

Blake  
Morgan  
Gender Pay  
Gap Report

2025

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Our 2025 Gender Pay Gap data is set out in the report 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 remains a key area of focus.

We continue to pay close attention to our pay moderation processes when making annual decisions on pay and reward, which is a central part of our process. We are hopeful that these processes have begun to make an impact on our gender pay gap, with the mean pay gap reducing by 0.9% since last year.

In the last year we have paid more bonuses compared to the previous year, with the number of males in receipt of bonuses increasing by 6.2% and females by 4.4%. The percentage of females receiving a bonus in the last year is also 1.4% higher than males overall.

Amongst our variable reward schemes the bonuses that have had a significant impact on our bonus pay data for the past 2 years have been paid via our Firmwide Profit Share Scheme, which is paid to all staff (taking into account some eligibility criteria around new joiners and leavers) when the Firm meets or exceeds our minimum profit target. This scheme is one way in which we share the successes of the Firm with our colleagues, and we are thrilled to have been able to make these payments for the past 2 years.

The mean bonus figure has decreased by 0.4% and the median by 9.3%, with the median now the lowest it has ever been since we began to report on our gender pay gap. This substantial progress over recent years is very encouraging to see.

Over the last year our EDI Committee have continued to lead on activities that contribute to reducing our Gender Pay Gap and advancing equality amongst our colleagues. These efforts include launching a new Gender Workstream strategy covering 2025-2028, extending our areas of focus from three to six. This has also been supported by launching our first firmwide EDI strategy, which has provided enhanced clarity on our strategic aims as a Firm and maximising opportunities for collaboration amongst our EDI workstreams. In addition, we have continued to build upon our offering of support and guidance, as well as sharing lived experiences in areas related to female health and wellbeing. These have included topics such as baby loss, menopause and gender bias in healthcare.

Equality, Diversity and Inclusion remain central to our Firm values and a key aspect of our firmwide strategic aims. Our listing in the 2025 Inclusive Top 50 UK Employers List continues our recognition within this prestigious list for a ninth consecutive year and recognises the success of our efforts. We are delighted that we continue to feature in this independent publication amongst many prestigious organisations and household names, whilst also remaining the only law firm represented on this list.

We continuously look ahead to identify further steps to reduce our gender pay gap. Two of our immediate priorities will be to deliver Development Centres focussed on preparing colleagues for promotion, as well as focussing on pay review moderation to ensure alignment and consistency across both our lawyer and support populations.

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". The signature is stylized with a large, sweeping initial "M" and a long, horizontal flourish extending to the right.

1. Gender pay gap (statutory pay data) 2025

Mean	Median
28.8%	35.0%

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) 2025).

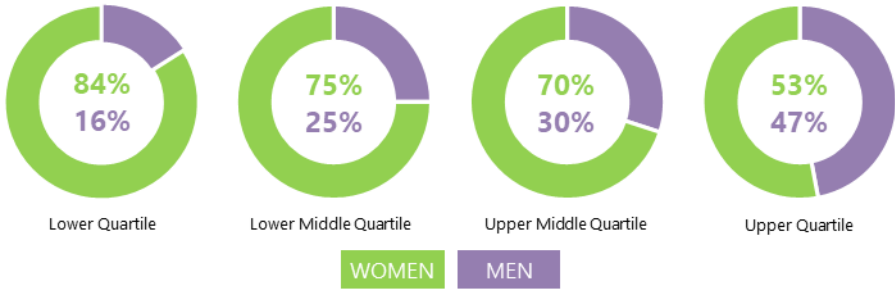
2. Gender pay gap (non-statutory data) 2025

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) support staff. The data produced by this analysis is shown first, for information:

