

# OUR 2022 GENDER PAY GAP REPORT



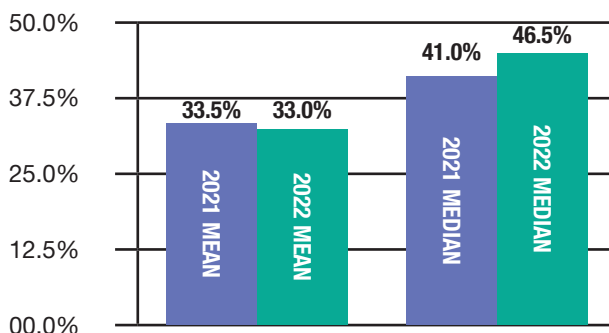
The mean gender pay gap at the Firm has reduced by 0.5% from 33.5% (2021 report) to 33%, while our median pay gap has risen by 5.1% from 41.4% to 46.5%. Our median bonus pay gap remains at 0% while our mean bonus gap has increased to 13.9% from 6.1% (2021 report).

The number of women on our Board remains high at over 50% – this is well above the average female representation on the Boards of FTSE 100 companies which is currently at an average of 40% according to data published in a new report by the government-backed FTSE Women Leaders Review.

Our data shows that we are paying men and women equally for doing similar jobs across all levels.

## PAY

This table shows our median and mean pay gap based on hourly rates of pay in 2022 compared to 2021. Our gender pay gap figures are calculated in line with Government guidelines, based on hourly pay excluding overtime. This enables us to consider the gender pay gap across our workforce. Hourly pay is the sum of ordinary pay and any bonus pay (including any pro-rated bonus pay) that was paid in the pay period which ends on the snapshot date.



### EQUAL PAY

Is being paid the same for the same/similar work.

### PAY GAP

Is the difference in average pay between two groups in a workforce.

### MEAN

The average based on adding up all salaries and dividing it by the number of employees.

### MEDIAN

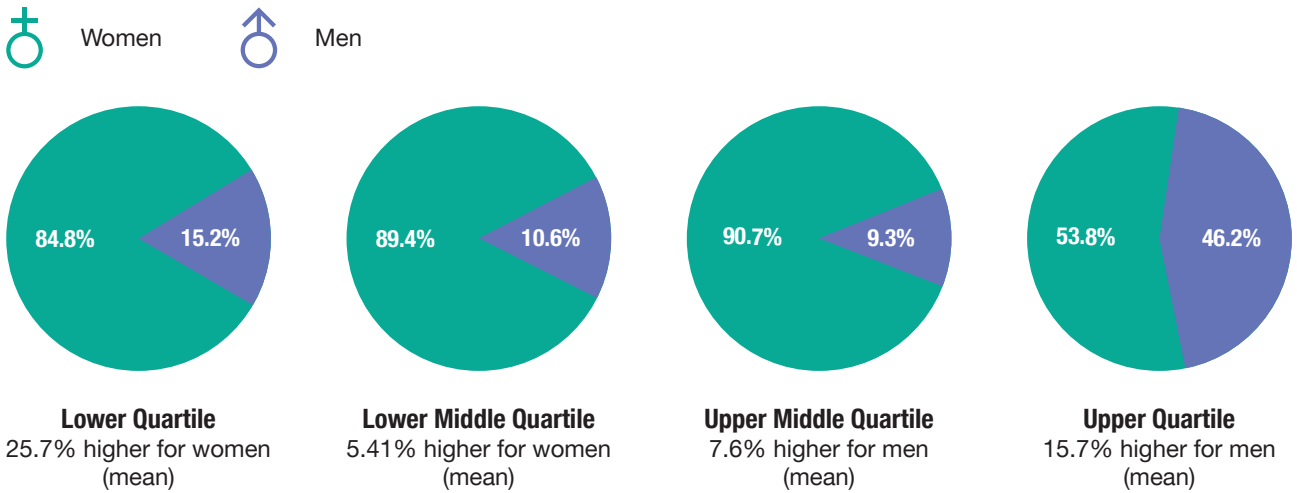
The average based on the middle salary in a list.



