

Report

# Pay Gap Report

Shoosmiths pay gap report 2023

**SHOOSMITHS**

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# An update from David Jackson, CEO of Shoosmiths LLP

This is our sixth pay gap report, which also voluntarily includes our ethnicity, LGBT+ and socioeconomic pay gap data.

This year's pay gap report is a reminder that we need to maintain focus on representation at all levels of the firm, in order to move the needle towards parity. We have a strategy in place to support the firm on its journey in achieving greater equity. Diversity and inclusion is a standing quarterly item on Board agenda. This is accompanied by a data pack so there is regular monitoring of data trends at the most senior levels of accountability. These data trends inform our actions across the firm and we share highlights of this activity below.

Since the start of the financial year we have invested in our employee proposition through reviewing our reward and recognition approach. This has included salary reviews, thank you bonuses and cost of living payments. Whilst some of these interventions are not yet reflected in this year's pay gap report, it shows our intent to support our people in delivering excellence.

People and culture is a key enabler of our new strategy. We are entering a new and exciting period for our firm and our people are instrumental to the firm achieving its ambitions. As a responsible business it is incumbent on us to recognise the gaps highlighted here and take steps to understand and address them.



## Where we've made progress

See below some examples of where we've been able to make progress throughout 2022, which we continue to build upon:

- Refreshing our values to include a new, fourth value "Being Ourselves." This celebrates diversity. We are proud of who we are. We are better and create progress when everyone has a voice and feels free to be themselves, and when different perspectives and experiences are shared and respected
- Inclusive Leadership roll out to partners and senior managers; the 3-hour workshop gives leaders insights to their own leadership styles and how this can create a sense of inclusion for all and address unconscious biases in work allocation, promotion and hiring decisions
- Increased investment in Pirical, a data product that allows greater insight into the firm's diversity data by hiring, retention and progression trends, as well as representation. Allowing us to focus the D&I strategy on areas that are going to help create balance
- Introduction of YourVoice and AskAnything, which are employee engagement and feedback forums, allowing our people to share their perspectives and ask questions
- WorkLife Central membership to support colleagues throughout their careers and also provide awareness and training for all
- The third cohort of our High Performing Women Programme has now completed and we are reviewing its content to ensure its focus on progression through partnership
- Increased support for the menopause including colleague and line manager training as well as HR guidance notes on adjustments and an EAP with a dedicated menopause mentor
- Continue to work at trainee level with small group coaching for minority ethnic colleagues and participation in the 10,000 Black Interns programme during summer 2022
- Global Butterflies hosted a session for our Board on trans inclusion and non-binary gender identities
- Demonstrated strong progress on our social mobility aims by jumping four places in The Social Mobility Foundation's Social Mobility Employer index since last year to 38 in 2022.

# Gender pay gap report

Employee gender pay gap			
2022		2021	
Mean	Median	Mean	Median
19.9%	32.4%	19.4%	28.0%

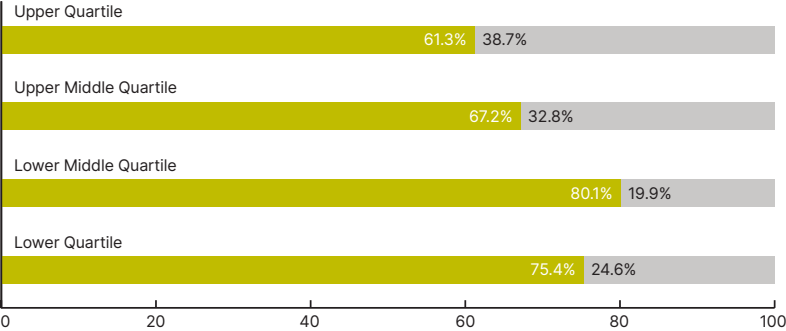
Partner gender pay gap			
2022		2021	
Mean	Median	Mean	Median
10.6%	10.4%	14.5%	16.5%

All gender pay gap			
2022		2021	
Mean	Median	Mean	Median
40.1%	41.2%	42.0%	41.5%

