



The Law Society

Private practice solicitors' salaries 2016

PC Holder Survey 2016

September 2017

Representing, promoting and supporting solicitors

Contents

	Page number		Page number
Overview	3	Earnings by area and client type	
Assistant/associate salary trends	4	Table 7. Grade and area of specialism	14-15
Table 1. Gender and grade	5	Table 8. Grade and whether or not legal aid work is undertaken	16
Differences in pay (including partners)	6	Table 9. Proportion of time spent with legal aid clients	17
Table 2a. Size of firm and grade	7	Bonuses	18
Table 2b. Salaries by size of firm, grade and gender	8	Salaries of those on part-time contracts	19
Salaries by region		Views on pay transparency	20
Table 3a. Detailed regional location and grade	9	Gender pay gap reporting	21
Table 3b. Broad regional location and grade	10	Approach	22
Salaries by years of post qualification experience (PQE)			
Table 4. Salaried partners analysed by years of PQE	11		
Table 5. Assistant and associate solicitors analysed by years of PQE	12		
Table 6. Grade and years of tenure with current firm	13		

Private practice salaries - overview

The salaries factsheet figures are based on a sample of 510 private practitioners who participated in the Society's 2016 PC holder survey who: provided salary data; were working full-time; and were either on a permanent contract or at partnership level at the time.

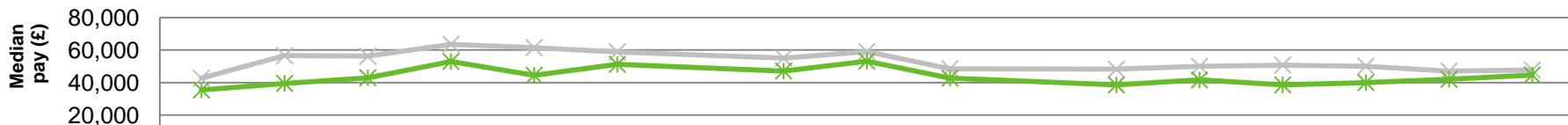
- The median gross average salary across private practice grades analysed in 2016 was £60,000 per annum, an 11% increase on the 2015 median figure. This increase is driven by a 15.4% increase in salaried partner earnings, a 14.1% increase in equity partner drawings. A 6.8% increase in assistant/associate median salaries. Fluctuations in salaries from year to year are not unusual, comparisons over a longer timeframe are informative – page 4.
- Men on average, continued to earn more than women (page 5). The gender pay gap¹ based on average (median) annual salaries for assistant and associate solicitors² was 6.3% - lower than the 10.3% reported in 2015 – page 4.
- A quarter of assistant/associate salaries were £36,000 or less and a quarter were £71,000 or more. A slightly higher proportion of women (27%) than men (23%) had salaries in the lower quartile - however this difference was not statistically significant – page 4.
- Number of years post-qualification experience, tenure, size of firm, region, practice areas undertaken and hours worked are factors which explained a larger amount of variation in salaries than gender when other factors were controlled for (based on a standard OLS regression³).
- Median salaries within each private practice grade increased as size of firm increased - pages 7 and 8.
- Across all in private practice, median salaries were highest in Greater London (£80,000). Outside of Greater London, median salaries did not vary significantly across aggregated regions of; the South of England (£48,000), the Midlands and Wales (£45,000), and the North of England (£46,000) – page 10.
- Similar proportions of men and women reported receiving a financial bonus in the past financial year, however, men's bonuses were on average 30% higher than women's based on the median averages, or 40% higher based on the respective means - page 18.

- 1 This is defined as the difference between men's and women's annual salaries as a percentage of men's salaries.
- 2 ACAS and GEO [advice](#) states that partners should not be included in pay gap reporting as 'partners are not "paid", but instead take a share of profits, which is not directly comparable to employees pay'.
- 3 Factors included in the regression were identified through past wage decomposition analysis.

