

Charles Russell Speechlys Gender and Ethnicity Pay Report

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“At Charles Russell Speechlys we believe that everyone in the business has a part to play in making our firm one where individuals can be themselves. We are committed to ensuring that our culture, our training and our policies all facilitate and enhance the development and promotion of equal opportunities at all levels of our business. Our aim is to foster an inclusive, welcoming environment for all and to recognise and celebrate differences.”



Emma Bartlett
Diversity Committee Chair

Our data (including partners)

PAY GAP

The difference between men and women

HOURLY RATE OF PAY	MEAN	MEDIAN
Partners and employees*	53.3%	40.0%
Employees only	18.9%	32.1%
Partners only	32.5%	39.2%

*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 2018/19 financial year.

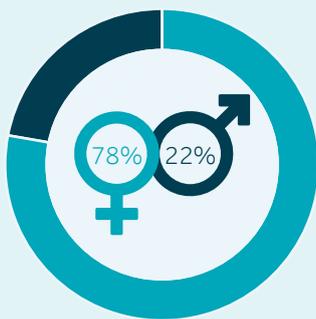
Our data (mandatory publication requirements)

PAY GAP (EMPLOYEES ONLY)

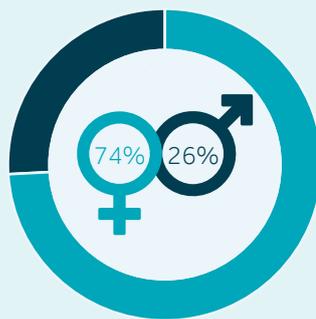
The difference between men and women

	MEAN	MEDIAN
Hourly Rate of Pay	18.9%	32.1%
Bonus	21.0%	35.7%

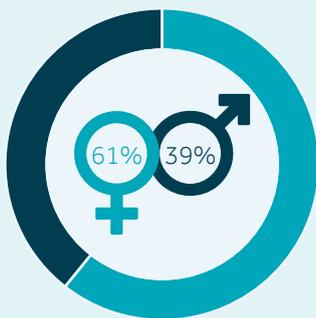
PAY QUANTILES (EMPLOYEES ONLY)



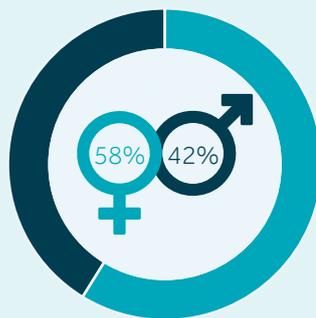
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

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

PROPORTION OF WOMEN AND MEN AWARDED A BONUS IN 2018/19



Why we have a gender pay gap

- The primary cause of our gender pay gap remains the demographics of our firm. Women make up 62% of the firm (including partners) and hold 76% of secretarial and business resource roles which, on average, are paid less in comparison to Lawyers. We are confident that male and female colleagues are paid equally for doing equivalent roles across the firm. 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:
- 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, this has an impact on our gender pay gap as a firm.
- More men than women were awarded a bonus in 2018/19. The mean and median value of bonuses awarded were also lower for women as bonus awards are proportionate to salary. As salaries for secretarial and business resource roles are on average lower compared to fee earning roles, and women hold the majority of these roles, this contributes to our bonus pay gap.
- A significant proportion of our workforce (c. 20%) works part time. Bonuses are reported on the amount paid, not as full time equivalent. As bonuses are a proportion of salary the fact that 84% of people with part time working arrangements are women is a significant contributor to our bonus pay gap.

ROLE	MEAN DIFFERENCE IN HOURLY RATE OF PAY
Trainee Solicitors	-0.5%
Associate	-2.9%
Senior Associate	2.0%
Legal Director	8.3%
Fixed Share Equity Partner	5.0%
Full Equity Partner	19.2%

What has changed

- Our median bonus gap figure has increased by 4.4% but our mean bonus gap figure has reduced by 20.5%.
- As in 2018, the inclusion of partners in our 2019 data increases our gender pay gap as partner earnings are generally higher than employee earnings and 72% of partners are men.
- Our mean and median figures for hourly pay for employees have increased slightly but our overall figures including partners have decreased slightly. We expect small fluctuations in these figures as there are changes in the fee earner population due to promotion to partnership.

Ethnicity pay gap

- This year, in line with our commitment to the promotion of equal opportunities we are voluntarily reporting our ethnicity pay gap data.
- We have calculated these figures in the same way as our partner and employee gender pay figures to show the difference in pay between BAME and non-BAME / white employees.
- Our ethnicity pay reporting relies on individuals voluntarily disclosing their ethnicity data and those who have chosen not to disclose their data are not included in these pay gap calculations. 96% of people included in our gender pay gap reporting have voluntarily disclosed their ethnicity, of which 14% identify as BAME.

Our data

The difference between BAME employees and non-BAME / white employees

HOURLY RATE OF PAY	MEAN	MEDIAN
Partners and employees*	37.8%	30.3%
Employees only	15.4%	21.2%
Partners only	33.5%	30.4%

*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 2018/19 financial year.

Why we have an ethnicity pay gap

At 14% our BAME population is relatively small and therefore it can have a 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	-3.1%
Associate	-6.6%
Partners	33.5%

This indicates that the primary cause of our ethnicity pay gap is fewer BAME people in senior roles, an issue that we hope to address through our diversity initiatives. In particular, we strongly encourage BAME colleagues who are in leadership and senior positions to visibly act as role models across the firm.

Think long – our plan for the future

We are committed to improving diversity and inclusion and our gender balance and diversity initiatives form part of our overall strategy.

- We regularly review our family friendly, caring, flexible and agile working policies as we recognise that our staff have responsibilities and interests outside of work and may need different support at various stages of their life. Nothing stays the same! So, when life changes there are a growing number of avenues for support including different leave policies for parents, shared parental leave, support for parent returners, flexible working and sabbatical policies.
- Our Achieving Balance project aims to improve progression and retention of female lawyers, particularly at senior levels in the firm. There are a number of initiatives in place and more in the pipeline to help drive this change, e.g. Partner led review of agile working, increase in role model communications, promotion of paternity and shared parental leave, review of recruitment process and focussed training programme.
- One aim of our recent secretarial services review was to ensure that the new client service roles are perceived as gender-neutral. We hope these new roles will appeal to a more diverse pool of candidates.
- We are a member of Aspiring Solicitors and we participate in the Social Mobility Business Partnership programme, which offers work experience to sixth form students from low-income backgrounds. We have also recently launched our CareerRStart talent pipeline programme for students who are the first generation to go to university or from a low-income background. This is a five-year programme offering support and guidance to help students navigate the different milestones in their studies and career planning. The aim of these initiatives is to broaden access to the legal profession by providing fair access to high quality work experience and employability advice and support.
- It is mandatory for all Partners and staff to complete the Firm's diversity and inclusion training module. It is also mandatory for all Partners and line managers to attend Respect training; which covers different elements of inclusive leadership including unconscious bias.
- In January 2020 the firm advanced 28 places in the Stonewall Workplace Equality Index and we are now in the top 25 legal sector participants. The Stonewall Workplace Equality Index assesses achievements and progress on LGBTQ+ equality in their workplace.

We recognise that 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"