

Charles Russell Speechlys Gender and Ethnicity Pay Report

September 2021



Introduction

“In this extraordinary year of COVID, we have learnt the benefit of data. It has marked terrible milestones, driven hard decisions but has also prompted innovation and collaboration.

We continue to collect, analyse and report our data (including partners) to produce both gender and ethnicity pay gap reports. We believe that equivalent roles across the firm are rewarded equally but we do acknowledge there are areas where there remains an under-representation which impacts on our pay gap report. This is an area of focus for us and is a key part of the Firm’s business strategy.

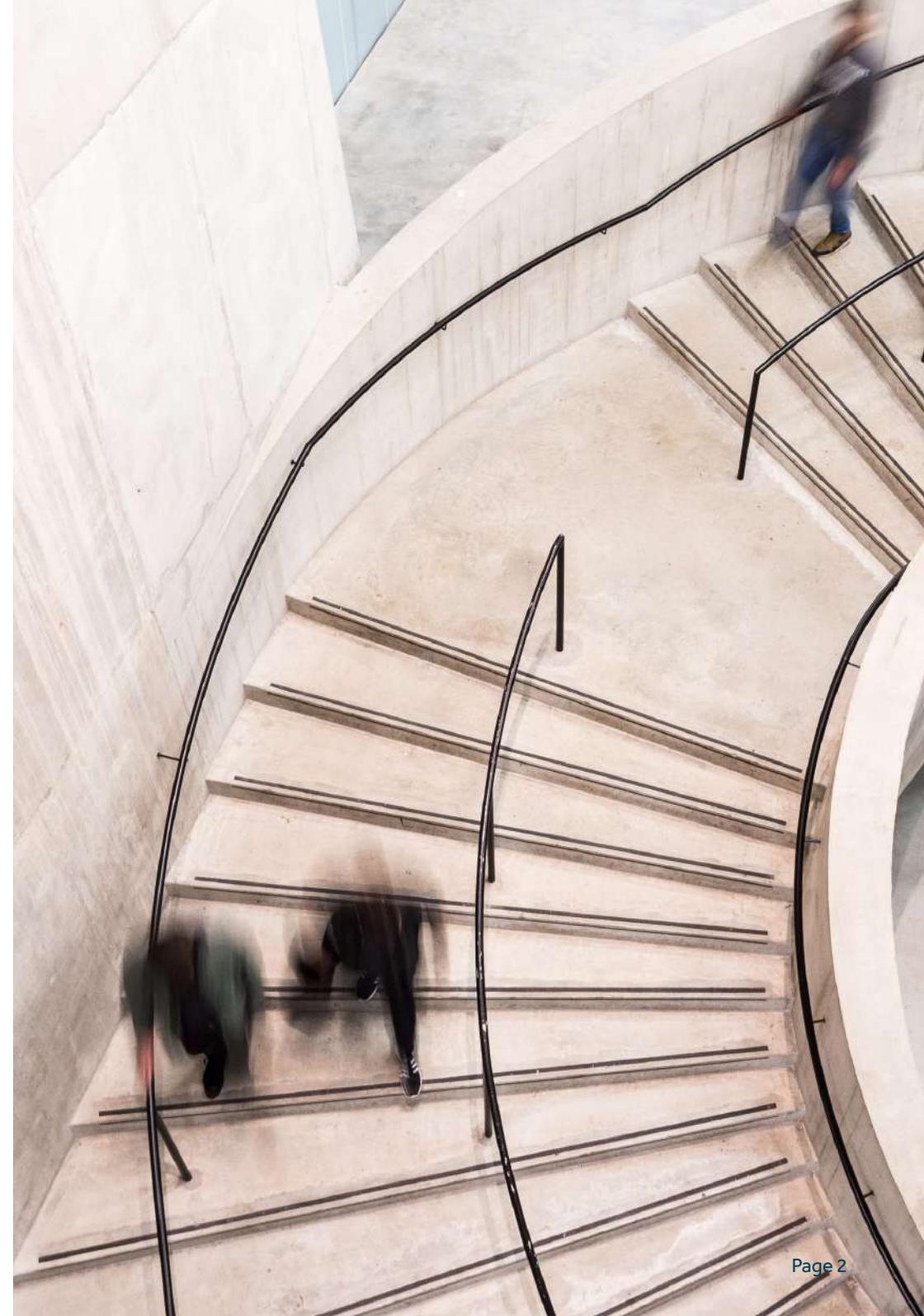
Charles Russell Speechlys continues to innovate and collaborate to develop the diversity of its workforce and our data and people insights will continue to help to set our gender and diversity strategy to actively promote equal opportunities in an inclusive and supportive work environment.”



