

## Gender Pay Gap Report 2022

Our Employee Gender Pay Gap Report 2022 is set out in accordance with our statutory obligations. In addition to this, although not mandatory, we have also provided data on our Employee Ethnicity Pay Gap and our Partner Pay Gap for the second year running.

Our 2022 figures represent two firms, Wedlake Bell LLP and Moon Beaver LLP, having merged in July 2021. This data will need ongoing analysis to better understand the figures and impact the merger has had on our pay gap. To do this we will be implementing more frequent internal data studies and reporting to enable the firm to track trends which will feed into initiatives to reduce the pay gap.

The traditional structure of a law firm often finds a majority of women employed in secretarial and administrative roles where the pay sits within the lower-middle and lower quartiles and this in turn impacts on the size of the pay gap. The roles and titles of secretarial and administrative staff will be looked at as part of a wider initiative around attracting and retaining diverse talent.

We are committed to continuously review and improve our diversity, equity and inclusion initiatives to ensure our people can flourish at the firm. There is always more we can do and we will continue to invest in our people from early careers through to partnership.

Our current initiatives include:

### ***Career and development support***

We are continuing to invest in our people and their career development. Having recently implemented a Learning and Development team, we are able to better focus on supporting our staff to reach their career and development goals.

A new career framework for our fee earning staff will be launched in mid-2023 followed by frameworks and training opportunities for business services and secretaries. We will also be introducing leadership and management training and are redeveloping our partnership track programmes.

We are working on improving processes and transparency around promotions and salary reviews and will also be introducing a culture of continuous feedback to enable individuals to better recognise their achievements and development objectives.

## ***Inclusion***

Our DE&I Committee oversee our initiatives in this area and in addition to this committee we have firmwide networks including Ethnic Minority, Social Mobility, LGBTQ+, Faith and Belief, Working Families, and Mental Health First Aiders.

We have organised talks and events where real life experiences from our people have been openly discussed, empowering individuals to bring their whole selves to work and encouraging conversations and equality across the firm

Our firmwide training programmes include training and awareness sessions on unconscious bias, neurodiversity and conscious recruitment.

### ***Support for women***

We offer maternity and new parent coaching, giving support to those before, during and after maternity leave.

Enhanced maternity leave pay and shared parental leave pay.

Menopause awareness training across the firm and menopause medical support programme offered to all women.

We have partnered with the Grace & Green Period Dignity initiative, offering free period products to colleagues in the office.

### ***Support for early talent***

We have offered apprenticeship opportunities within our support teams over the last 10 years and will be launching a solicitor apprenticeship programme in 2023.

We offer maintenance grants and have introduced a bursary scheme for eligible candidates to help support them through their studies.

We work with Inspire, Law Society Diversity Access Scheme, 10,000 Black Interns and City University Micro-Placement scheme, giving students and young people an opportunity to experience life in a law firm and build their confidence and knowledge ready for future employment.

## EMPLOYEE GENDER PAY GAP REPORT 2022

The following summary details the compliant metrics calculated from all Wedlake Bell employees using the April 2022 payroll for the gender pay gap and the previous 12-months for the gender bonus gap.

### Employee funnel

Wedlake Bell had 267 relevant employees on the snapshot date of the 5 April 2022. This group was used to calculate the gender bonus gap and bonuses paid figures. For the gender pay gap figures, a total of 2 men and 12 women were excluded due to unpaid leave. This left 253 full-pay relevant employees of which 168 were women (66.4%) and 85 (33.6%) were men.

### Gender pay gap

These are the differences between the middle-man and woman (Median) and the average man and woman (Mean). Their pay is calculated to an adjusted hourly rate detailed in the legislation.

Gender pay gap	Percentage
Mean	27.9%
Median	28.3%

### Bonus payment ratio

These are the percentages of bonuses paid to both men and women.

