

Blake  
Morgan  
Gender Pay  
Gap Report

2019 & 2020

BLAKE   
MORGAN

Our 2020 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. Whilst there was no requirement to publish our 2019 figures we have included these in our report below.

We have chosen to report our Gender Pay Gap for both 2019 and 2020, as we believe it's important to be transparent about where we currently are, so we can focus our efforts on reducing the gap. While the number of women in the most senior roles has remained the same in the last year, the gap in average pay is due to a higher percentage of women making up the lower and lower middle quartile earners.

We are committed to tackling this issue, and are focused on doing even more to drive greater diversity and inclusion across the firm. Since publishing our last Gender Pay Gap Report, we have progressed the commitments we made to take positive action, which includes setting a target of 50 per cent of all partners being female by 2025, committing to signing the Law Society's Women in Law Pledge and providing further staff training. In addition, within our latest round of promotions, half of the lawyers who are being promoted to partner are female. Looking ahead, our focus will be towards attracting a wider talent pool by using more gender-neutral language, ensuring staff seeking promotion have access to a sponsor and rolling out a new smart working policy to enable our team to balance their professional and personal responsibilities.



**MIKE WILSON**  
MANAGING PARTNER



## 1. Statutory pay data

### Gender pay gap 2020

Mean	Median
30.9%	40.8%

### Gender pay gap 2019

Mean	Median
29.8%	37.9%

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) 2020**, on following page)

## 2. Non statutory pay data

### Gender pay gap 2020

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	21.2%	19.5%
Legal Support Staff	0.2%	-24%

