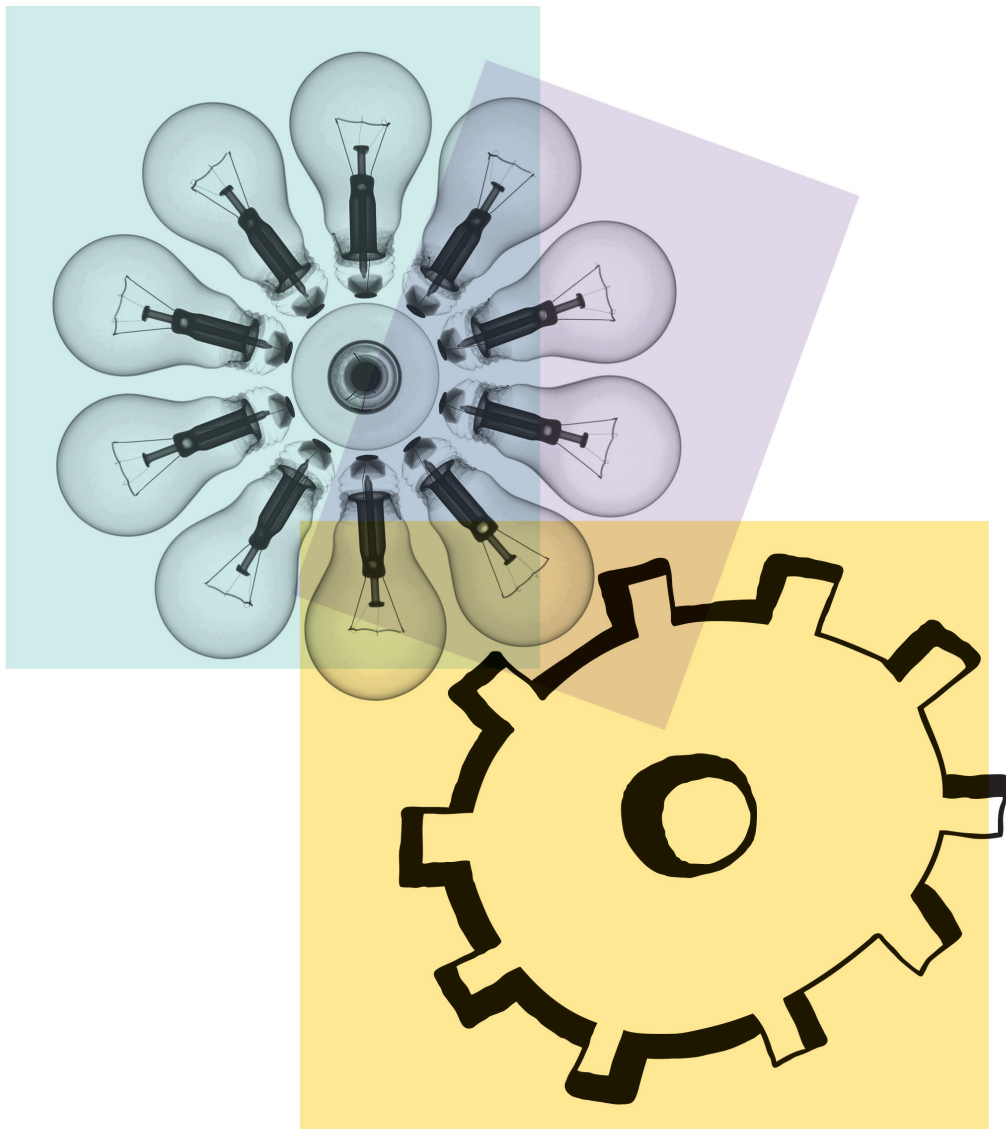


Gender and ethnicity pay gap report 2020



This is our third gender pay gap report and our first ethnicity pay gap report. Our report covers the 12 months to end March 2019. Although we are not obliged to report on pay this year due to the COVID-19 pandemic, we have decided to continue to do so on a voluntary basis given its importance.

Gender pay gap report

With a richer historic picture now available, we are pleased to see steady improvements across a number of measures. Our analysis demonstrates that our focus on progression for women particularly into more senior roles, including partnership, is having a positive impact.

The population we are measuring has changed significantly, as the firm grew 19% over the 12 month period. The number of women in total employed by the firm rose from 71% to just under 74%. For the second year in a row we have included pay (profit share) data about our equity partner group to provide maximum transparency.

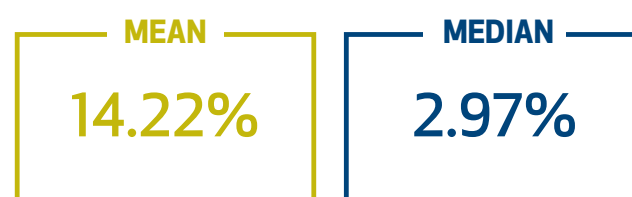
Our hourly pay data

Our pay gap this year has reduced when calculated as a mean however has increased slightly when calculated as a median. When we remove our support staff group from the calculation (99% of whom are women) our pay gap for both calculations reduces even further – a positive trend for our third year of pay gap reporting.