Gender	Wedlake Bell
Men	39.1%
Women	48.9%

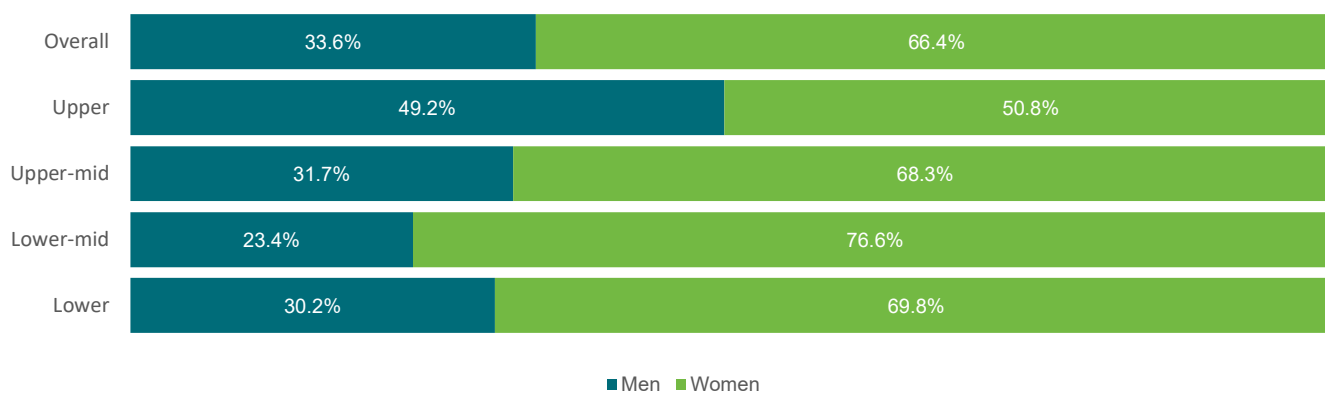
### Gender bonus gap

These are the mean and median gaps between the bonuses paid to men and women between 6 April 2021 to the 5 April 2022.

Gender bonus gap	Percentage
Mean	73.0%
Median	64.8%

### Distribution of employees across the pay range

The following chart shows the overall balance of men and women across the employee group followed by the balance of men and women throughout the four quarters of the employee pay range from the highest to the lowest paid.



### Summary

I confirm that the information contained above is to the best of my knowledge, accurate:

*Martin Arnold*

Martin Arnold  
Managing Partner  
Wedlake Bell LLP

## EMPLOYEE ETHNICITY PAY GAP REPORT 2022

The following summary details the compliant metrics calculated from all Wedlake Bell employees using the April 2022 payroll for the ethnicity pay gap and the previous 12-months for the ethnicity bonus gap.

### Employee funnel

All of Wedlake Bell's 267 relevant employees declared their ethnicity for the snapshot date of the 5 April 2022. This group was used to calculate the ethnicity bonus gap and bonuses paid figures. For the ethnicity pay gap figures, 14 relevant employees were excluded due to unpaid leave. This left 253 full-pay relevant employees, of which 211 (83.4%) declared as White and 42 (16.6%) declared as Global Ethnic Majority (GEM). Due to the small sample size of the GEM population, we cannot increase the granularity of the data into specific ethnicities, however, we do monitor for differences in lived experience between all ethnicities.

### Ethnicity pay gap

These are the differences between the middle-white and GEM (Median) and the average white and GEM full-pay relevant employees (Mean). Their pay is calculated to an adjusted hourly rate detailed in the GPG legislation.

Ethnicity pay gap	Percentage
Mean	25.1%
Median	21.0%

### Bonus payment ratio

These are the percentages of bonuses paid to both white and GEM relevant employees across the entire group.