Women continued to earn less than men at assistant / associate level, although the gender pay gap was at its narrowest

- In 2016 the median salary of assistant/associate solicitors was £47,000 – an increase of 6.8% on the previous year and a 11.8% increase on 2000 in real terms. Fluctuations in salaries from year to year are not unusual, particularly as a non-panel approach to sampling is used, comparisons over a longer timeframe are informative
- Compared to 2015, women assistant/associates' median salary in 2016 increased by 6.4% compared to a 1.4% increase in men's median salary (adjusted figures).
- A quarter of salaries were £36,000 or less and a quarter were £71,000 or more. A slightly higher proportion of women (27%) than men (23%) had salaries in the lower quartile - however this difference was not statistically significant.
- Lower quartile salaries for women increased by 11.7% on 2015 figures, compared to a 2.1% increase in the value of lower quartile salaries for men.
- The gender pay gap based on median salaries of assistant/associates was 6.3% (or, 4.4% based on the mean), lower than the median of 10.6% reported in 2015, and the 16.9% found in 2000.
- Median salaries were higher for assistant / associates in London firms (£73,000) compared to those located elsewhere (£43,000).
- The gender pay gap for this grade, based on median salaries, was narrower for solicitors based in London (4%) compared to elsewhere (7%).

Assistant/associate salaries 2000-2016 (Real terms, 2015 prices)



	2000	2001	2002	2003	2004	2005	2006*	2007	2008	2009	2010*	2011	2012	2013	2014	2015	2016
Men (median)	42,641	56,495	56,146	63,576	61,438	58,899		55,012	59,032	48,499		48,180	49,948	50,761	50,000	47,000	47,666
Women (median)	35,420	39,469	42,953	52,980	44,444	51,216		47,126	53,129	42,725		38,544	41,623	38,579	40,000	42,000	44,687

Law Society, PC Holder Survey 2000-2016

*No salary data is available in 2006 and 2010.

Sample sizes vary, minimum total 225 (2011) to maximum 669 (2009). Average sample for men was 168, average sample size for women was 195.

Samples sizes at senior levels prohibit robust analysis. Here we compare individuals within a similar role – accepting that the title of 'assistant/associate solicitor' can cover a wide range of roles and responsibilities within private practice.

Prior to 2014 a random approach was taken in sample selection, from 2014 a proportionate (gender/ethnicity) random sampling approach was employed.

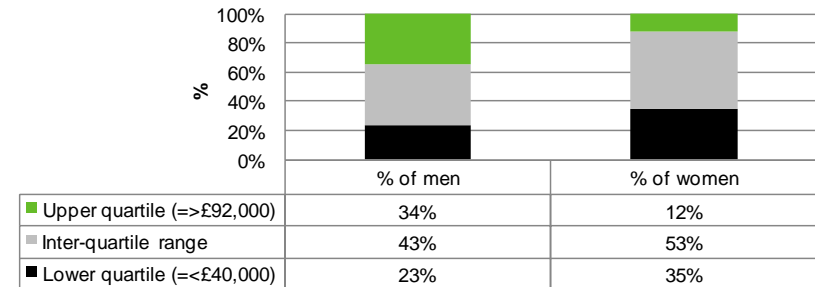
Table 1. Private Practice salaries: by gender and grade

Grade		Male £ p.a	Female £ p.a	All £ p.a
Assistant / Associate	Lower quartile	37,000	36,000	36,000
	Mean	58,042	55,500	56,705
	Median	48,000	45,000	47,000
	Upper quartile	73,000	70,000	71,000
	Valid n	158	164	322
Equity Partner	Lower quartile	60,000	40,000	50,000
	Mean	245,638	85,302	205,926
	Median	120,000	50,000	97,000
	Upper quartile	260,000	90,000	200,000
	Valid n	91	32	123
Salaried partners	Lower quartile	58,000	48,000	50,000
	Mean	126,687	68,828	111,938
	Median	70,000	57,000	65,000
	Upper quartile	135,000	75,000	95,000
	Valid n	48	17	65
All grades	Lower quartile	42,000	36,000	40,000
	Mean	133,107	61,236	103,173
	Median	68,500	48,000	60,000
	Upper quartile	120,000	72,500	92,000
	Valid n	297	213	510

Across all grades, a smaller proportion of women's salaries (12%) were in the upper quartile earnings compared to men's salaries (34%)

- Gender pay gap analysis seeks to assist discussion and action around any differences in opportunity for men and women. By excluding partners out of gender pay gap analysis, we fail to address differences at the most senior level of the profession – the equivalent of excluding board members in non-partner based organisations.
- The gender pay gap across private practice solicitors (assistant/associates, equity and salaried partners) was 30% - using the median, or 54% using the mean.
- The gender pay gaps for those at partnership level were wider, likely a reflection of women partners being better represented in smaller firms. 53% of women partners in the sample worked in small firms compared to 29% of men partners.
- Across combined grades (including partners), a higher proportion of women (35%) were in the lower quartile of salaries, £40,000 or less, compared to 23% of men.
- Correspondingly, a higher proportion of men (34%) had salaries in the upper quartile, of £92,000 or more compared to 12% of women. Within the upper-quartile group – women were predominately assistant/associates (61%), whereas 81% of men in this group were working at partner level.
- This is likely to be a reflection of seniority – men are more likely than women, both within the sample and within the private practice population, to be working at partnership level. In 2016, 41.7% of men in private practice were at partner equivalent level, compared to 18.8% of women¹.