Population	Mean	Median
Solicitors	20.9%	8.79%
Support Staff	37.4%	24.7%

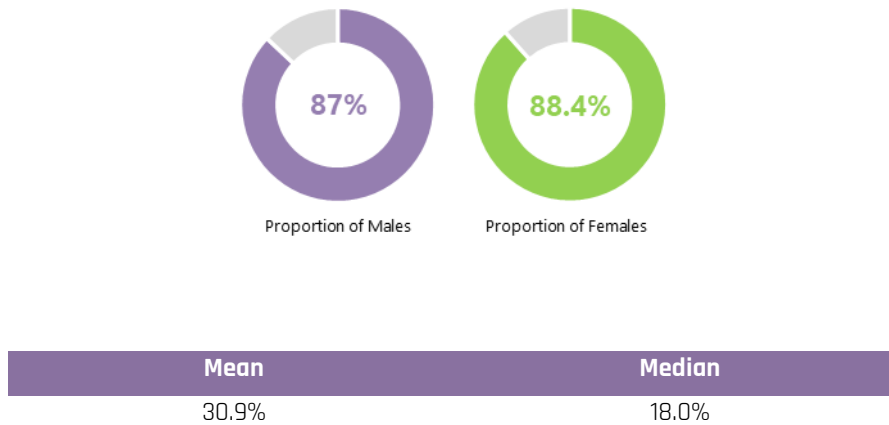
3. Pay quartiles (statutory data) 2025

PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH PAY QUARTILE



#### 4. Gender bonus pay gap (statutory data) 2025

##### 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 1.4% more females receiving bonus payments than men.

The mean figure has decreased by 0.4% compared to the figures reported in 2024. This continues the downward trend which has been in place since 2020.

#### 5. Partner (non-statutory data)

##### Partner data 2025

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

##### Equity Partner gender pay gap

###### Full Equity Partners

###### Fixed Share Equity Partners



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 less than 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:

- Continued our focus on support, guidance and sharing lived experience on topics more typically associated with female health, experience and overall wellbeing. These have included baby loss, menopause and gender bias in healthcare.
- Continued to collaborate with SheWho on a range of events and initiatives focussed on celebrating women's voices and stories.
- Continued focus on moderation of pay and bonus decisions, which we are hopeful is beginning to make a positive impact on our gender pay gaps.
- Carried out learning and development activity that is designed to support career development, both in preparation for and to support those who have already been promoted. The proportion of females in attendance at these sessions has been high, including:
  - Path to Legal Director - 83% Female
  - Building your Leadership Skills - 62% Female
  - Manager v Leader - 100% Female
  - Senior Associate (post promotion) milestone programme - 80% Female
  - Legal Director (post promotion) milestone programme - 100% Female
- Built up Gender Dashboard to provide insights into EDI data through a Gender lens, using this as a blueprint to build up our reporting capabilities for other workstreams.
- Launched a new strategy covering 2025-2028 with renewed commitments under 6 key themes: Leadership, Career Development, Enabling Balance, Health & Wellbeing, Creating Career Opportunities and Information, Connection & Education.
- Appointed a new Gender Workstream Champion who is a specialist Family lawyer and has published a book on "A Practical Guide to Menopause and Family Law".
- Published new Career Framework guidance for Legal Support and Business Support Colleagues, providing guidance on skills, behaviours and contributions for personal success. This gives colleagues in these roles greater opportunities to manage their career progression. These were launched following a series of engagement sessions seeking feedback and input from colleagues within these roles, ensuring that the frameworks were fit for purpose.
- Extended the membership of our Gender Network Group "A-Gender" and Steering Group to ensure a broader representation, including more Male members to ensure a range of voices can be heard. This has also included members who also sit on the Health & Wellbeing Steering Group, ensuring that we maximise opportunities for collaboration on relevant gender wellbeing topics.

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

- Running our Emerging Leaders programme in 2026, including a programme tailored to Business Support colleagues. Our careers programmes form a key part of our updated strategy and will continue to focus on emerging talent, but also to empower colleagues to take ownership of their career at Blake Morgan.
- Re-establishing our formal Mentoring programme with formal training provided to those who have volunteered to be Mentors. Of the attendees at all mentoring related training sessions (encompassing both Mentor training and Mentee interest sessions) 74% of attendees have been female. We have both mentors and mentees at all levels of the Firm, with additional training sessions being provided to boost the number of Partners involved following feedback from colleagues.
- Reviewing a number of our policies around topics such as parental leave, domestic abuse, carers and female hormonal health conditions such as endometriosis.
- Enhancing our ability to produce EDI statistics at different stages of our recruitment process utilising our new applicant tracking system
- Reviewing our Parental Leave "Welcome Back" programme to ensure colleagues feel supported after having time away from work.
- Rolling out a sexual harassment training programme via both e-learning and further discussion group-based training, to ensure that this important topic can be fully explored and understood by colleagues.



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