

Blake  
Morgan  
Gender Pay  
Gap Report

2021

BLAKE   
MORGAN

Our 2021 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 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 increased 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. That being said, our Board is now 25% female and half of our upper quartile earners are women.

We are decreasing our gender pay gap and have made progress since our last report, which has seen the median gender pay gap fall from 40.8% to 37.9% in just one year, but there is more to be done. We are committed to continue 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 signing the Law Society's Women in Law Pledge, launching a Menopause policy, training six Menopause Mentors and rolling out a new smart working policy to enable our team to balance their professional and personal responsibilities. We also elected our first female chair and were listed in the Inclusive Top 50 UK Employers List for the fifth consecutive year, demonstrating our commitment to giving our lawyers the support and opportunities to grow and progress throughout their careers.

Looking ahead, we have planned the next steps we will take to reduce our gender pay gap. Over the next year, these will focus on progressing our Women in Law Action Plan, creating a Gender Dashboard and continuing our commitment to women's health.



MIKE WILSON  
MANAGING PARTNER



## 1. Statutory pay data

### Gender pay gap 2021

Mean	Median
26.2%	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) 2021**, on following page). We now have 50% of women making up the upper quartile earners, compared to 48% of women in 2020.

## 2. Non statutory pay data

### Gender pay gap 2021

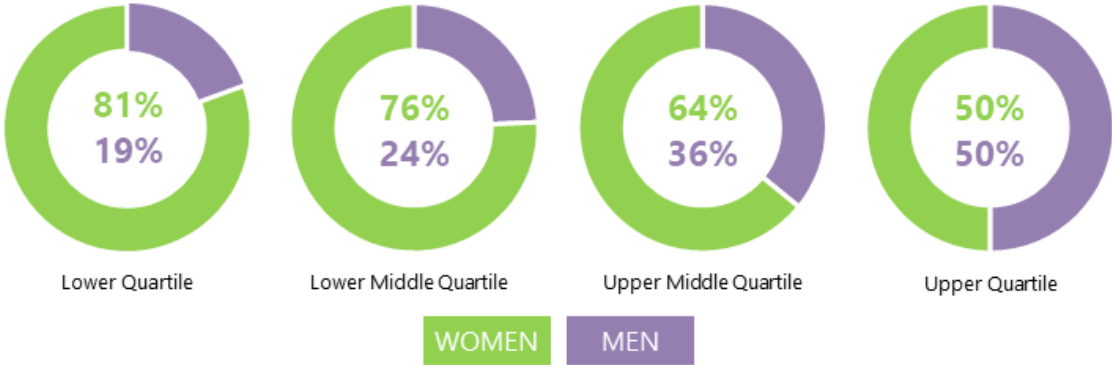
As part of the preparation of the Blake Morgan LLP statutory data, we also analysed the gender pay gap separately across (i) solicitors (excluding partners) and (ii) legal support staff. The data produced by this analysis is shown first, for information:

Population	Mean	Median
Solicitors	18.6%	18.5%
Legal Support Staff	14.5%	-17.1%

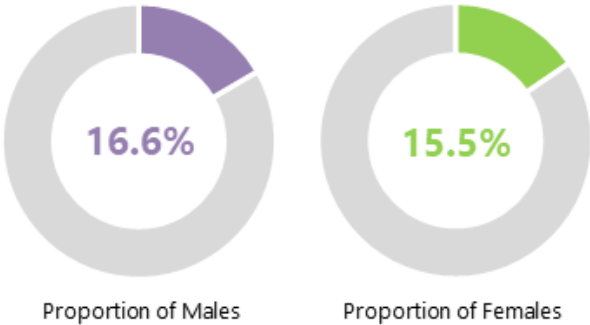


3. Pay quartiles (statutory data) 2021

PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH PAY QUARTILE



4. Gender bonus pay gap (statutory data) 2021



## 5. Partner data

### Partner data 2021

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
1.6%	0%	3.1%	3.9%

There is a pay gap at both Equity Partner levels where we have a higher proportion of men to women.

## 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:

- Signed the Law Society's Women In Law Pledge
- Updated our job adverts and role descriptions to ensure language and terminology are gender neutral and appeal to the widest possible audience
- Reviewed the support we provide to those seeking promotion to ensure access to a sponsor
- Rolled out a new 'Smart Working' policy to ensure people can balance their professional and personal responsibilities
- Launched a Menopause policy and trained six Menopause Mentors to support a positive menopause transition in the workplace and help women continue their careers
- Appointed a dedicated Equality, Diversity and Inclusion (EDI) specialist, to lead the development and implementation of the firm's EDI strategy

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





- Progressing our Women in Law Action Plan, and creating a tracker that shows our commitments and enables us to compare year-on-year progress
- Creating a Gender Dashboard to report year-on-year monitoring and progress around Gender representation
- Continue our commitment to women's health by launching policies in areas such as baby loss, fertility and domestic abuse
- Delivering our new 'Emerging Leaders' programme to support leadership potential across our firm



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