Proportion of men and women with salaries in the lower and upper quartiles 2016 (n=510)



	Male £ p.a	Female £ p.a	Difference (£)	Difference as a %
Equity partner				
Mean	245,638	85,302	£160,336	65%
Median	120,000	50,000	£70,000	58%
Unweighted count	91	32		
Salaried partner				
Mean	126,687	68,828	£57,859	46%
Median	78,000	70,000	£8,000	10%
Unweighted count	48	17		

1: Annual Statistics Report 2016, June 2017.



Table 2a. Private Practice salaries: all grades by size of firm (partner count)

* Calculations based on very small samples (less than 10 individuals) are suppressed due to the likelihood that these results are misleading.

		Sole £ p.a	2-4 partners £ p.a	5-10 partners £ p.a	11-25 partners £ p.a	26-80 Partners £ p.a	81+ Partners £ p.a	All £ p.a
Assistant/associate								
	Percentile 25	28,000	31,000	34,500	34,000	43,000	55,000	36,000
	Mean	36,212	40,900	45,807	45,855	60,752	73,095	56,242
	Median	37,000	36,000	40,000	45,000	50,500	71,000	47,000
	Percentile 75	45,000	45,000	46,000	53,000	78,500	88,000	71,000
	Unweighted Count	19	57	44	30	57	110	317
Equity partner								
	Percentile 25	30,000	40,000	45,000	125,000	90,000	220,000	50,000
	Mean	49,341	81,110	138,966	334,471	152,642	498,394	207,229
	Median	50,000	50,000	92,500	150,000	115,000	400,000	100,000
	Percentile 75	65,820	85,000	170,000	220,000	160,000	725,000	200,000
	Unweighted Count	17	34	19	13	15	24	122
Salaried partner								
	Percentile 25	-	36,000	46,000	45,000	85,000	90,000	48,000
	Mean	-	49,078	84,953	86,226	155,097	158,134	111,938
	Median	-	40,000	70,000	60,000	109,000	150,000	75,000
	Percentile 75	-	70,000	70,000	76,000	125,000	200,000	125,000
	Unweighted Count	5	11	10	13	11	15	65
All grades								
	Percentile 25	29,000	32,000	36,000	40,000	47,000	65,000	40,000
	Mean	54,528	55,928	77,132	128,912	92,937	160,491	103,461
	Median	42,000	40,000	45,000	55,000	70,000	83,000	60,000
	Percentile 75	50,000	57,500	70,000	100,000	104,000	145,000	92,000
	Unweighted Count	41	102	73	56	83	149	504

Table 2b. Private Practice salaries: by size of firm, gender and private practice grade*

* Estimates in the table are based on very small samples (less than 10 individuals) are suppressed due to the likelihood that these results are misleading.

Grade	Small (1-4 partners)			Medium (5-10 partners)			Large (26+ partners)		
	Male £ p.a	Female £ p.a	All £ p.a	Male £ p.a	Female £ p.a	All £ p.a	Male £ p.a	Female £ p.a	All £ p.a
Assistant / Associates									
Lower quartile	29,000	32,000	30,000	38,000	32,000	34,500	48,000	44,500	46,000
Mean	40,163	39,076	39,737	49,500	43,090	45,826	66,221	70,467	68,887
Median	37,500	36,000	36,500	46,000	37,000	40,000	69,000	65,000	66,000
Upper quartile	44,000	45,000	45,000	60,000	45,000	50,000	84,500	80,000	83,000
Valid n	47	29	76	32	42	74	78	89	168
Equity Partner									
Lower quartile	39,000	30,000	35,000	96,000	-	86,000	125,000	-	115,000
Mean	80,000	53,434	70,782	252,235	-	219,465	389,429	-	368,112
Median	60,000	47,500	50,000	140,000	-	125,000	260,000	-	250,000
Upper quartile	75,000	70,000	75,000	200,00	-	175,000	500,000	-	500,000
Valid n	32	19	51	25	7	32	34	5	39
Salaried Partner									
Lower quartile	36,000	-	36,000	46,000	-	45,000	90,000	-	85,000
Mean	92,491	-	75,909	93,333	-	85,683	169,520	-	156,825
Median	48,000	-	46,000	60,000	-	60,000	130,000	-	120,000
Upper quartile	80,000	-	80,000	75,000	-	75,000	200,000	-	180,000
Valid n	10	6	16	17	6	23	21	5	26

