

Blake  
Morgan  
Gender Pay  
Gap Report

2023

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Our 2023 Gender Pay Gap data is set out below. The statutory data is reported in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are committed to sharing our progress on reducing the pay gap, and to driving greater diversity and inclusion. This has been a key area of focus for us over the past year and will continue in 2024.

In the last year, the number of women in the most senior roles within the firm has increased, with the percentage of women in the upper quartile of earners increasing slightly, from 51% to 53%. We have also seen an improvement in both our mean and median gender pay gaps to 24% and 28.1% respectively. The gap in average pay is driven by a higher percentage of women making up the lower and lower middle quartile earners, where over three quarters of employees are women.

Our progress since the last Gender Pay Gap Report includes expanding our network of Menopause Mentors to include our first male mentors. We have also consulted with our staff to gather feedback on parental leave transition support. In doing so, we have reviewed the support available.

We are committed to supporting our lawyers in their careers and giving them opportunities to progress. Our listing in the 2023 Inclusive Top 50 UK Employers List with our highest placement to date demonstrates our continued progress in this area and we are delighted that we have featured in this independent publication for the seventh consecutive year.

We continue to look ahead to the next steps we will take to reduce our gender pay gap. Two of our immediate priorities are the introduction of development centres to offer enhanced preparation for promotions and re-energising our Emerging Leaders programme to ensure a strong succession pipeline.

We will continue to report openly and honestly on the steps we take to address the gender pay gap and the results they bring. We remain committed to making positive change and working to improving our pay gap.



MIKE WILSON  
MANAGING PARTNER

A handwritten signature in black ink, appearing to read 'Mike Wilson', written over a light grey background.

## 1. Statutory pay data

### Gender pay gap 2023

Mean	Median
24.0%	28.1%

The fact that the median figures for female employees are higher than the mean is due to a higher percentage of women making up the lower and lower middle quartile earners. (See 3. Pay quartiles (statutory data) 2023). We now have 53% of women making up the upper quartile earners, compared to 51% of women in 2022.

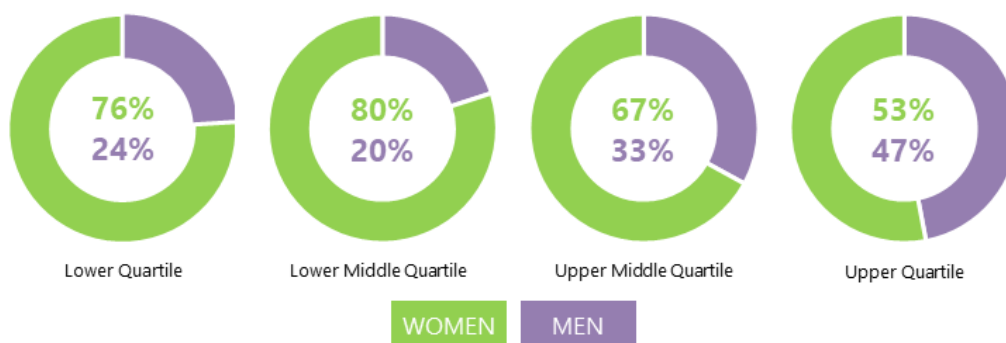
## 2. Non statutory pay data

As part of the preparation of the Blake Morgan LLP statutory data, we also analysed the gender pay gap separately across (i) solicitors (excluding partners) and (ii) legal support staff. The data produced by this analysis is shown first, for information:

Population	Mean	Median
Solicitors	17.0%	6.9%
Legal Support Staff	-20.0-%	-20.9%

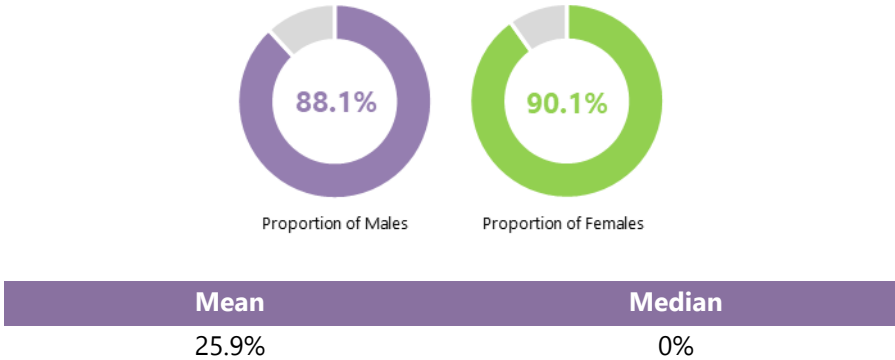
## 3. Pay quartiles (statutory data) 2023

### PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH PAY QUARTILE



#### 4. Gender bonus pay gap (statutory data) 2023

##### PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS



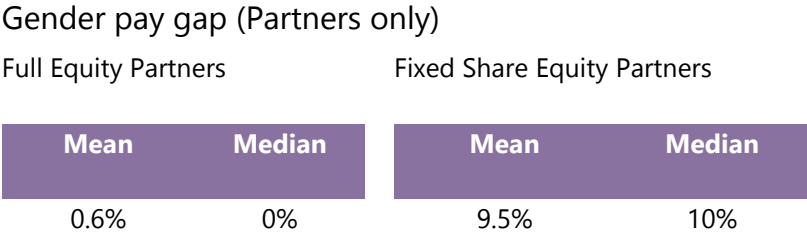
These figures highlight the proportion of men and women who have received a bonus payment during the relevant period, with 2% more females receiving bonus payments than men.

The mean figure has dropped by 21.6 compared to the figures reported in 2022, and significantly more staff received a bonus this year. This is in part due to two additional cash bonus payments made in 2022 recognising cost of living pressures. These payments will not form part of our ongoing bonus strategy and so will not impact the bonus pay gap in future reports.

#### 5. Partner data

##### Partner data 2023

Whilst the statutory data does not include self-employed partners we have included the partner data below.



Due to the nature of partner remuneration there are several tiers within the Fixed Share Partner group, each paid at a different level. In contrast within the Full Equity Partners group there is only one tier, leading to the 0% gap. This leads to more variation in pay amongst Fixed Share Partners and therefore contributes to the pay gap being higher.

## 6. Our commitment to improving our gender pay gap

Over the past year, since publishing our last Gender Pay Gap Report, we have taken positive action to progress the commitments we made. In particular we have:

- Expanded our network of Menopause Mentors within the firm, including appointing our first male mentors.
- Consulted with colleagues as part of International Women's Day on how we can ensure Equity as well as Equality.
- Renewed our policies on all types parental leave and also parental bereavement, infertility and baby loss.
- Continued focus on moderation of pay and bonus decisions.
- Reviewed our supplier agreements in place for providing parental leave and transition support.

Over the next 12 months, we will be focusing on:

- Introducing career development centres to support planning for promotion.
- Re-energising our 'Emerging Leaders' programme.
- Refreshing and relaunching our Firmwide EDI Strategy and Workstream action plans.
- Complementing our existing support for menopause with an increased focus on hormonal health generally.
- Continuing our focus on lived experience amongst colleagues.
- Building upon our current EDI statistics and metrics to provide better insights to the Business.



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