GENDER PAY GAP REPORT

2024

Our Employee Gender Pay Gap Report 2024 is set out below in accordance with our statutory obligations, alongside our Partner Gender Pay Gap data.

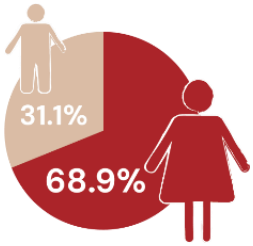
Publishing our Gender Pay Gap report is more than a compliance exercise - it reflects our commitment to transparency, equality, and continuous improvement. By understanding the factors behind pay differences, we can continue to take meaningful steps toward creating a fair and inclusive workplace. To support this, we have provided additional narrative and analysis within the report to explain these factors and outline our ongoing actions.

WEDLAKE BELL
LONDON

EMPLOYEE GENDER PAY GAP REPORT 2024

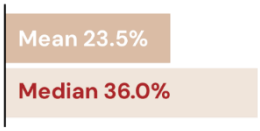
EMPLOYEE FUNNEL

Wedlake Bell had 297 relevant employees on the snapshot date of the 5 April 2024. This group was used to calculate the gender bonus gap and bonuses paid figures. For the gender pay gap figures, 11 women were excluded. due to unpaid leave. This left 286 full-pay relevant employees of which 197 were women (68.9%) and 89 (31.1%) men.



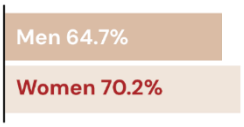
GENDER PAY GAP 2024

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.



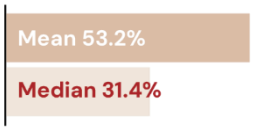
BONUS PAYMENT RATIO

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



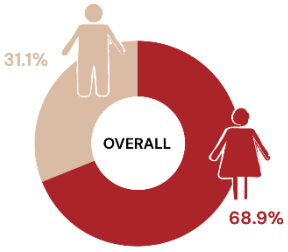
GENDER BONUS GAP

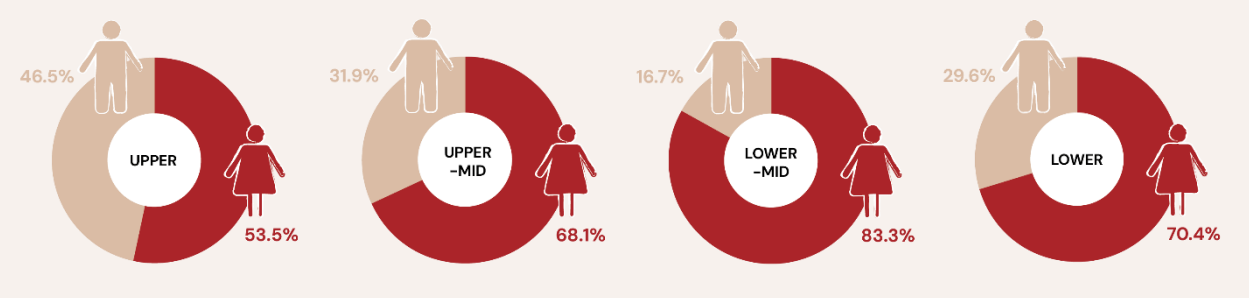
These are the mean and median gaps between the bonuses paid to men and women between 6 April 2023 to the 5 April 2024.



DISTRIBUTION OF EMPLOYEES ACROSS THE PAY RANGE

The following graphics 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.





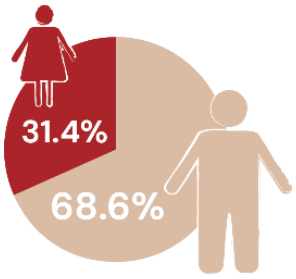
PARTNER GENDER PAY GAP REPORT 2024

The following summary details the metrics calculated from Wedlake Bell partners using the drawdowns to April 2024 for the gender pay gap.

EMPLOYEE FUNNEL

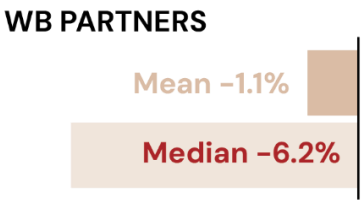
All bar one of Wedlake Bell's 71 partners received their full distribution and were used to calculate the gender pay gap and pay distribution figures.

They consisted of 22 women (31.4%) and 48 men (68.6%).