Difference in hourly rate of pay (all staff)



Difference in hourly rate of pay (excluding support staff)



Proportion of men and women in each pay quartile

	Lower quartile	Lower-middle quartile	Upper-middle quartile	Upper quartile
MALE	21.05%	28.42%	21.05%	42.11%
FEMALE	78.95%	71.58%	78.95%	58.89%

Fee-earner pay gap by grade and by location

	MEAN		MEDIAN	
	London	Outside London	London	Outside London
Solicitor*	-2.57%	2.36%	1.95%	4.78%
Senior Solicitor*	0.15%	-5.49%	-0.99%	-7.96%
Associate and Legal Director*	-4.26%	9.20%	-9.61%	12.16%

*or equivalent

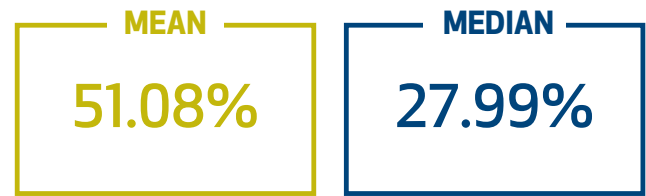
Our partners

Our published pay gap, as set out above, includes salaried partner data (as employees of our firm). We believe that it is important to be transparent, which is why we are also publishing our equity partner reward data. When we look at the gap within the equity partnership itself we in fact have, and for the second year in a row, a gap in favour of women. However, when our equity partner reward data is included for the firm as a whole, the gender pay gap increases.

Gender pay gap amongst equity partners



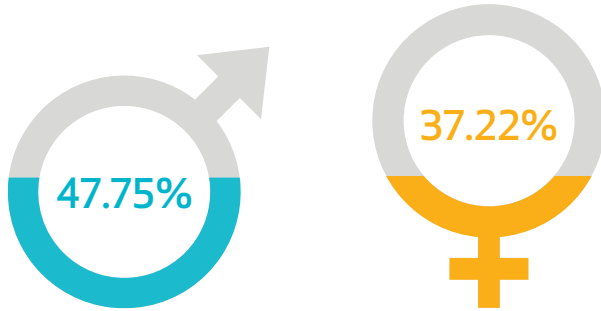
Gender pay gap for all staff (including equity partners)



Bonus gap

We are pleased to see a greater proportion of our people receiving a bonus this year when compared to the previous year. The number of women receiving a bonus increased last year however the percentage of the pool reduced because of the overall increase in the number of women joining the firm.

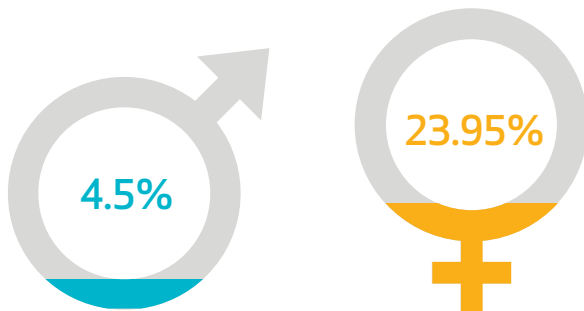
Employees who received a bonus



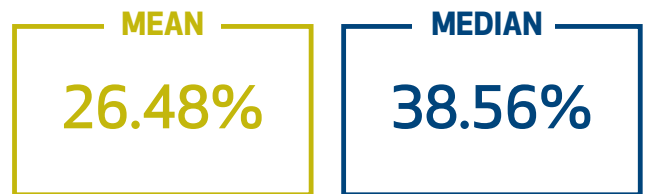
In line with the publication regulations, we have calculated our gender bonus gap using actual bonuses paid to employees. This creates a pronounced gap when a greater proportion of women than men work part time. In addition, our fee earner bonus scheme is predominately based on achievement of a chargeable hours target so to mitigate potential impact on women we introduced a discretionary element to our scheme with effect from May 2018. The application of the discretionary scheme was then extended further in May 2019 (i.e. after the snapshot date for this report).

The impact of that will be reflected in the figures we publish in 2021. The discretionary bonus was awarded to 10% of our fee earners and 70% of this group were women.

Employees with a formal flexible working arrangement



Gender bonus gap



As equity partner reward is made by way of profit share only, equity partners do not receive a salary or bonuses. Our bonus gap figures are therefore in respect of employees only.

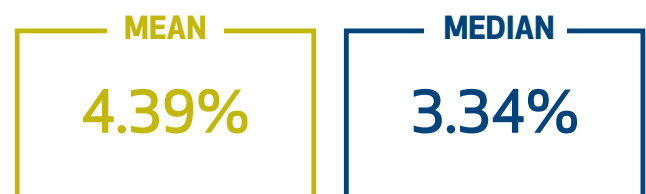
Ethnicity pay gap report

For the first time this year we have analysed our ethnicity pay gap and the results are outlined below.

Ethnicity pay gap (including equity partners)



Ethnicity pay gap (excluding equity partners)



The data relates to 81% of our employees and partners who have declared their ethnicity. Of those who declared their ethnicity 82% are from a white background and 18% from a non-white background.

Ethnicity pay gap (fee-earners and management)



Diversity and inclusion within our firm

Over the past 12 months we have continued to embed diversity and inclusion within the firm and a central focus has been to help those in leadership and supervision roles to become more effective people managers. Inclusion was the core topic of our Partner and Legal Director Conference in 2018, and we are in the process of delivering people management training across the wider firm. Additionally, we have participated in various inclusion initiatives over the past 12 months including active involvement in the Law Society's Women in Leadership in Law project. This saw us host roundtables for both male and female colleagues to help us further understand some of the barriers to progression.

In May 2019 became signatories to the Mindful Business Charter

In October 2019 became signatories to the BITC Race at Work Charter



The Prince's
Responsible
Business Network

Race at Work Charter signatory

By way of summary of our progress to date we also set out below a three-year comparison of our gender pay gap data

	Gender pay gap		Gender pay gap (excluding PAs)		Gender bonus gap	
	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN
2018	21.41%	18.87%	18.90%	7.84%	31.23%	30.72%
2019	21.67%	10.22%	16.06%	5.98%	35.62%	32.77%
2020	18.18%	14.26%	14.22%	2.97%	26.48%	38.56%

We confirm that the data reporting here is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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