

Charles Russell Speechlys Gender Pay Report

Published February 2018

“As a Firm we welcome the transparency and accountability that the Gender Pay Gap reporting brings to both our existing employees and to our future workforce. It is a topic of particular interest to us and we have been working as a Firm to improve the gender balance and diversity at all levels in our business. Our aspiration is to create a diverse Firm with a truly inclusive culture.”

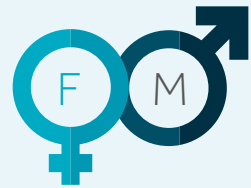
Suki Copeland, Director of Human Resources

Our Data

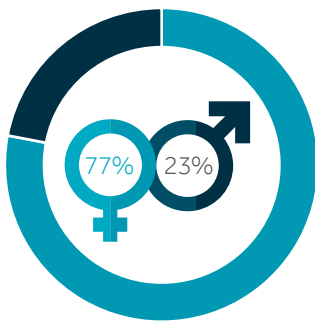
PAY AND BONUS GAP

The difference between men and women

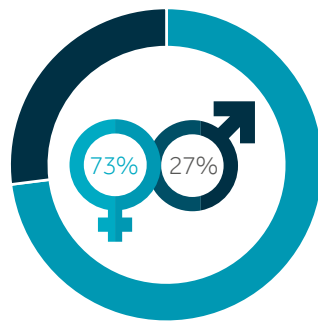
	MEAN	MEDIAN
Hourly rate of pay	22%	28.09%
Bonus	50.11%	40%



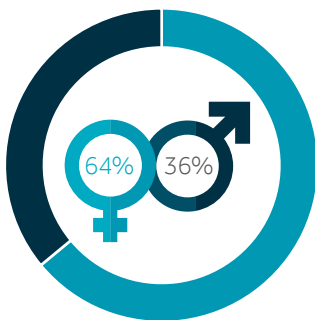
PAY QUARTILES



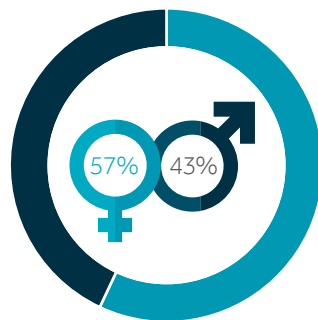
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

PROPORTION OF WOMEN AND MEN AWARDED A BONUS IN 2016/17



Understand – why we have a gender pay gap

Our gender pay gap is lower than the UK legal sector mean pay gap which stands at 24%*. Having analysed our data, it is clear that a primary cause of our gender pay gap, as with the legal sector generally, is the makeup of our Firm. There is an imbalance of male and female colleagues across the Firm. Women make up 68% of the Firm and hold 76% of secretarial and business support 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. Each year we review salaries to ensure individuals are paid fairly and appropriately for the roles they carry out. Further analysis of our pay gap supports this. For example, when comparing our Lawyer population across the Firm the gender pay gap is as outlined below:

JOB TITLE	MEAN
Associate	2.39%
Senior Associate	-2.01%
Legal Director	-0.46%

The makeup of our Firm, coupled with the bonus schemes we offer, also affects our bonus pay gap. Slightly more women were awarded a bonus in 2016 than men, but the amounts tended to be lower due to the fact that, as before, women hold the majority of secretarial and business support roles. Also bonuses are reported as paid, not as full time equivalent which is the case with salaries. As bonuses are a proportion of salary and the salaries are lower in these roles, due to market forces, the overall financial payments are lower. All of the above drives our gender pay gap because bonus payments are included in gender pay gap reporting.

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.

- Our Achieving Balance project, which we began in June 2016, aims to improve progression and retention of female lawyers. This is an ongoing programme which aims to support all lawyers from the very start of their career through to partnership. This includes mentoring programmes, implementing best practice for agile working and flexible working and on-going training and communications internally. Our flexible and agile working policies enable our workforce to adapt their work around their personal and family life outside of the Firm.
- We will also continue to review all family friendly policies to ensure we are an inclusive employer.
- As part of our ongoing commitment to improving diversity we have implemented a training programme to eliminate unconscious bias and provide specific diversity training within the Firm.
- We participate in the Legal Social Mobility Partnership programme and recently recruited our first apprentices in both legal and business support roles. We are also partnering with Aspiring Solicitors, part of many changes we have made to broaden diversity of our solicitor intake.

These initial gender pay gap figures are our base line against which future successes can be measured. We will continue to scrutinise our gender pay gap and explore ways to improve.

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CONTACT US

If you have any questions, please contact:



Suki Copeland
Director of Human Resources
T: +44 (0)20 7438 2245
suki.copeland@crsblaw.com



James Carter
Managing Partner
T: +44 (0)20 7427 6513
james.carter@crsblaw.com