

Gender Pay Report 2019

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.

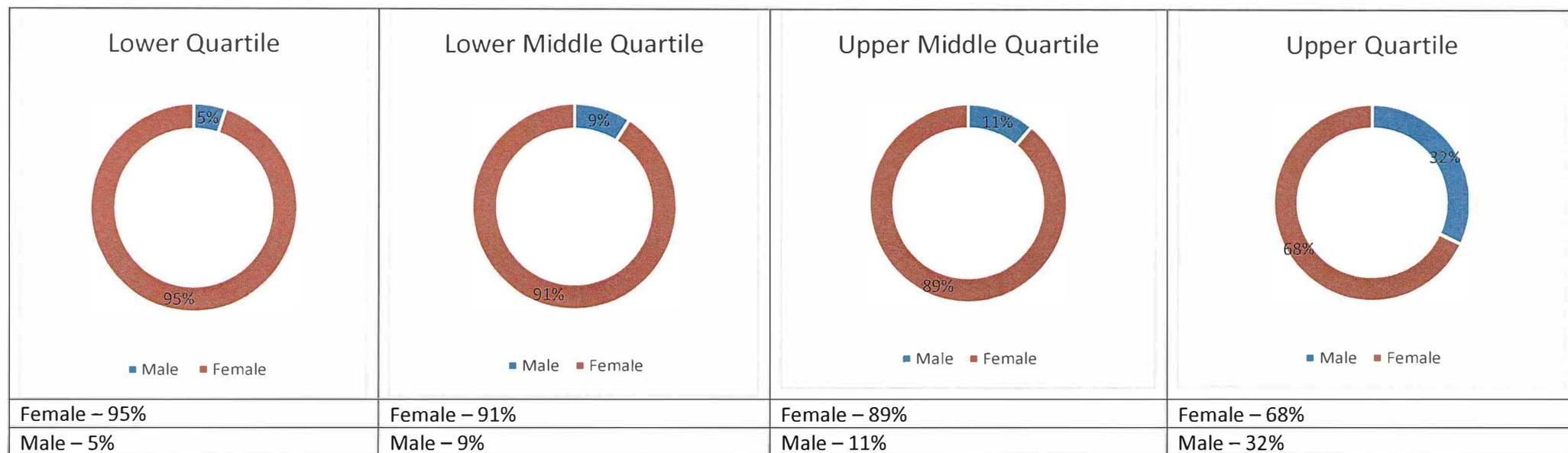
The Firm is committed to promoting equal opportunities to all employees regardless of gender.

Pay gap – differences between men and women

	Mean	Median
Hourly pay	37.7%	42.7%
Bonus pay	98.61%	95.42%

This table shows the mean and median gender pay gap based on hourly rates of pay as at the 'snapshot date' 05 April 2019.

Pay quartiles

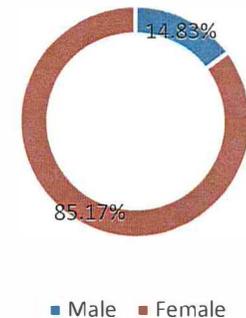


The above image shows the gender distribution at Sills & Betteridge LLP across four equally sized quartiles.

Understanding our Gender Pay Gap

- Sills & Betteridge LLP is pleased to report a reduction in both the mean and median gender pay gap for 2019 from the previous year's gender pay gap.
- Sills & Betteridge LLP's gender pay gap of 37.7% is higher than the UK mean gap of 17.9% however it has lowered slightly from the Firm's gender pay gap of 2018. There are a number of significant factors that affect this figure, two of which are:-
 - The overall ratio (see 'Employee Ratio' to the right) shows the disproportionate ratio of males in the workforce as opposed to females.
 - The vacancies continue to be predominantly support roles which appeal to females in this sector for reasons beyond our control i.e. administrative, legal secretary and receptionists which are historically lower paid roles.
- Sills & Betteridge LLP's gender bonus pay gap is higher for men than women this year. The proportion of males who received a bonus in the Firm is 5.13% and women 1.34% in comparison to the full workforce. The awarding of bonus' is not routine practice and this year there was a hand full of people that performed exceptionally well who were rewarded in this way.

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 – continuing to adopt a more rigorous approach to our recruitment processes to try to attract more male applicants particularly in the lower, lower middle and upper middle quartile job roles.
- Continuing to promote equal opportunities to both genders for promotion and career development.

Declaration

We confirm that this is an accurate report recorded on the 'snapshot date' – 05 April 2019.

Martyn Hall
Chief Executive
June 2019

Alison Hurton
Member Partner
June 2019