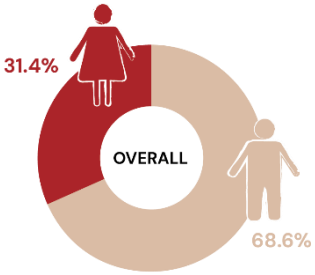
GENDER PAY GAP

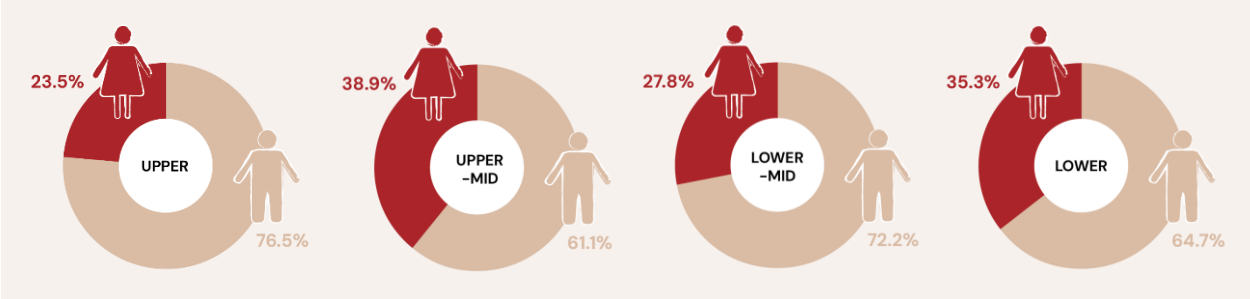
These are the differences between the middle-man and woman (Median) and the average man and woman (Mean). Their pay is calculated to an adjusted hourly rate detailed in the legislation.



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

Our 2024 report reflects both progress and some of the ongoing challenges in achieving gender balance across all levels of the firm.

Law firms have well-documented challenges regarding the representation of women throughout the structure of a firm, and we seek to uncover and describe some salient issues in this report.

We are committed to transparent reporting, but we believe the story behind the numbers matters most.

To set the scene, we should first begin with a summary of our talent as of April 2024. We had:

- ~300 employees; and
- 71 partners.

The overall firm population grew by 4% between 2023 and 2024. It consisted of just over 61% women, but their representation was not evenly distributed across the pay range. The main reason for this being the fact that the ratios of male/female employees changes drastically as we move to partner level data.

- 70% female employees | 32% female partners
- 30% male employees | 68% male partners

To understand the scale of this issue, we need to state two truths:

- 35% of all men are partners vs only 10% of all women; and
- On average, partners hourly rate is 4 x bigger than the average employee.

To focus in on the lack of female partners, whilst an enduring issue, would not be concentrating on the primary reason for the switch in representation. This is due to some traditionally female-centric roles whose representation is largely centred around the lower/lower middle pay quarters where the average female pay is 7 x smaller than the average partner's pay. In plain terms, it's more that there are a large portion of lower paid, female-centric roles rather than just a small number of female partners.

KEY CHANGES (2023–2024)

The male population in the firm shrank by 4% dropping the overall male representation down to 31% from nearly 34%. The 16 men that left WB were evenly spread demographically but were below the pay of the average/median man, thus they effectively improve the average/median man's pay. Conversely, the female population lost 32 but gained 48. There are two distinct points from this replacement:

- Seven out of the 10 women who were removed from the 2024 report due to not receiving full pay (typically due to parental leave) would have been in the upper half of the pay range and would have caused the average pay gap to drop slightly year on year and the median gap to only increase by half as much as it did.

- The 48 women who joined the 2024 report were split into two groups - the first small group were returning to full pay and were paid on average more than the typical person in 2024, but the second larger group of new female employees were paid on average much less because they were hired into predominantly lower paid roles, typically within business services functions.

Because of these changes, the average women's pay has been held back a little (+0.7%) by both the lack of 10 higher paid women and the large group of new, lower paid female employees – neither of which we have control of.

We are confident our people are paid equally for doing equivalent roles across the Firm, irrespective of gender. This is supported by further analysis of our data - if we break down the data into specific employee groups, the pay gap reduces significantly and, in some cases, reverses in favour of women.

OUR COMMITMENT

We continue to focus on career progression, representation at senior levels, and addressing structural factors that influence pay. Closing the gap remains a priority as part of our broader inclusion strategy.

Ongoing initiatives include:

SUPPORT FOR WOMEN

- We offer maternity and new parent coaching, giving support to those before, during and after parental leave.
- Our family friendly policies include enhanced maternity, paternity and shared parental leave pay.
- Menopause awareness training across the firm and trained Menopause Champions who offer guidance and support to colleagues. A medical support programme is also offered to all women.
- We partner with 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 12 years. In 2023 we launched our solicitor apprenticeship programme enabling the firm to recruit school leavers wanting to pursue their legal careers who may not want or be able to attend university due to the financial burden.
- We offer maintenance grants and bursary schemes for eligible candidates to help support them through their studies.

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

CAREER DEVELOPMENT

- We are committed to strengthening our performance frameworks and career pathways to ensure that progression at the firm is clear, transparent, and accessible at every level. Our goal is to create an environment where individuals feel supported in their learning and professional growth.
- We actively promote a culture of continuous feedback throughout the year, complemented by 360-degree feedback as part of annual reviews. This approach helps individuals celebrate achievements, gain valuable insights, and identify meaningful development objectives.

We confirm that the data in this report is to the best of our knowledge, accurate:

Martin Arnold

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Natalie King

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HR Director

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