

Fieldfisher Gender Pay Gap Report 2017



fieldfisher

Fieldfisher aims to create a workplace where our people can thrive and be themselves, one that reflects an inclusive society as well as recognises the needs of our own diverse group of clients. We were the third law firm to achieve the National Equality Standard (NES).

Our approach to Inclusiveness & Diversity (I&D) is central to the firm's overall strategy. One of the main elements of our I&D Strategy is our Balanced Talent Pipeline initiative which focuses on ensuring a level playing field with respect to pay, development and progression for everyone within the firm.

Pay & Bonus Gap

The table below shows our mean and median hourly gender pay gap at the snapshot date (i.e. 5th April 2017) and our mean and median bonus pay gap in the year up to then.

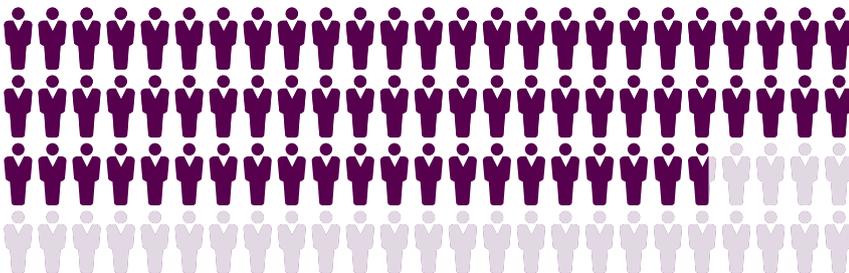
	mean	median
Hourly pay	16.5%	22.2%
Bonus	23.3%	0%

Analysis has shown that while there is a gender pay gap, this is driven by the larger proportion of men being in more senior roles, with our secretarial population being predominately women. In addition, we have further analysed the pay gap within our fee earning and partner population. Within our fee earners, there is a 0.4% mean hourly pay gap and a negative 3.15% for the median hourly rate. Within our partner group, there is a 35.7% mean hourly pay gap and a 41.2% gap for the median hourly rate.

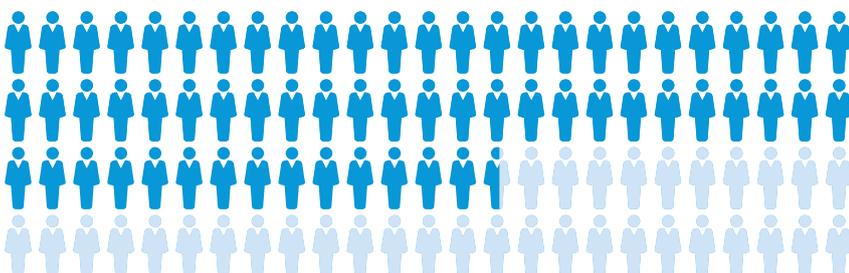
At Fieldfisher we are confident that men and women are paid equally for doing equivalent jobs across the business; we invest considerable time and effort each year moderating our salary and recruitment decisions to ensure consistency across the business. In addition, our Head of I&D takes part in all salary review moderations to help ensure objectivity and transparency.

Proportion of employees receiving a bonus

Men **70.7%**



Women **64.6%**



“Analysis has shown that while there is a gender pay gap, this is driven by the larger proportion of men being in more senior roles, with our secretarial population being predominately women. Within our fee earners, there is only a 0.4% mean hourly pay gap and a negative 3.15% for the median hourly rate.”

This shows a 6.1% difference between the proportion of men and women being paid a bonus over the 12 month period up to 5th April 2017. We believe that this is largely driven by a performance related bonus scheme which was only in place for a proportion of our workforce (fee earners) and not for business services (which has a larger female population). This has been addressed for our current performance year with the launch of a performance related bonus scheme for business services.



The chart above shows that the gender distribution at Fieldfisher across four equally sized quartiles. The data shows that we have a large proportion of women in the lower quartile suggesting that we have more women in more junior roles across the firm.

Our I&D activities

We know that there are significant challenges, particularly at partner level, and we will continue to invest time reviewing our policies and procedures across the board to address the gender gap. This includes any process that might have an impact on the talent pipeline, such as our appraisal and remuneration systems, our partner selection and promotion process, our work allocation procedures, and our approach to flexible and agile working.

With respect to partners in particular, we know that we still have work to do, and our HR Director and Head of I&D have been working with our Managing Partner on a targeted action plan based on our policy and procedure review. Working on closing this gap is a strategic priority for the firm.

At the fee earner level, our continued focus on the talent pipeline is beginning to take effect as we aim to improve the percentage of women in more senior roles. For example, in our latest promotion round, of the 12 Associates promoted to Senior Associate, 11 were women. As a result, 75% of our Senior Associates are now women.

In addition, we continue to expand our internal offering of inclusive campaigns and programmes in connection with our gender diversity work at the firm. One such initiative is our 'I-Plus' programme. 'I-Plus' is a collaboration between our People and Organisational Development and I&D teams that delivers training on resilience, mindfulness, learned optimism and self-confidence. Open to all, the workshops include open discussions on the similarities and differences men and women may face within these topics. The "I-Plus" programme is also designed to identify opportunities to integrate I&D related themes such as unconscious bias, sponsorships and flexibility into all areas of our training programme.

I confirm the data reported is accurate.

Michael Chissick
Managing Partner

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