who have been employed for a full performance period, are eligible to receive a bonus dependent on individual performance. In 2018, although the proportion of male and female staff who received a bonus payment is more evenly split compared to 2017, a slightly higher proportion of males received a bonus compared to females in 2018.

Understanding the gap

Our 2018 median pay gap is 9%, which is substantially lower than the current UK median pay gap of 17.9% (Office of National Statistics 2018).

The main reason for our gender pay gap is the continued imbalance of male and female staff in senior executive roles across the Group. Approximately 60% of our workforce is female and, as the pay quartile chart in this report demonstrates, females continue to be well represented at all levels, including many middle managers in the upper quartile. Yet fewer females are in senior executive roles. This also explains the bonus gap.

In addition to this, more female than male staff take up salary sacrifice arrangements creating artificially lower rates of pay for these female staff compared to male staff.

What we've achieved on gender pay

The Law Society and SRA have targeted action plans at an organisational level to address the gender pay gap. Below is a summary of some of the ongoing measures taking place to support addressing the gender pay gap:

- equal pay audit completed which concluded that there is no systemic discrimination against females with regards to pay across the Group
- ongoing review of how we recruit, retain and promote females into senior roles
- ongoing review of our reward strategy that seeks to address any gender and other protected characteristic bias
- ongoing review of our policies, processes and practices to ensure an environment where everyone can flourish.

We recognise it takes time for the targeted action plans to make an impact on the gender pay results. We will continue to take action to reduce our pay gap and are committed to a fully inclusive workplace.

As required by the regulation, we confirm the data in this report is accurate.



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