Ethnicity	Wedlake Bell
White	45.5%
GEM	46.5%

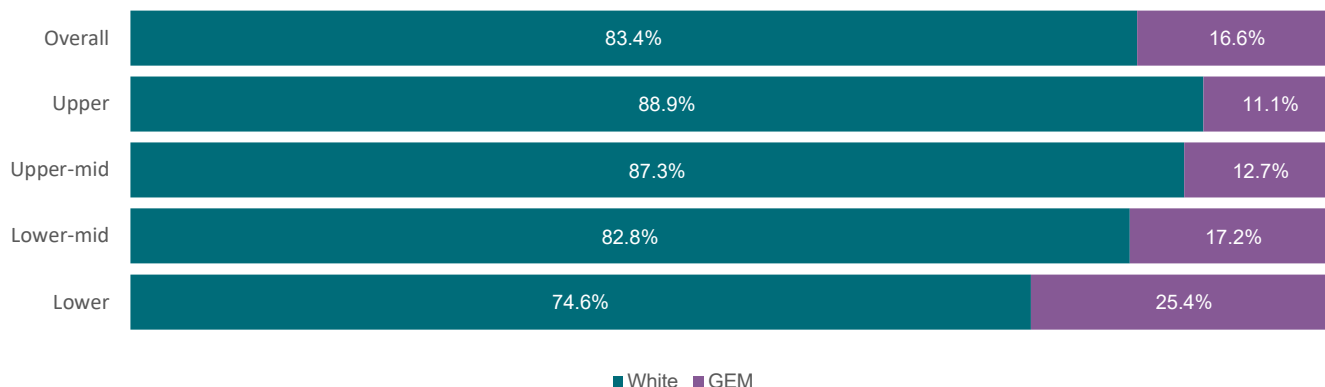
### Gender bonus gap

These are the mean and median gaps between the bonuses paid to white and GEM relevant employees between the 6 April 2021 to the 5 April 2022.

Ethnicity bonus gap	Percentage
Mean	47.2%
Median	30.0%

### Distribution of employees across the pay range

The following chart shows the overall balance of White and GEM full-pay relevant employees across the group followed by the balance of white and GEM throughout the four quarters of the pay range from the highest to the lowest paid.



## PARTNER GENDER PAY GAP REPORT 2022

The following summary details the metrics calculated from Wedlake partners using the drawdowns to April 2022 for the gender pay gap.

### Employee funnel

Wedlake Bell had 70 partners on the snapshot date of the 5 April 2022. These partners were used to calculate the gender pay gap and pay distribution figures.

They consisted of 27 women (38.6%) and 43 men (61.4%).

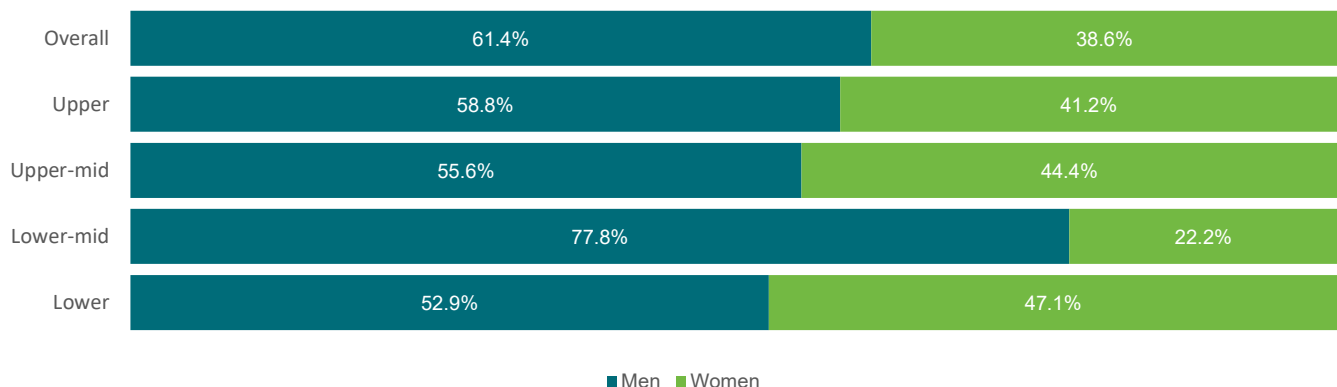
### Gender pay gap

These are the differences between the middle-man and woman (Median) and the average man and woman (Mean). Their pay is calculated to an adjusted hourly rate detailed in the legislation.

Gender pay gap	WB Partners
Mean	-10.6%
Median	-9.9%

### Distribution of employees across the pay range

The following chart shows the overall balance of men and women across the partner group followed by the balance of men and women throughout the four quarters of the partner pay range from the highest to the lowest paid.



### Summary

The gender balance of the partners is close to opposite of the balance seen in the employee population. Notwithstanding this imbalance the pay distribution and pay gap percentages indicate that female partners are evenly distributed (if a little overrepresented) above the median pay amount and that the gap in favour of women is due to the overrepresentation of men in the lower middle quarter of the pay range.