

# GENDER PAY GAP REPORT 2018

We are pleased to publish Watson Farley & Williams Gender Pay Gap Report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Whilst the data in this report is based on our London entities, we continue to drive equality, diversity and inclusion across all of our offices.

We welcomed the introduction of gender pay gap reporting last year and, while we have started to take steps to reduce our gap, we know there is still some way to go. We remain committed to the principles of equal opportunities and equal treatment for all employees. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic) and are committed to the principles of gender equality. Our gender pay gap is the difference between the average hourly pay for all men and all women employed by Watson Farley & Williams LLP. This report is not a comparison of how much we pay men and women in the same or similar roles and is not therefore an equal pay audit.

## HOURLY GENDER PAY GAP

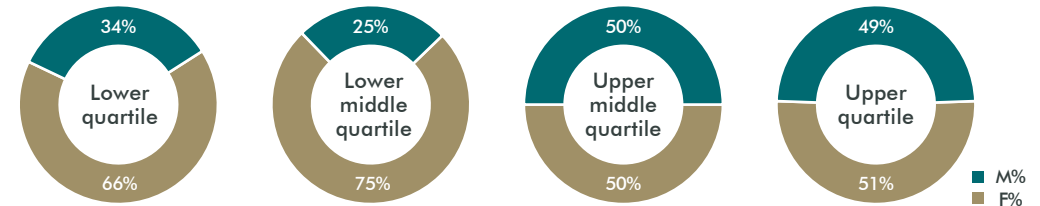
The data from our upper middle and upper quartiles continues to illustrate that we pay men and women equally for equivalent roles across the firm. As is common in the legal sector, the roles that sit within our lower and lower middle quartiles have a higher concentration of women in secretarial, administrative and more junior-level business services roles, causing a gender imbalance. There are also more women in roles where salary progression is limited, for example, our Legal PA and Document Production teams. While we are confident that we pay men and women within these lower quartiles equally for equivalent roles and in line with market, they do have an impact on the pay gap within our lower quartile bands and, in turn, our gender pay gap overall.

Gender pay gap based on hourly rates - 5 April 2018		
	Mean	Median
Hourly Pay	27%	34.5%

This table shows our mean (the average of all salaries added together) and median (the mid-point of all salaries) gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2018.

## PAY QUARTILES

We have split the firm into four equal salary-based quartiles which illustrates how gender balance influences our gender pay gap:



## BONUS GENDER PAY GAP AND BONUS PAYMENT

A significant factor affecting our bonus pay gap is the difference in bonus potential. For those within our secretarial and business services roles the bonus potential is generally much lower than for our lawyers and senior business service employees, who have the opportunity to earn performance based bonuses. In addition, as the Regulations stipulate that the bonus gap is to be calculated based on actual amounts paid, as opposed to full time equivalents, our bonus gap is impacted by the fact that a greater proportion of our female employees have part-time working arrangements.

Gender pay gap based on bonus pay - 5 April 2018		
	Mean	Median
Bonus Pay	45.3%	0%

This table shows our mean (the average) and median (the mid-point) gender bonus gap for the 12 months ending 5 April 2018.

Proportion of men and women receiving a bonus payment - 5 April 2018	
Men	89.8%
Women	92%

This table shows the proportion of men and women who received a bonus payment in the same period.

# GENDER PAY GAP REPORT 2018

## WFW GLOBAL LLP AND PARTNER GENDER PAY GAP

The legal reporting requirements only cover our largest UK entity, Watson Farley & Williams LLP. This entity employs all London based associates, paralegals and trainees together with those business services employees who mainly support the London practice. We have also provided our gender pay gap figures for WFW Global LLP which engages those business services employees who are based in London, but provide support to our offices on a global basis. As at 5 April 2018, WFW Global LLP had 83 employees and therefore does not fulfil the reporting requirement. The data shows pay and bonus gaps, which are both well below the national average of 17.9%, due to a closer correlation between types of roles and bonus potential within that entity.

WFW Global LLP		
	Mean	Median
Hourly Pay	6.80%	2.20%
Bonus Pay	11.40%	-0.36%

For further transparency we have taken the decision to report our Partner data as we believe it is important to provide a complete picture of gender pay. For these calculations we have used total gross profit share (including bonus awards), on a global basis, over the 2017/18 tax year. Our figures demonstrate that within our Partnership our female partners earn more on average than their male counterparts. This is a primarily a reflection of the fact that a higher proportion of our female partners are equity partners, than the proportion of male and female partners combined.

Partners		
	Mean	Median
Hourly Pay	-8.30%	-11.12%

## ACHIEVING GREATER GENDER BALANCE

As a firm we are committed to reducing our gender pay gap and are working with our partners and employees to continue to identify practical ways of doing this. Last year we highlighted some of our initiatives to improve our gender balance and thereby reduce our pay gap, with a focus on supporting those with young children. Other initiatives we have in place include:

- The launch of our Women in Partnership series. Our aim is to provide insight, advice and support from women at the firm’s partnership level to any lawyers who may have partnership aspirations, particularly women, as well as anyone who seeks career advancement.
- Access to business coaching to help all employees achieve their potential.
- Continuing to review and update our flexible and agile working policies to ensure they are accessible to as many employees as practical.
- Providing access to Cityparents, which provides peer support to those juggling careers and carer responsibilities, as well as networking opportunities.

We hope that, in future years, our continuing efforts will help to improve gender balance further and ensure that women and men from all backgrounds have the freedom to progress and use their talents to their full potential.

We confirm that the data in this report is accurate and has been calculated according to the legal requirements.



**CHRIS LOWE**  
MANAGING PARTNER



**LOTHAR WEGENER**  
MANAGING PARTNER