# PAY QUANTILES

The charts below illustrate gender distribution across the Firm in four equally sized quartiles, and the mean gap between hourly pay for men and women at each quartile.

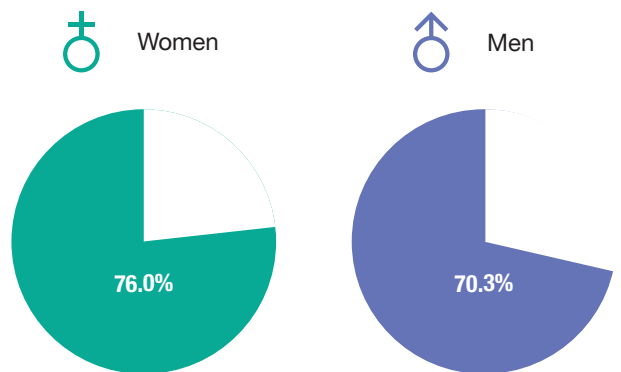
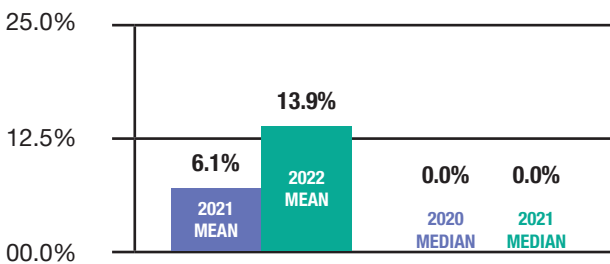
Our lawyers are just as likely to be women as men, but the people in our administrative roles are among our lower paid roles. Although our mean gender pay gap is falling, this is the factor that continues to have the biggest impact on our overall pay gap figures.



# BONUS

The table shows the mean and median difference in the bonuses paid to men and women.

## Proportion of men and women awarded a bonus



The above shows a slight difference in numbers of men and women receiving a bonus when the snapshot was taken due to a higher proportion of women to men qualifying for the Scowenship profit share.

As an employee-owned business, 100% of eligible employees receive an equal profit share (pro rata for part time colleagues). Employees are eligible six months after completing their probation with the Firm.



## WHAT DOES OUR DATA TELL US?

Our mean pay gap has slightly reduced this year, and although our median gender pay gap has risen slightly, we are confident that men and women are paid equally for doing equivalent jobs across our business.

We have slightly more women than men in our most senior – and highest paid – roles. However, in our other three pay quartiles we have many more women. We also have more female than male junior lawyers entering the legal profession through our trainee and apprenticeship programmes. When comparing figures in individual pay quartiles, mean hourly pay is higher for women in the lower and lower middle quartiles, the mean gender pay gap in the upper middle quartile is slightly higher for men at 7.6%, while the upper quartile mean gender pay gap is 15.7%.

## GENDER BALANCE

At Stephens Scown we value the contribution that all our people make. We were the first large law firm to introduce employee ownership. We were listed for seven consecutive years in the annual Top 100 Best Companies to Work For in the UK list – one of the most respected independent measures of employee engagement.

This emphasis on listening and responding to our people has influenced our approach to gender at the Firm. Over the last few years, we have introduced a number of changes to our employee package that have improved the experience of our female employees and those who become parents while working at Stephens Scown. Ways we are tackling our gender pay gap include:

### B Corp™ Certification

We are proud to be a B Corp™ certified organisation. To achieve the accreditation, during 2022 our Firm went through a rigorous assessment of all areas of our business and the impact we make on our colleagues, our community and the environment.