Table 3a. Private Practice salaries: by detailed location and grade*

	London £ p.a	East Midlands £ p.a	Wales £ p.a	Yorkshire and The Humber £ p.a	West Midlands £ p.a	North East £ p.a	South East £ p.a	North West £ p.a	South West £ p.a	Eastern £ p.a	Total £ p.a	
Assistant/associate												
Percentile 25	48,000	35,000	-	32,000	36,000	-	36,000	35,000	35,000	35,000	36,000	
Mean	74,826	39,298	-	41,160	43,166	-	46,308	44,008	45,284	45,877	57,705	
Median	73,000	42,000	-	36,000	40,500	-	45,000	40,000	42,000	45,000	47,000	
Percentile 75	90,000	46,000	-	50,000	47,000	-	60,000	48,500	55,000	55,000	71,000	
Unweighted count			6	32	18	5	26	42	24	21	322	
All grades												
Percentile 25	55,000	35,750	27,000	34,000	36,000	42,000	38,000	36,000	36,000	40,000	40,000	
Mean	160,204	50,628	35,054	103,015	50,518	69,405	60,742	61,320	61,454	72,521	103,173	
Median	80,000	43,000	40,000	45,000	43,000	50,000	48,000	45,000	45,000	50,500	60,000	
Percentile 75	140,000	72,000	45,000	97,000	60,000	92,500	70,000	70,000	75,000	95,000	92,000	
Unweighted Count	203	16	10	51	32	11	51	61	41	34	510	

* Medians based on very small samples (less than 10 individuals) are suppressed due to the likelihood that these results are misleading.

Table 3b. Private Practice salaries: by broad location and grade

Grade		Midlands & Wales £ p.a	Greater London £ p.a	North £ p.a	South £ p.a	All £ p.a
Assistant / Associate	Lower quartile	35,000	48,000	32,000	36,000	36,000
	Mean	42,768	74,826	47,710	45,823	57,705
	Median	42,000	73,000	39,000	42,500	47,000
	Upper quartile	50,000	90,000	48,500	55,000	71,000
	Valid n	55	138	79	50	322
Equity Partner	Lower quartile	40,000	85,000	65,000	45,000	50,000
	Mean	71,022	371,672	186,463	85,022	205,926
	Median	70,000	230,000	100,000	72,000	97,000
	Upper quartile	100,000	500,000	200,000	115,000	200,000
	Valid n	29	45	24	25	123
Salaried Partner	Lower quartile	-	70,000	62,000	40,000	48,000
	Mean	-	200,051	79,361	65,441	111,938
	Median	-	165,000	78,000	70,000	75,000
	Upper quartile	-	300,000	100,000	75,000	125,000
	Valid n	8	20	20	17	65
All grades	Lower quartile	36,000	55,000	35,000	36,000	40,000
	Mean	57,131	160,204	79,489	61,057	103,172
	Median	45,000	80,000	46,000	48,000	60,000
	Upper quartile	60,000	140,000	80,000	70,000	92,000
	Valid n	92	203	123	92	510

Table 4. Salaries of salaried partners, by years of post qualification experience (PQE)*

	1 to 4 £ p.a	5 to 8 £ p.a	9 to 15 £ p.a	16 plus £ p.a	All levels £ p.a
Lower quartile	-	-	48,000	70,000	48,000
Mean			134,209	114,144	111,938
Median	-	-	70,000	80,000	77,000
Upper quartile	-	-	200,000	120,000	125,000
Valid n	3	7	17	38	65

* Estimates in the table based on very small samples (less than 10 individuals) are suppressed due to the likelihood that these results are misleading.