Sarah Anticoni
Partner



David Green
Director of Human Resources &
Senior Counsel



Our data (including partners)

Pay gap

The difference between men and women

HOURLY RATE OF PAY	MEAN	MEDIAN
Partners and employees*	50.3%	41.0%
Employees only	16.4%	33.7%
Partners only	26.0%	34.9%

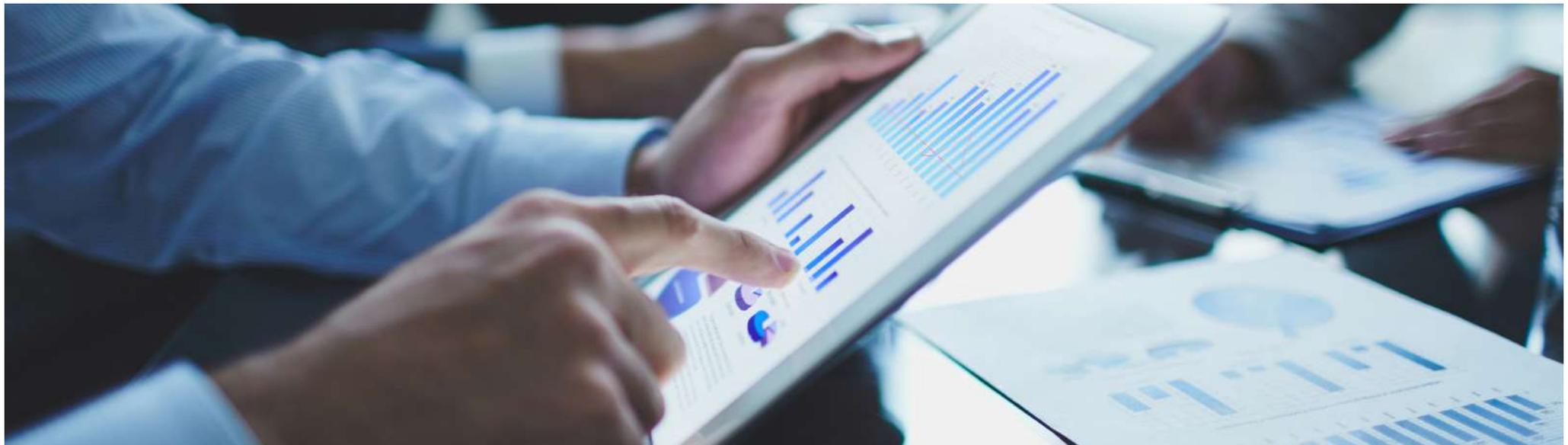
*The way our partners are remunerated is different from our employees. In order to compare hourly rates we have calculated the hourly rate for partners based on their full-time equivalent earnings for the 2019/20 financial year.

Our data (mandatory publication requirements)

Pay gap (employees only)