The Workers section assessed us on the financial security of our colleagues, equality, diversity and inclusion, health and safety, wellness, career development, engagement and satisfaction, and our participation in employee ownership. Becoming B Corp™ is a great testament to the Firm and our colleagues, which illustrates our ongoing commitment to our people and the sustainability of our business.

### Family friendly policies

We introduced enhanced flexible working. This is open to all and ensures that our colleagues who are caring for children or relatives who are elderly or unwell are able to balance their work and home lives. In the last year, we have approved 100% of formal flexible working requests from our colleagues. 93% of those have been approved without any amendments.

We have enhanced maternity and paternity packages, and also provide additional support for female colleagues before, during and after their maternity leave. Recently, we have reviewed the qualifying criteria for our enhanced maternity and paternity packages so that more of our colleagues can benefit from our scheme.

We introduced a hybrid working model that forms part of our vision for the future. Our 'Best of Both Worlds' model of remote and office working helps us to make the most of the advantages of working remotely and working in the office.

### Training and development

We support and develop our people, with training courses and mentoring for our future leaders. Training and development is offered to all lawyers and business support colleagues, and across all levels of the business equally. During 2022, we introduced our Mentoring Programme for both legal advisors and support staff, enabling our experienced colleagues to share their knowledge and experience with those looking to develop their personal and professional skills.

In addition, we introduced further improvements to the appraisal process to ensure fairness and consistency in supporting the development of our legal advisors. In 2022, our line managers took part in appraisal training for appraisers to further support the development of both our leaders and colleagues.

Stephens Scown was the first large law firm to introduce employee ownership and the majority of our bonus comes from an equal profit share, on a pro rata basis for part-time colleagues, among employee owners. Our profit share is equal, regardless of job role. This means a senior solicitor will receive the same profit share as an apprentice.

Our mean bonus data shows a lower bonus for women, due to a greater percentage of women working part time in the Firm. Our people are eligible to join our employee ownership share scheme six months after successfully completing their probation with us.

### Promotion and recruitment

Several of our partners and managers work on a part-time basis and we work hard to ensure there are no barriers to promotion for part-time workers. Similarly, we are ensuring there are no barriers to women reaching full equity partner status in the Firm.

Previously, all our Partners, Team Leaders and Directors took part in values and behaviours training, which included looking at ways of eliminating unconscious bias. During 2021, Team Leaders undertook training on facilitating the transition to a flexible new, hybrid model of remote and office-based working. We also reviewed the promotions criteria for Associate, Salaried Partner and Equity Partner in 2021, with the aim of providing greater transparency and clarity in setting expectations for legal advisors looking to advance in their careers.

Our Equality, Diversity and Inclusion strategy is very high on our agenda. In 2022, we surveyed our colleagues to gauge their perception of how well the Firm is doing in this area, and we formed an action plan based on findings. We have introduced menopause support in the Firm, improved our recruitment advertisements inviting candidates from all backgrounds and abilities to apply for our roles.

### Pay reviews

We ensure there is no bias in pay reviews, and in setting pay for different roles we look at all factors, including external factors and market rates for each role.

In late 2022, in recognition of the pressures many individuals were experiencing caused by the Cost of Living Crisis, the Firm provided a one-off cost of living payment to all employees. A firm-wide Cost of Living salary increase was also applied, which included colleagues on probation. In addition to this, increases to the Living Wage further boosted the salaries of our lowest paid employees, which matches our ongoing commitment to comply with the Living Wage Foundation principles.

### Support

The Firm has a comprehensive range of initiatives to support our employees' mental health and wellbeing. We continually look to improve mental wellbeing in our workplace through a range of activities, to encourage mental wellbeing. We continue to offer mental health training for managers and free counselling sessions for colleagues who need extra support.

To further support the financial wellbeing of all employees, the Firm provided some useful resources, including a reminder of our Employee Assistance Programme, which provides confidential support on money management and consumer rights, as well as external links to sources of advice and support.

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



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