

Gender Pay Report 2017

We are pleased to report Sills & Betteridge LLP's gender pay report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Firm is committed to promoting equal opportunities to all employees regardless of gender.

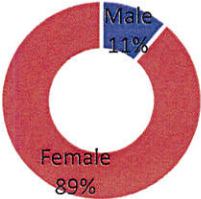
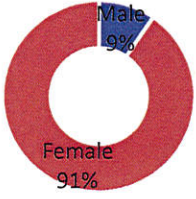
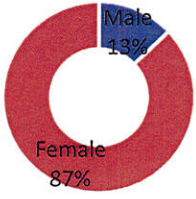
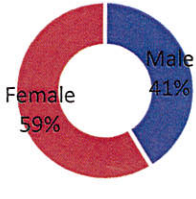
Pay gap – differences between men and women

	Mean	Median
Hourly pay	32.9%	42.7%
Bonus pay	N/A	N/A

This table shows the mean and median gender pay gap based on hourly rates of pay as at the 'snapshot date' 05 April 2017.

Sills & Betteridge LLP did not pay a bonus to any male employees for the preceding 12 months prior to the 'snapshot date'. We therefore do not have a Mean or Median to report for Bonus Pay. 1.6% of the female workforce received a bonus payment in the preceding 12 months prior to the snapshot date.

Pay quartiles

Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
			
Women – 89%	Women – 91%	Women – 87%	Women – 59%
Men – 11%	Men – 9%	Men – 13%	Men – 41%
Pay gap within quartile = -3.02%	Pay gap within quartile = 2.89%	Pay gap within quartile = -1.01%	Pay gap within quartile = 8.84%

The above image shows the gender distribution at Sills & Betteridge LLP across four equally sized quartiles with the corresponding pay gap within each quartile.

Understanding our pay disparities

Having carefully examined the figures for our gender pay gap we have concluded that:-

- Our gender pay gap in the lower, lower middle and upper middle quartiles is encouraging and displays that there is a very small gender pay gap between male and females. Although we are conscious that we do employ a lot more females than males in all quartiles we are assured that this is not due to our recruitment methods being more favourable to females. We have open and transparent recruitment processes however we find that the roles in these quartiles are predominantly secretarial and administrative roles which are predominantly filled by females due to high levels of female applicants supported by recruitment figures for the past six months. The fact that so many of these positions are held by women has the effect of reducing the average pay of women in our Firm, impacting our overall gender pay gap.
- We have a more significant gender imbalance within our upper pay quartile. This quartile is filled predominantly with partners of the Firm however, the split between male and females is almost even evidencing that we do not have a more favourable approach to promotion for either gender. The reason for the gender pay gap is due to more male partners working within the commercial sector, working on privately funded work on hourly rates as opposed to more female partners being based in the family sector whereby working on legal aid funded work or fixed fee type work whereby profit margins are less resulting in salary prospects being lower.

Plans for the future

We recognise that we have more work to do to achieve greater gender balance at all levels of the Firm. This will take time but we are committed to reducing the gender pay gap. The following steps will be taken:-

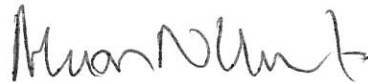
- Recruitment – adopting a more rigorous approach to our recruitment processes at all levels to try to attract more male applicants to the roles.
- Promoting equal opportunities – by adopting a more flexible approach throughout people's careers to both genders.

Declaration

We confirm that this is an accurate report recorded on the 'snapshot date' – 05 April 2017.



Martyn Hall
Practice Director
April 2018



Alison Hurton
Member Partner
April 2018