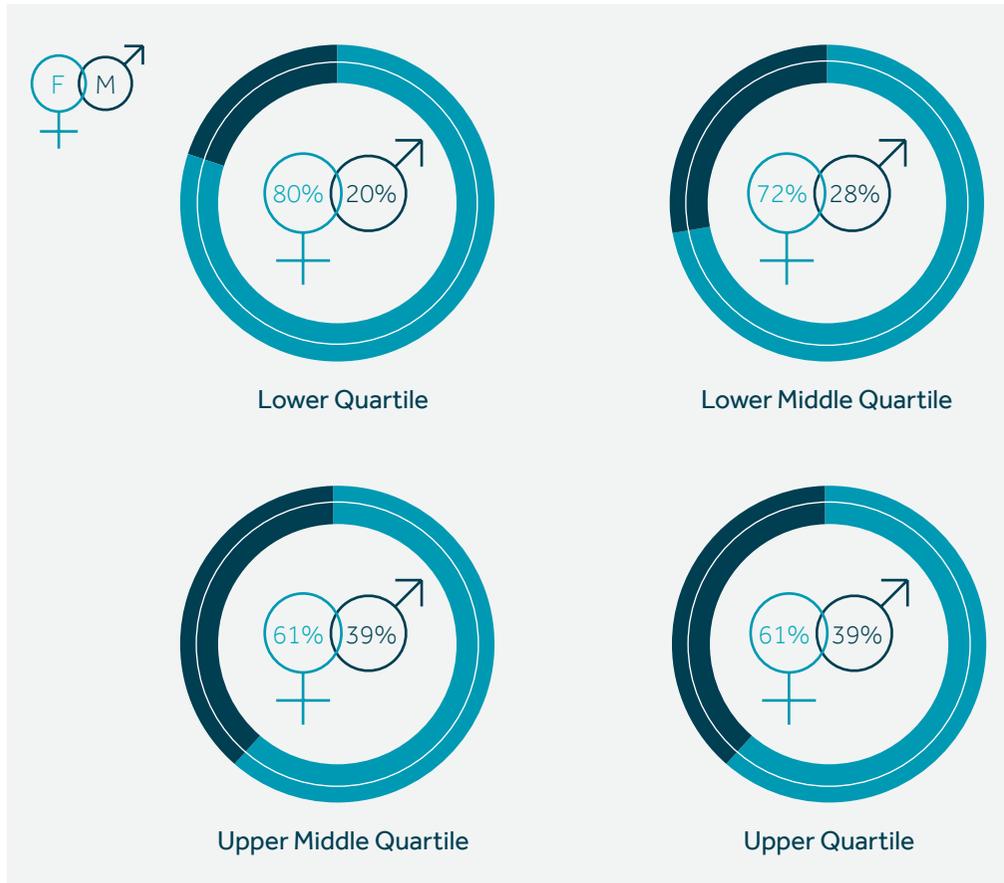
The difference between men and women

	MEAN	MEDIAN
Hourly Rate of Pay	16.4%	33.7%
Bonus	50.4%	58.3%



Pay Quartiles (Employees Only)

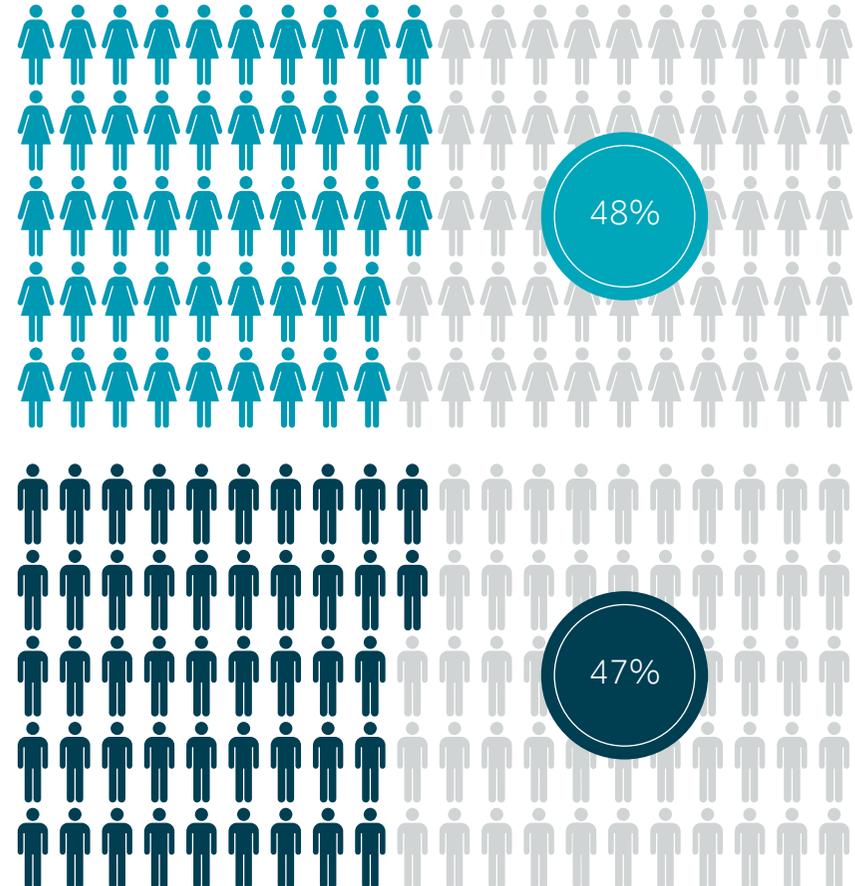
The quartiles split our employees into four equal groups ranked from the highest to lowest rate of pay and show the relative percentage of each gender in those groups.