Table 5. Salaries of assistant/associate solicitors, by years of post-qualification experience (PQE)

	0 years PQE £ p.a	1 year PQE £ p.a	2 years PQE £ p.a	3-4 years PQE £ p.a	5-10 years PQE £ p.a	11-15 years PQE £ p.a	16-20 years PQE £ p.a	21+ years PQE £ p.a	All PQE £ p.a
Lower quartile	36,000	33,750	34,000	35,000	42,000	36,000	-	35,750	36,000
Mean	51,673	49,921	54,739	55,587	63,136	63,317	-	47,159	56,769
Median	56,000	45,000	42,000	45,000	53,000	46,000	-	44,000	47,000
Upper quartile	66,000	70,000	72,000	75,000	81,000	74,000	-	55,000	71,000
Valid n	23	33	37	69	99	31	9	20	321

PQE was missing for one individual

Table 6. Private Practice salaries: by grade and tenure with current firm*

*Calculations based on very small samples (less than 10 individuals) are suppressed due to the likelihood that these results are misleading.

		0-1 years £ p.a	2 to 3 years £ p.a	4 to 5 years £ p.a	6 to 10 years £ p.a	11 to 20 years £ p.a	21 plus years £ p.a	All £ p.a
Assistant / Associate	Lower quartile	36,000	36,000	40,000	40,000	-	.	36,000
	Mean	54,932	52,053	66,478	63,973	-	.	56,705
	Median	45,000	45,000	66,000	52,000	-	.	47,000
	Upper quartile	68,000	66,000	84,500	80,000	-	.	71,000
	Valid n	125	105	46	39	7	0	322
Equity Partner	Lower quartile	24,000	48,000	80,000	50,000	50,000	60,000	50,000
	Mean	226,930	185,142	118,333	220,013	218,755	269,319	205,926
	Median	97,000	95,000	115,000	110,000	89,000	90,000	97,000
	Upper quartile	380,000	280,000	136,000	230,000	175,000	120,000	200,000
	Valid n	16	20	17	42	17	11	123
Salaried Partner	Lower quartile	46,000	40,000	-	60,000	-	-	48,000
	Mean	168,902	80,090	-	105,125	-	-	111,938
	Median	72,000	70,000	-	90,000	-	-	75,000
	Upper quartile	375,000	81,500	-	150,000	-	-	125,000
	Valid n	11	19	8	20	5	2	65
All grades	Lower quartile	36,000	36,000	45,000	45,000	48,500	60,000	40,000
	Mean	82,857	75,851	92,304	141,279	155,897	235,095	173
	Median	47,000	48,000	80,000	76,000	65,000	72,000	60,000
	Upper quartile	74,000	75,000	100,000	147,000	100,000	115,000	92,000
	Valid n	152	144	71	101	29	13	510

Table 7. Private Practice salaries: by grade and area of specialism*

Specialist solicitors are those working in an area and with 50%+ fee earning time on that area

		Assistant / associates £ p.a	Equity partner £ p.a	Salaried partner £ p.a	All grades £ p.a
Business and commercial affairs					
Non-specialist	Median	45,000	65,000	-	50,000
	Valid n	34	16	9	78
Specialist	Median	70,000	175,000	140,000	83,000
	Valid n	115	46	15	176
Commercial property					
Non-specialist	Median	50,500	60,000	-	49,500
	Valid n	26	16	8	50
Specialist	Median	60,000	96,000	-	70,000
	Valid n	36	13	11	60
Crime					
Non-specialist	Median	-	-	-	50,000
	Valid n	4	4	2	10
Specialist	Median	42,500	-	-	45,000
	Valid n	11	7	4	22
Employment					
Non-specialist	Median	-	-	-	55,000
	Valid n	8	9	1	18
Specialist	Median	42,500	-	-	45,000
	Valid n	29	3	3	35

* Figures based on very small samples (less than 10 individuals) are suppressed due to the likelihood that these results are misleading.

Table 7 cont. Private Practice salaries: by grade and area of specialism

Specialist solicitors are those working in an area and with 50%+ fee earning time on that area

		Assistant / associates £ p.a	Equity partner £ p.a	Salaried partner £ p.a	All grades £ p.a
Family					
Non-specialist	Median	-	-	-	30,000
	Valid n	8	5	3	16
Specialist	Median	40,000	80,000	-	48,000
	Valid n	14	10	4	28
Probate, wills and trusts					
Non-specialist	Median	35,000	47,000	-	40,000
	Valid n	13	13	2	28
Specialist	Median	35,000	-	-	43,000
	Valid n	192	8	3	30
Residential conveyancing					
Non-specialist	Median	45,000	-	-	50,000
	Valid n	18	9	7	34
Specialist	Median	35,000	47,500	-	40,000
	Valid n	13	15	6	34
Personal injury					
Non-specialist	Median	-	-	-	-
	Valid n	5	1	1	7
Specialist	Median	40,000	-	-	45,000
	Valid n	33	5	4	42

* Medians based on very small samples (less than 10 individuals) are suppressed due to the likelihood that these results are misleading.

