

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.

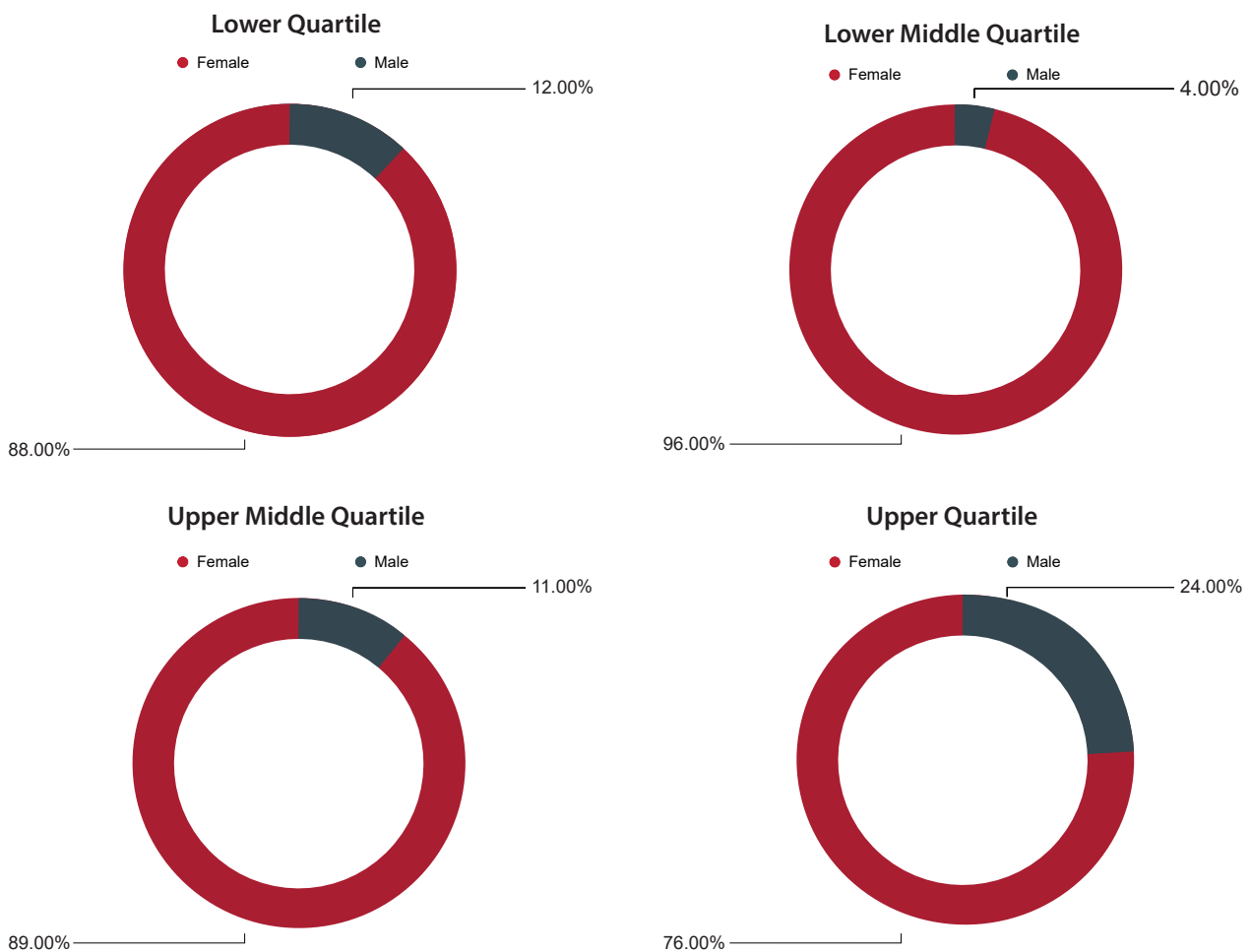
The Firm is committed to promoting equal opportunities to all employees regardless of gender.

