

Blake Morgan Gender Pay Gap Report

2022

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Gender Pay Report 2022

Our 2022 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, and how we are focusing our efforts on reducing the pay gap. As a firm we are committed to driving greater diversity and inclusion, this will remain a key area of focus for us. Efforts in this area may take several years to make a significant impact, however we remain confident that we will see a greater improvement in our figures in years to come.

In the last year the number of women in the most senior roles within the firm has increased – our Board is now 27% female and half of our upper quartile earners are women. The gap in average pay is due to a higher percentage of women making up the lower and lower middle quartile earners.

Since publishing our last Gender Pay Gap Report, we have progressed the commitments we made to take positive action. We continue to robustly assess our progress on key focuses such as our Women in Law Action Plan. Our EDI committee, which includes members of the Board, analyse our progress quarterly, and the results of this, along with regular reports on our gender representation which are shared with our Board. Our approach has led to the creation of a number of new policies focused on women's health, on topics such as infertility and baby loss.

Our commitment to giving our lawyers the support and opportunities to grow and progress their careers is demonstrated by our listing in 2022 within the latest Inclusive Top 50 UK Employers List. This is the sixth consecutive year that we have featured in this independent publication. Our policy and support focusing on menopause in the workplace, for which we were shortlisted for a Business Culture Award, also reflects our aim to grow and maintain the number of women in senior roles within the firm.

Looking ahead, we have planned the next steps we will take to reduce our gender pay gap. We will carry out an extensive review of our policies and support offered to parents and carers, particularly around parental leave. Focus groups with those supported by our A-Gender network will help us shape our approach through staff feedback and their lived experiences. At the same time, we will expand our network of Menopause Mentors within the firm and continue to grow our support and engagement in this area.

The work being done, the progress that has been made, and the positive change felt throughout the business goes beyond just a statistic. We remain committed to improving our pay gap, and will continue to report openly and honestly on the steps we take and the results they bring.



MIKE WILSON
MANAGING PARTNER

A handwritten signature in blue ink, appearing to read 'Mike Wilson', written over a light blue horizontal line.

1. Statutory Pay Data

Gender Pay Gap 2022

Mean	Median
27.9%	38.2%

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) 2022). We now have 51% of women making up the upper quartile earners, compared to 50% of women in 2021.

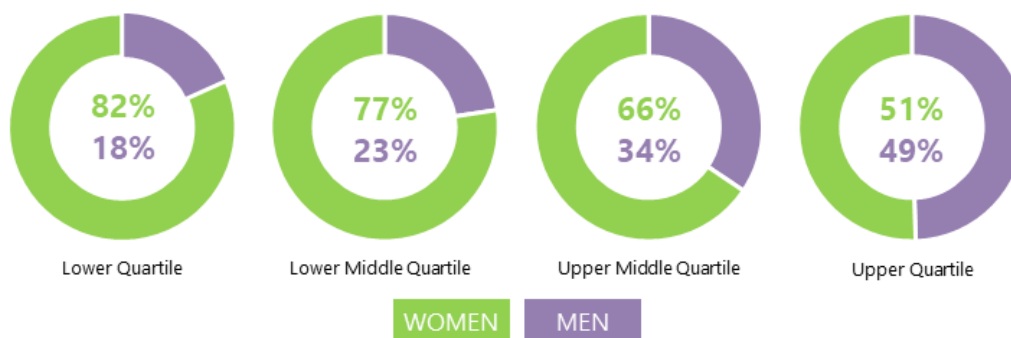
2. Non-Statutory Pay Data

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	20.9%	17.1%
Legal Support Staff	-25.6%	-25.8%

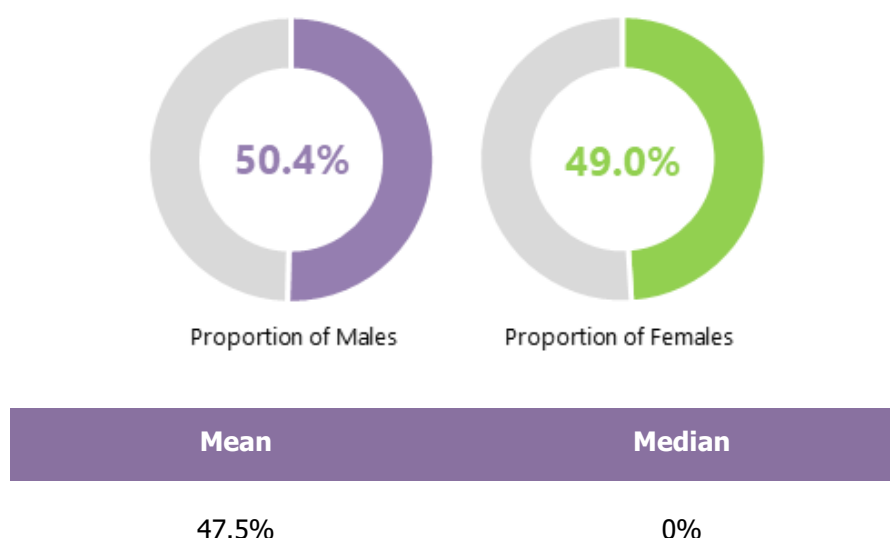
3. Pay Quartiles (Statutory Data) 2022

Proportion of Male and Female Employees in Each Pay Quartile



4. Gender Bonus Pay Gap (Statutory Data) 2022

Proportion of Male and Female Employees Receiving a Bonus



5. Partner Data 2022

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
-0.1%	0%	12.7%	9.8%

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

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:

- Provided clear guidance to staff undertaking pay review processes to ensure that pay reviews and promotions are carefully moderated to avoid any gender inequalities. This has taken place in our most recent pay review process which took place in July 2022, which we envisage will have a beneficial impact on our gender pay gap report in 2024
- Created and updated some of our HR policies in areas such as fertility and baby loss
- Provided regular reports to both our Board and EDI Committee using our gender dashboard to monitor our progress around gender representation both on a firmwide basis and also in some of our key leadership groups
- Made progress against our Women in Law Action Plan, including creating a tracker to ensure we capture our year-on-year progress

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





- Delivering our new 'Emerging Leaders' programme to support leadership potential across our firm
- Expand our network of Menopause Mentors within the firm
- Run focus groups to understand the lived experience of female colleagues in partnership with our A-Gender employee reference group. We will then act on the feedback received in these groups to inform and update our strategy
- Completing a comprehensive review of our parental leave policies and benefits
- Undertake a review of our support mechanisms for working parents, carers and their line managers, as well as our benefits provided in this area



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