Table 8. Private Practice salaries: by grade and whether or not any legal aid work is undertaken

		No legally-aided private clients £ p.a	Legally-aided private clients £ p.a	All £ p.a
Assistant / Associate	Lower quartile	38,000	32,000	36,000
	Mean	58,726	39,802	56,705
	Median	50,000	36,500	47,000
	Upper quartile	74,000	48,000	71,000
	Valid n	289	33	322
Equity Partner	Lower quartile	50,000	39,000	50,000
	Mean	224,089	84,069	205,926
	Median	100,000	72,000	97,000
	Upper quartile	220,000	100,000	200,000
	Valid n	107	16	123
Salaried Partner	Lower quartile	49,500	-	48,000
	Mean	118,662	-	111,938
	Median	80,000	-	75,000
	Upper quartile	140,000	-	125,000
	Valid n	58	7	65
All grades	Lower quartile	40,000	35,000	40,000
	Mean	109,274	55,408	103,173
	Median	62,000	40,500	60,000
	Upper quartile	97,000	62,000	92,000
	Valid n	454	56	510



Table 9. Private Practice salaries: by the proportion of fee-earning time spent with legal aid clients

	1-25% FET £ p.a	25-50% FET £ p.a	51-75% FET £ p.a	76-100% FET £ p.a	All £ p.a
Lower quartile	40,000	-	-	30,000	35,000
Mean	75,226	-	-	41,670	54,327
Median	60,000	-	-	36,000	40,500
Upper quartile	78,000	-	-	48,500	60,000
Valid n	18	8	5	32	50

* Figures based on very small samples (less than 10 individuals) are suppressed due to the likelihood that these results are misleading.



Around two-fifths of private practitioners had received a bonus in the past financial year

- Of the 396 private practice⁴ respondents at assistant/associate or salaried partner level 42% reported receiving a bonus in the last financial year. A similar proportion of men (44%) and women (41%) reported receiving a bonus.
- Over half (53%) of solicitors working in large firms (26+ partners) reported receiving a bonus compared to around one-quarter (24%) of those working in small, 1-4 partner firms and just over one-third (36%) of those working in medium sized firms (5-25 partners).
- The median financial bonus was £5,000 (mean £8,054). Based on the median, the gender bonus gap⁵ was 30%, based on the mean, 40%.
- The value of bonuses increased as size of firm increased, from a median of £2,600 in small firms to £5,000 in the larger practices.

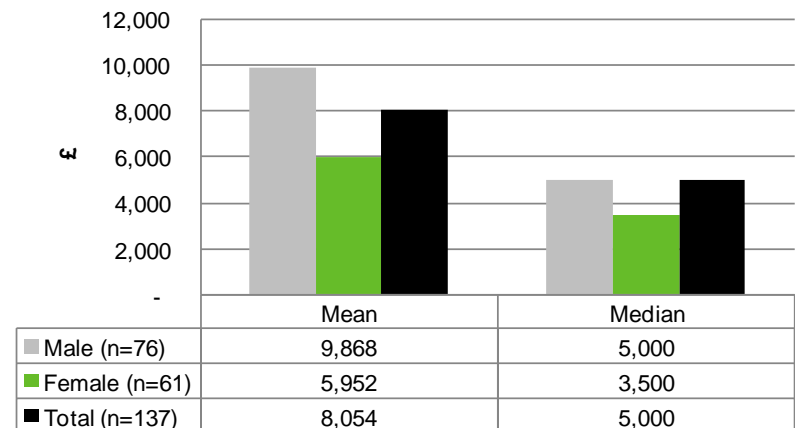
⁴ Working full –time, on a permanent contract. Includes those not providing annual earnings data. Not all respondents reporting a bonus, provided the value of the bonus.

⁵ This is defined as the difference between men's and women's bonuses as a percentage of men's bonus.