Pay Gap between men and women

	Mean	Median
Hourly Pay	28.36%	28.74%
Bonus Pay	-220.70%	-129.17%

This table shows the mean and median Gender Pay Gap based on hourly rates of pay as at the 'snapshot date' 05 April 2022.

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 Firm is pleased to report a reduction in the Firm's Gender Pay Gap from April 2021 to April 2022 the Firm has reduced the Pay Gap from the Mean of 40.6% and Median of 44.9% to the Mean of 28.36% and the Median of 28.74%. This is a 12.24% reduction in the Mean and a 16.16% reduction in the Median. The Firm has been making a conscious effort to work towards a pay scale which is clearly having a big impact on the Pay Gap.

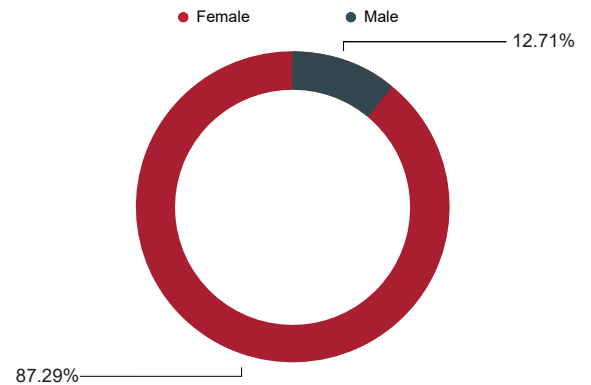
Sills & Betteridge LLP's gender bonus pay gap has changed significantly this year. A lot of bonus arrangements were not met during this year due to the effects of the Pandemic and there were very few bonus payments made throughout the year affecting this year's figures.

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 has appointed a new recruitment officer who has given the Firm's recruitment process a complete overall. The recruitment officer is raising the profile of the Firm by encouraging staff reviews on social media platforms and job websites such as Glassdoor and Indeed. The recruitment office has also spent time researching and implementing useful recruitment tools via LinkedIn and Indeed. This will enhance our CV searching abilities to enable the Firm to approach more suitable candidates to attract to the Firm.
- The Stress and Mental Wellbeing at Work Policy is being introduced this month. The HR Department will work with Department Heads and Managers to help create an open culture around mental health and wellbeing with the Policy as an underpinning framework.
- The Firm is committed to enhancing knowledge on Mental Health and will be rolling out a refresher training programme for Mental Health First Aiders over the next few months. Managers will also be asked to attend a Mental Health for Managers to enhance people's knowledge and experience of dealing with Mental Health in the workplace.
- The Firm will continue to enhance its benefits to attract more people to the Firm. The Firm is reviewing its enhanced Maternity, Paternity, Compassionate Leave policies.

Employee Ratio



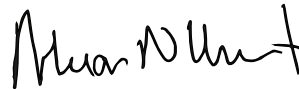
- Generally the Firm is adopting a more flexible approach to attract and retain employees. The Homeworking Policy has been finalised with the majority of the workplace opting for a hybrid approach. The Firm is currently reviewing its policies on time off for employees to attend things like nativities, sport's days etc. It has been put to the board about allowing this time to be taken as long as it can be worked back. By introducing these type of flexible working arrangements, the Firm should be able to attract a more diverse workforce.
- The Firm is enhancing its Paralegal and Solicitor Apprenticeship programmes and has increased the number of people who have been offered these routes to qualification which it intends to keep enhancing to keep upskilling the current workforce.
- The Firm is introducing a Senior title to those people identified in support roles as senior. The Firm is introducing a matrix for training to identify each person's skill set in order to check if they qualify for senior status. Enhanced benefits will come with the title and gives those people a pathway for progression within the Firm to attract and retain employees.

Declaration

We confirm that this is an accurate report recorded on the 'snapshot date' - 05 April 2022.



Martyn Hall
Chief Executive/Member Partner
April 2023



Alison Hurton
Member Partner
April 2023