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Our data (mandatory publication requirements)

Proportion of women and men awarded a bonus in 2019/20



Why we have a gender pay gap

- As in previous years, the primary cause of our gender pay gap remains the demographics of our firm. Women make up 63% of the firm (including partners) and hold 76% of secretarial/business support roles which, on average, are paid less in comparison to lawyers. We remain confident our people are paid equally for doing equivalent roles across the firm, irrespective of gender. This is supported by further analysis of our data - if we break down the data into specific employee groups the pay gap reduces significantly and, in some cases, reverses in favour of women, as shown in the table below:

ROLE	MEAN DIFFERENCE IN HOURLY RATE OF PAY
Trainee Solicitors	-0.8%
Associate	0.3%
Senior Associate	2.6%
Legal Director	7.3%
Fixed Share Equity Partner	-1.2%
Full Equity Partner	13.0%

- Another reason for our gender pay gap is that we have a higher proportion of women in our regional UK offices. Salaries outside of London are generally lower due to market forces which has an impact on our gender pay gap as a firm.
- As our bonus awards are proportionate to salary it follows that as we have a pay gap we will also have a bonus gap.
- A significant proportion of our workforce (c. 17%) work part time. Bonuses are reported on the amount paid, not as full time equivalent. As bonuses are a proportion of salary the fact that 92% of people with part time working arrangements are women is a significant contributor to our bonus pay gap.

What has changed?

- Our mean and median pay gap figures have remained largely unchanged across both employees and Partners. Each year we expect these figures to fluctuate slightly due to changes in these populations due to turnover, promotions etc.
- The proportion of women receiving a bonus increased this year, overtaking the proportion of men. However, our mean and median bonus gap figures have increased. This increase is largely due to some historic bonus arrangements, something that we will continue to keep under review.

Ethnicity pay gap

In line with our commitment to the promotion of equal opportunities this year we are again voluntarily reporting our ethnicity pay gap data. We have calculated these figures using the same principles used to calculate our gender pay figures.

Our ethnicity pay reporting relies on individuals voluntarily disclosing their ethnicity data and those who have chosen not to disclose their data cannot be included in these pay calculations. 92% of people included in our gender pay gap reporting have voluntarily disclosed their ethnicity, of which 15% identify as being from an ethnic minority.

Our data

The difference between those who have identified as ethnic minority and non-ethnic minority.

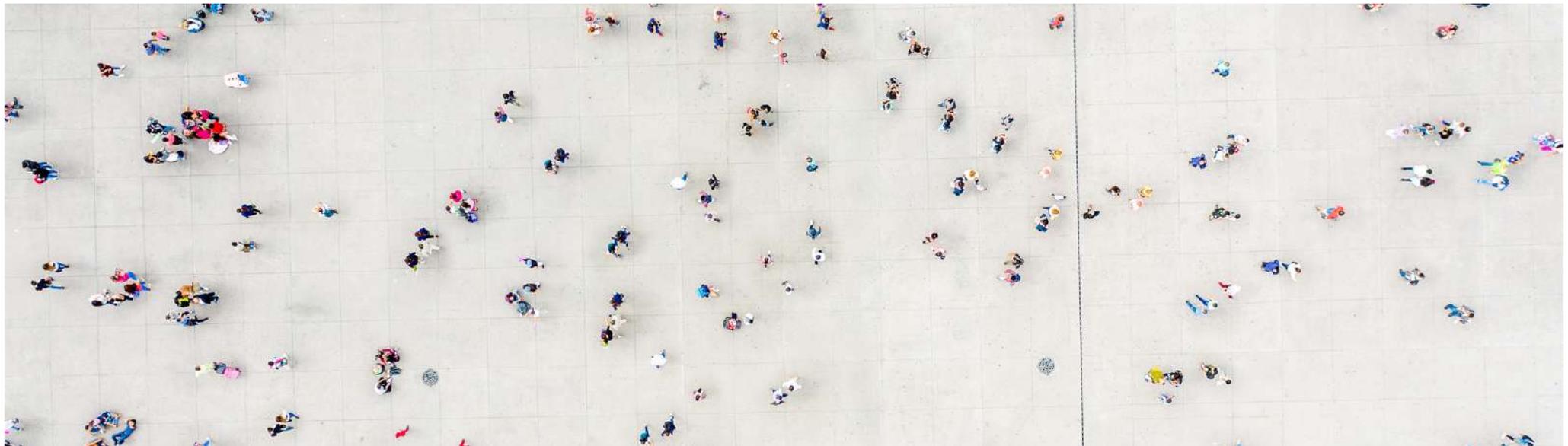
HOURLY RATE OF PAY	MEAN	MEDIAN
Partners and employees*	38.5%	35.2%
Employees only	18.7%	18.1%
Partners only	34.8%	34.1%