Table 10: Value of bonus, by size of firm (2016)

	Small (1-4 partners) £	Medium (5-25 partners) £	Large (26+ partners) £	All £
Percentile 25	1,875	1,500	3,000	2,000
Mean	6,796	6,675	8,788	8,029
Median	2,600	3,500	5,000	5,000
Percentile 75	6,500	10,000	11,000	10,000
Unweighted Count	20	28	87	135

Average value of bonuses, by gender (2016)



Around one-quarter of women in private practice worked on part-time contracts, compared to just 5% of men

- 15% of private practitioners worked part-time in 2016 .
- The proportion of women working part-time did not vary significantly by size of firm. The difference between the proportions of men working part-time at the smallest and largest firms was statistically significant – with 10% of men working in small firms (1-4 partners) working to part-time contracts compared to just 2% of men working in the 26+ partner firms.
- Men’s part-time salaries on average were higher than women’s part-time earnings, likely due to a larger proportion of men being at partner level compared to women.
- Those working on a part-time basis were significantly less likely to report having received a bonus in the last financial year compared to those on full-time contracts (28% compared to 42%).
- The median value of bonuses of those on part-time contracts was £3,500 based on the median and £6,728 based on the mean. Cell counts were too small to support analysis of bonus value by gender for part-time workers.

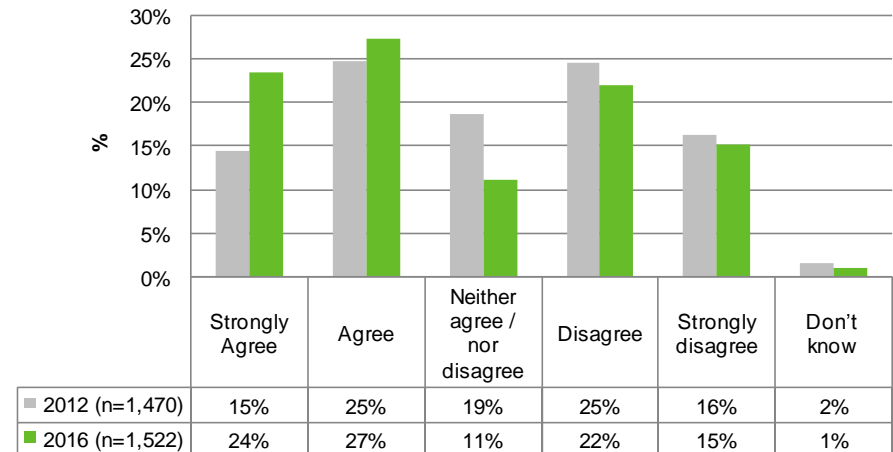
Table 11:Part-time earnings, by gender (2016)

	Male £ p.a	Female £ p.a	All £ p.a
Percentile 25	-	26,800	26,800
Mean	-	47,348	49,886
Median	-	35,000	35,000
Percentile 75	-	50,000	53,000
Unweighted Count	8	66	74

Across all PC holders, views on the transparency of pay and reward structures had improved on 2012 figures

- In 2016, around half (51%) of all PC holders (including those working in private practice, in government and other in-house roles) agreed or strongly agreed with the statement ‘the pay and reward structures in my organisation are transparent’. This represents an increase on the 40% reported in 2012.
- The largest improvement in perceived transparency is in private practice – in 2012, 37% of private practitioners reported transparency compared to 51% of those surveyed in 2016.
- In both 2012 and 2016 a higher proportion of solicitors working in government reported pay and reward structures were transparent – 73.6% and 73.8% respectively. A marginal increase from 37% in 2012 to 40% in 2016 was reported by those in other in-house positions.
- Within private practice, a higher proportion of PC holders within small (1-4 partner) firms (61%) considered pay and reward structures to be transparent, compared to 47% of those working in large (26+ partner firms) firms.

Transparency of pay and reward structures (2012 and 2016)





Gender pay gap reporting

From April 2018 organisations with 250 or more employees will have to report and publish on the following information on or before 4 April each year.

Measures to be reported and published ⁶

- ✓ mean gender pay gap in hourly pay ⁷
- ✓ median gender pay gap in hourly pay
- ✓ mean bonus gender pay gap
- ✓ median bonus gender pay gap
- ✓ proportion of males and females receiving a bonus payment
- ✓ proportion of males and females in each pay quartile

Alongside the metrics, employers are required to provide a supporting statement and a narrative to give the organisation’s view of why the gender pay gap is present and what the organisation intends to do about it.