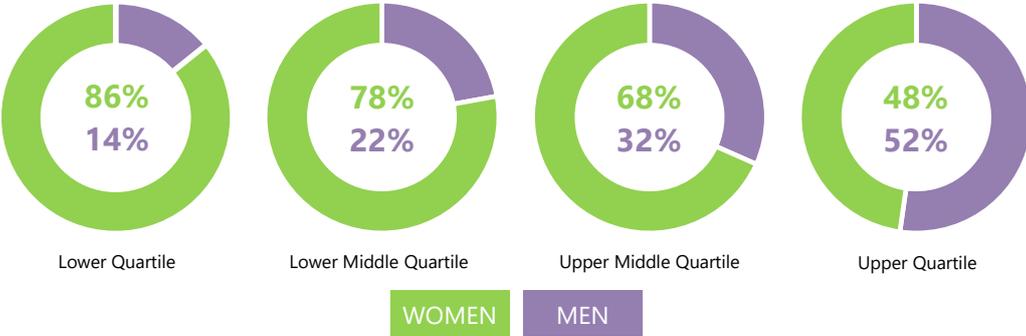
### Gender pay gap 2019

Population	Mean	Median
Solicitors	21.0%	22.4%
Legal Support Staff	48.3%	-20.2%

3. Pay quartiles (statutory data)

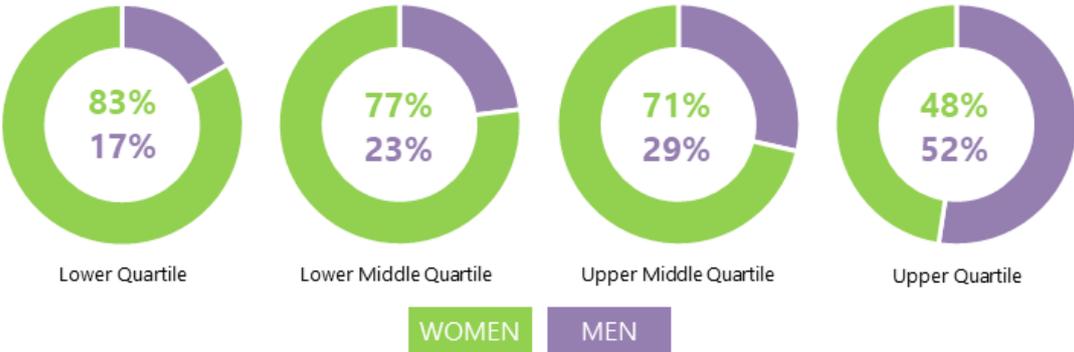
Pay quartiles 2020

PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH PAY QUARTILE 2020



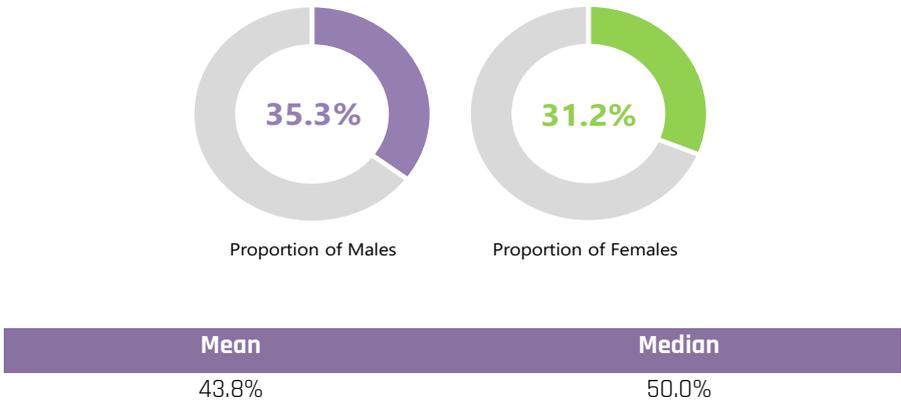
Pay quartiles 2019

PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH PAY QUARTILE 2019

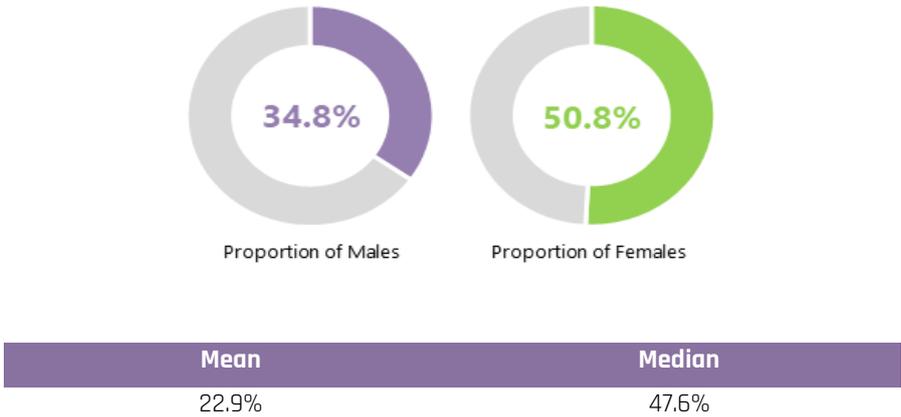


4. Gender bonus pay gap (statutory data)

Gender bonus pay gap 2020



Gender bonus pay gap 2019



## 5. Partner data

### Partner data 2020

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

#### Gender pay gap (Partners only)

Full Equity Partners

Fixed Share Equity Partners

Mean	Median	Mean	Median
-3.9%	0%	-0.1%	10.9%

Including partner pay data increases the mean and median pay gap because we have a higher proportion of male partners overall. There is a negative pay gap at Full Equity Partner level and a small gap at Fixed Share Equity Partner median where we have a higher proportion of men to women.

### Partner data 2019

#### Gender pay gap (Partners only)

Full Equity Partners

Fixed Share Equity Partners

Mean	Median	Mean	Median
0%	0%	4.5%	7.7%

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

Since publishing our last Gender Pay Gap Report, we have progressed the commitments we made to take positive action. Over the past year, we have in particular:

- Committed to signing the Law Society's Women In Law Pledge
- Set a target of 50% of all partners being female by 2025
- Launched a dedicated maternity coaching and mentoring programme
- Offered training on subjects such as sexual harassment, tackling gender bias, and unconscious bias
- Launched our 'A-gender' networking group; hosting webinars to share our gender strategy and celebrate International Women's Day #choosetochallenge campaign
- Appointed a 'new' family champion to our EDI Committee to help us focus on supporting working parents, carers and the wider family

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

- Updating our job adverts and role descriptions to ensure language and terminology are gender neutral and appeal to the widest possible audience
- Reviewing the support we provide to those seeking promotion to ensure access to a sponsor
- Delivery of our new 'Emerging Leaders' programme
- Rolling out a new 'Smart Working' policy to ensure people can balance their professional and personal responsibilities



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