*The way our partners are remunerated is different from our employees. In order to compare hourly rates we have calculated the hourly rate for partners based on their full-time equivalent earnings for the 2019/20 financial year.

Why we have an ethnicity pay gap

Our ethnicity pay gap is impacted by the fact that our ethnic minority population is relatively small, meaning that it can have a disproportionate and significant impact on our pay gap figures. In a similar way to our gender pay gap analysis, if we break down our ethnicity pay gap data into specific employee groups the pay gap reduces in most cases, as shown in the table below:

ROLE	MEAN DIFFERENCE IN HOURLY RATE OF PAY
Trainee Solicitors	-19.0%*
Associate	-6.1%
Partners	34.8%



Think long – our plan for the future

As a people centred business we are committed to recruiting and developing a diverse workforce and to providing an inclusive environment in which everyone can flourish and reach their full potential. Our diversity and inclusion strategy is constantly evolving to support that commitment and drive change.

- Our drive to increase the female talent in Partnership and leadership roles continues with a new Achieving Balance Leadership Group, made up of Partners and Senior Leaders from across the Firm, focussed on reviewing the strategy and progress to date, with a view to identifying the next steps in our longer term strategy to drive meaningful change.
- We are committed to better understand how racial inequality might manifest in the workplace and in other areas of the business, the legal profession, and more broadly in society. We formed a Race Action Leadership Group, made up of Partners and Senior Leaders from across the Firm, to lead on this review and appointed an external consultant to engage with us to better inform our strategy and actions both internally but also more broadly into the legal profession and more widely in society.
- We are focussed on broadening entry into the legal profession and are engaging with relevant programmes and initiatives to achieve that. Our Career Start Talent Pipeline Programme, launched in our London office, is now being extended to our regional offices. This social mobility programme looks to provide support and guidance over a five year period to Year 12 students who are from a low income background or who are the first generation to go to University. We are also one of 15 law firms who have signed up to collaborate with the Social Mobility Pledge on the Levelling Up programme and we have also signed up to the 10,000 BlackIntern initiative. Our legal apprenticeship programme is in its fourth year and we will see our first cohort qualify as solicitors in 2023.
- This year saw the launch of our CRS Business School which offers various structured development programmes and courses, to support personal growth plans, provide individual and team coaching and includes focussed development programmes for our female talent and future leaders.

- We recognise the importance of supporting our working parents and those with caring responsibilities. Our policies, processes and benefits are regularly reviewed to ensure they are inclusive and support the changing needs of our staff and Partners. Last year we introduced family friendly coaching for senior fee earners and resources staff taking family friendly leave; to support their transition before, during and post leave. We recently doubled the family friendly and carers leave days to support our staff through the recent lockdown challenges.
- We have engaged with an allyship theme across the year raising awareness and incorporating the different ways we can, and should, be proactive allies to support colleagues, clients and friends from under-represented groups.
- Our mental health and general wellbeing continues to be a consistent focus and we introduced mental wellbeing training modules, plus a BounceBack Mental Health app, to support our staff and Partners and provide them with the tools and insights to help improve their general mental wellbeing.

Closing our gender and ethnicity pay gaps will take time but we will continue to scrutinise these gaps and explore ways to reduce them through improving diversity at all levels of our business.



Simon Ridpath
Managing Partner

"I confirm that the data reported is accurate"

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