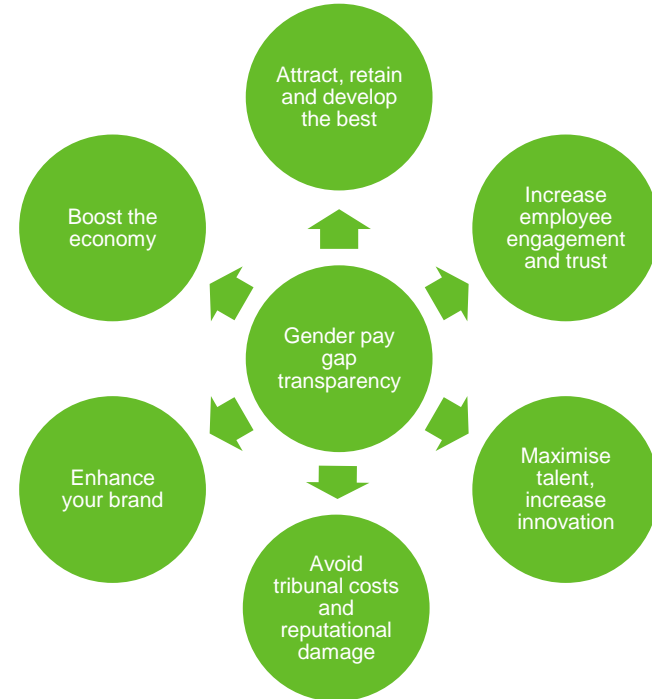
Actions might include a review of

- ❖ Bonus schemes
- ❖ Recruitment processes
- ❖ Career development opportunities.

⁶ <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

⁷ The requirement to report on hourly pay means that employers can report on both full-time and part –time employees together.

The business case for gender pay gap reporting



Source: [The business case for reporting your gender pay gap, Business in the Community](#), The Prince’s Responsible Business Network, (last accessed 20.07.2017)

Further information:

[Managing gender pay gap reporting](#) (ACAS, GEO)
[ACAS](#)

Guidance on [equal pay](#) can be found on the Law Society’s website.



Approach

The data

- During June and July 2016, telephone interviews were conducted with 1,528 Practising Certificate holders in England and Wales. Interviews were conducted on behalf of the Law Society by PCP Marketing Ltd, an independent research agency.
- The sample of 1,528 individuals spread across private practice, government and the in-house sector (selected on the basis of stratified random sampling).
- Analysis in this report is based on the 510 individuals from the sample who worked in private practice (assistant/associates, equity or salaried partners); provided full salary data, worked full-time (self-reported); and were either on a permanent contract or at partner (or partner equivalent) level.
- Average earnings reported in this factsheet are higher than the £41,855 (median) or £48,494 (mean) reported for solicitors in the Office for National Statistics (ONS) Annual Survey of Hours and Earnings (2016 Provisional [Table14.7a](#) (Full Time / Row 118)). ONS figures represent an average for all solicitors, not just those in private practice and exclude the self-employed (equity partners). The ONS reports an annual percentage change of 5.4% since 2015 based on the median value or 4.9% based on the mean.
- No direct comparisons can be made to the national gender pay gap 2016 (9.4%) reported by the ONS as this gap is based on differences in median hourly earnings of employees working 30 hours or more (full-time). The gender pay gap reported to the ONS by solicitor employees (non-partners) is 12% based on the median and 18% based on the mean with caveats around cell sizes used to estimate averages.

Presentation of the data

- Average salaries are reported as medians and quartiles. The median divides an ordered set of responses into two equal halves: one half of respondents will have earnings below the median, and one half will have earnings above it. In the tables the two halves are further divided into quartiles: 25% of earnings are below the lower quartile, and 25% will be earnings above the upper quartile. From 2016, the arithmetic mean is also provided to reflect the requirement to refer to the mean in any gender pay gap reporting.
- All of the collected data used to generate the tables has been weighted by gender and post qualification experience so that the analysed sample more closely represents the population from which it was drawn, based on these factors.
- The sample sizes given in each table are unweighted and so give the actual number of observations in the sample falling into each cell of each table. For context, the confidence interval for percentage results across all private practitioners providing earnings data is plus or minus 4.32%. The smaller the unweighted cell size, the larger the confidence intervals associated with the estimate.
- 'n' represents the valid number of observations. Very low sample sizes (<10) have been removed from reporting, low sample sizes (<25), should be treated with caution. Low sample sizes make some comparisons over time, at individual cell level, unreliable.
- For comments or queries on the report, please contact joanne.cox@lawsociety.org.uk (020 7320 5892)