

Fieldfisher Gender Pay Gap Report 2018



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. 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. This includes not only gender but our people from under-represented ethnicities. As such, we are currently undertaking work to review any ethnicity pay gap we may have and will build this into our I&D activities.

Pay & Bonus Gap

The table below shows our mean and median hourly gender pay gap at the snapshot date (i.e. 5th April 2018) and our mean and median bonus pay gap in the year up to then.

	mean	median
Hourly pay	14.4% (last year 16.5%)	25.4% (last year 22.2%)
Bonus	27.1% (last year 23.3%)	0% (last year 16.5%)

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Over the last few years our firm has grown substantially. This makes year on year comparisons more difficult to make. For our 2017 snapshot date we had 587 full-pay relevant employees and by our 2018 snapshot this had grown to 674, a 15% growth. This is a fantastic achievement for the firm but it does invariably lead to a change in the make-up of the organisation. While a number of factors will be at influence here, and we continue to

acknowledge and work to improve our gender pay gap, we believe this is a contributing factor. Our analysis shows that our fee earning population (excluding paralegals) has grown at a higher rate than our secretarial population.

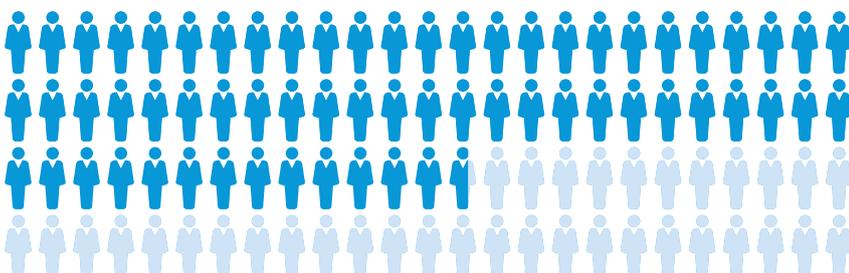
In addition, we have further analysed the pay gap within our fee earning and partner population. Within our fee earners, there is less than 5% mean and median hourly pay gap. We acknowledge that our mean and median a gap has risen since the previous year but we are encouraged to see that the gap continues to be much smaller than our overall hourly pay gap. Positively, our bonus pay gap has decreased from 11.8% to 0% this year for our fee earners. Within our partner group, there is a 36.7% mean hourly pay gap (last year 35.7%) and a 18.7% gap for the median hourly rate (last year 41.2%).

Proportion of employees receiving a bonus

Men **63%** (last year 70.7%)



Women **63.6%** (last year 64.6%)



This shows that an equal proportion of men and women are being paid a bonus over the 12 month period up to 5th April 2018.



The table above shows 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.

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. We believe we are one of the only firms to take this approach.

Our I&D activities

We continue to monitor all our people processes in order to address and eliminate any bias that might influence the gender gap. Our Head of I&D takes part in and monitors all talent pipeline-related process, 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. Over the past year, we have updated our parental polices, including doubling the length of our full pay for maternity and paternity leave. We also launched a menopause support policy. We have recently launched a sponsorship programme to our newly qualified lawyers, which will be rolled out in stages over the course of the year to all our fee earner groups.

We have continued to roll-out our creative, inclusive and robust selection of awareness-raising I&D events, including our annual I&D Month programme. In addition, we have expanded our 'I-Plus' programme across our UK offices. 'I-Plus' is collaboration between our People and Organisational Development and I&D teams that delivers training on resilience, mindfulness, learned optimism, self-confidence, and emotional intelligence. 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.

We have also launched mandatory firm-wide Values Workshops to our UK offices. Over the past year, over 800 of our people have attended one of 23 workshops, which address the role of power dynamics in a professional environment and the impact those dynamics may have on inclusiveness.

I confirm the data reported is accurate.

Michael Chissick
 Managing Partner

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