

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.

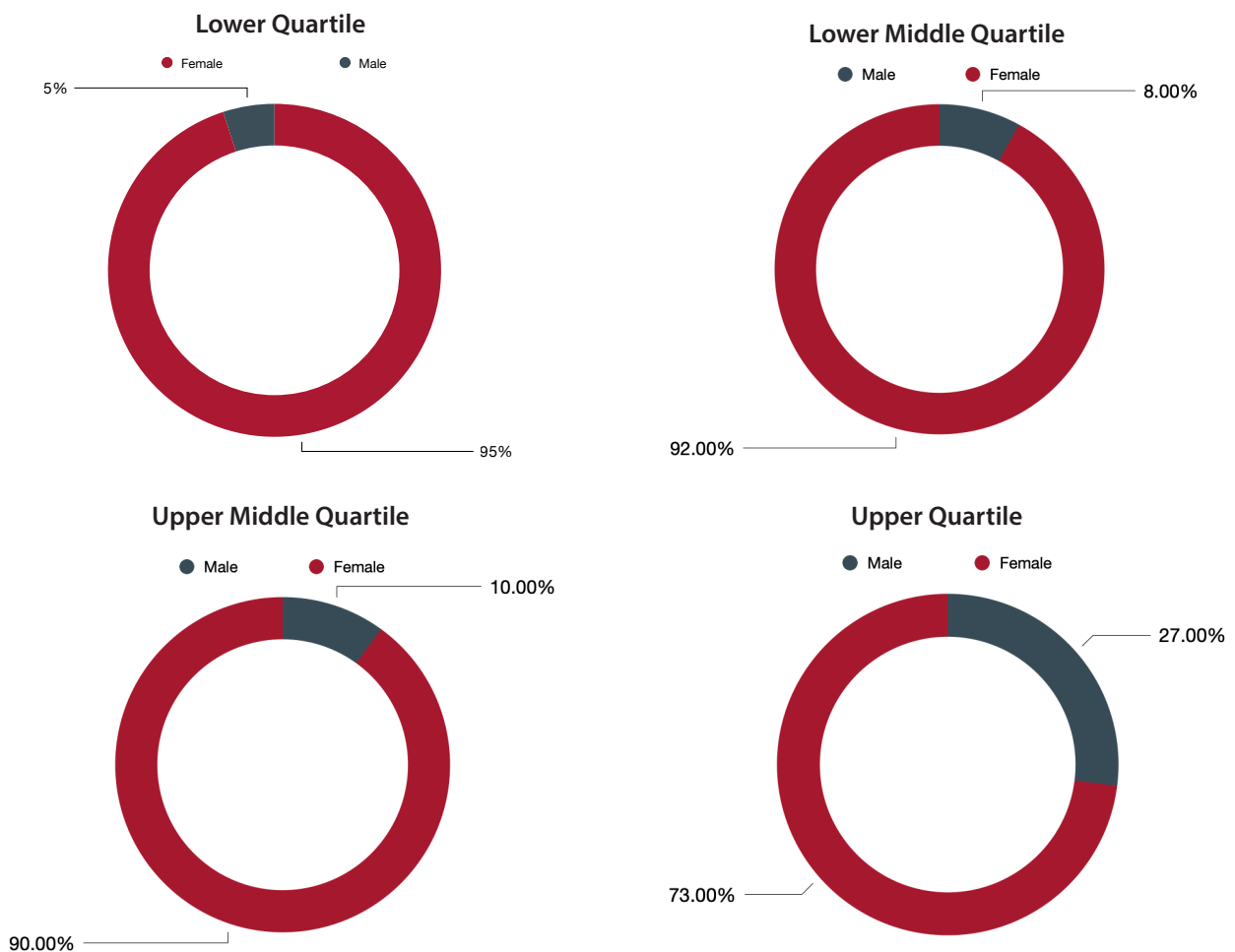
The Firm is committed to promoting equal opportunities to all employees regardless of gender.

## Pay gap between men and women

	Mean	Median
Hourly Pay	40.6%	44.9%
Bonus Pay	82.3%	50%

This table shows the mean and median gender pay gap based on hourly rates of pay as at the 'snapshot date' 05 April 2021.

## Pay Quartiles



The above image shows the gender distribution at Sills & Betteridge LLP across four equally sized quartiles.

## Understanding our Gender Pay Gap

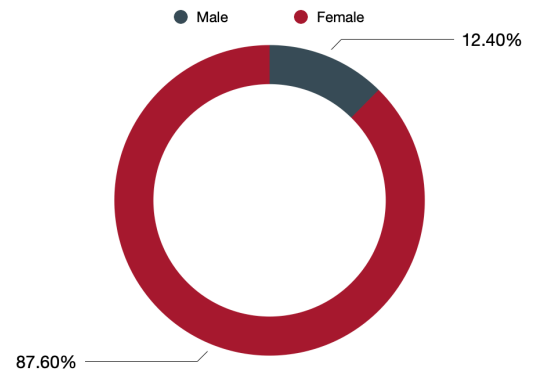
Sills & Betteridge LLP's gender pay gap is largely affected by the industry sector.

- Law Firms (see 'Employee Ratio' to the right) shows the disproportionate ratio of males in the workforce as opposed to females and although we do our utmost to appeal to all genders in recruitment advertising the support roles such as administration posts, receptionists and legal secretaries usually fall into the lower quartiles.

The Pandemic has had an impact on this year's pay gap. The Firm still had a number of employees on either furlough or flexi-furlough arrangements skewing the figures.

Sills & Betteridge LLP's gender bonus pay gap has remained very similar for the mean from 82.86% to 82.3% however the median has lowered significantly from a 79.7% median to 50%. The proportion of males who received a bonus in the Firm is 12.9% and women 7.76% in comparison to the full workforce.

### Employee Ratio



## 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 – The Firm's recruitment officer appointed in 2021 has settled in well and as a result has championed a new recruitment software package to enable us to advertise across the main recruitment boards to attract more potential from a wider range of sources. This will be rolled out in the coming months.
- Flexible working policies have never been more important. The Home Working policy for hybrid working long term is about to be finalised for working arrangements for all staff now that the Government's restrictions have been eased. This offers a greater focus on work life balance which is important not only for existing staff but when trying to attract applicants to the Firm.
- The Firm has strengthened its service departments over the past 12 months and expanded the teams. Certainly in HR the HR Adviser has been tasked with reviewing the Firm's policies. The pandemic has had a huge impact on people's mental health. The Firm's HR adviser is currently writing a Wellbeing policy soon to be introduced to the Firm.
- As of 01 May 2022 the Firm has invested in an additional benefit by way of a Medicash Healthcare Cash Plan to support staff health and wellbeing which will run alongside our existing Medicash Employee Assistance Programme for all of its employees.

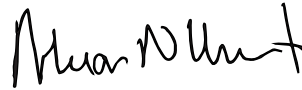
## Declaration

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We confirm that this is an accurate report recorded on the 'snapshot date' – 05 April 2021.



Martyn Hall  
Chief Executive/Member Partner  
April 2022



Alison Hurton  
Member Partner  
April 2022