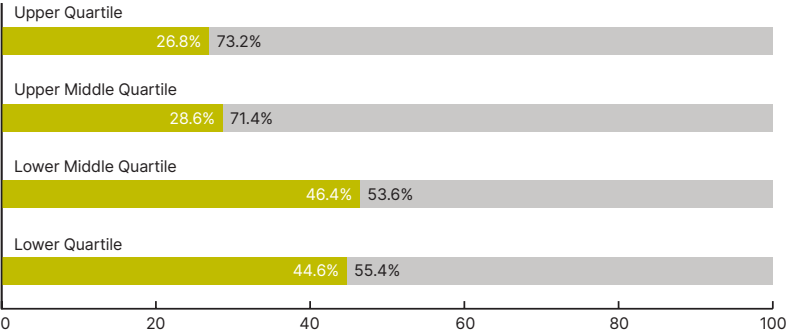
## Pay quartiles



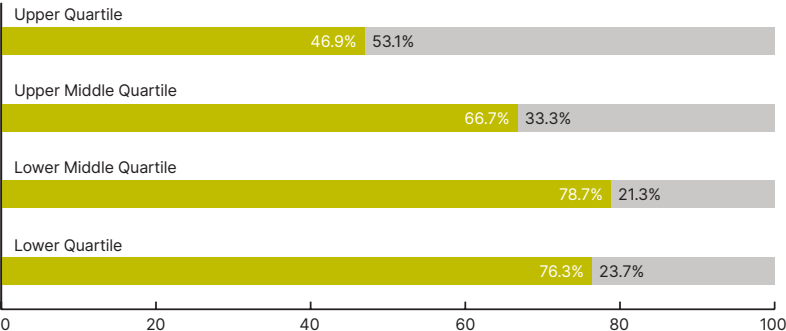
### Employees



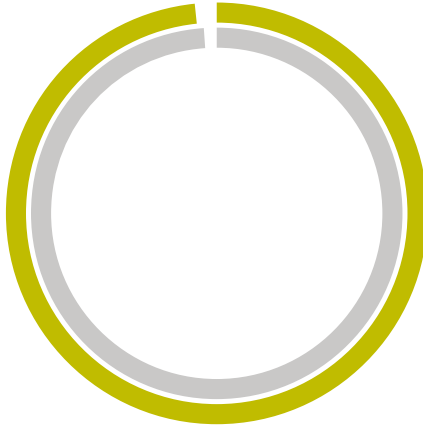
### Partners



### All



## Proportion receiving a bonus



Female – 98.4%  
Male – 99.0%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments. These are % of employees only receiving a bonus.

\*We want to make sure we are up to date on best practice and use of terminology, so will continue to update our data categories e.g., when recognised alternatives to 'BAME' are available.

# Ethnicity pay gap report

Employee ethnic minority pay gap			
2022		2021	
Mean	Median	Mean	Median
18.5%	19.9%	22.8%	19.3%

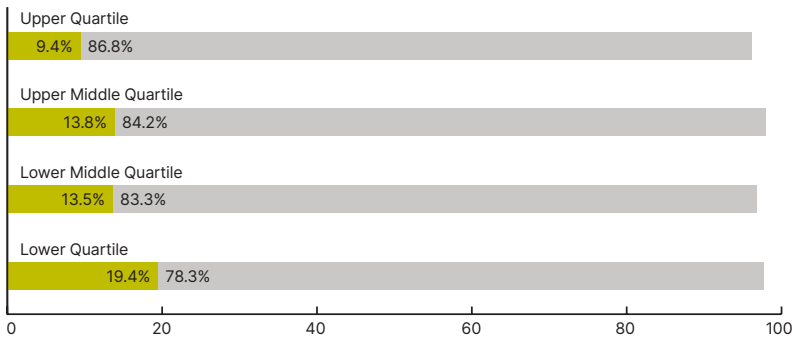
Partner ethnic minority pay gap			
2022		2021	
Mean	Median	Mean	Median
-7.8%	-6.7%	-7.3%	-16.0%

All ethnic minority pay gap			
2022		2021	
Mean	Median	Mean	Median
27.1%	33.5%	31.4%	28.8%

## Pay quartiles

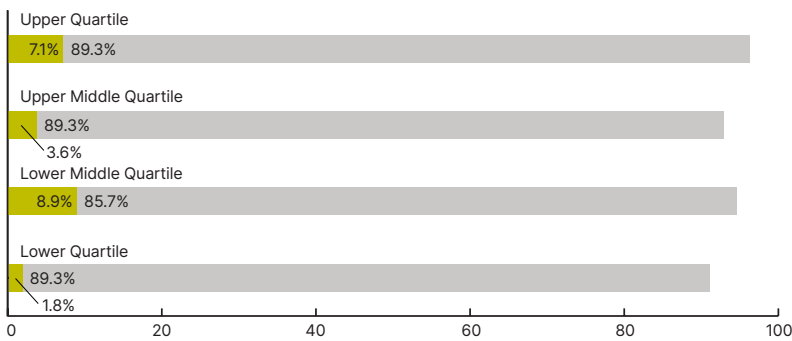


### Employees



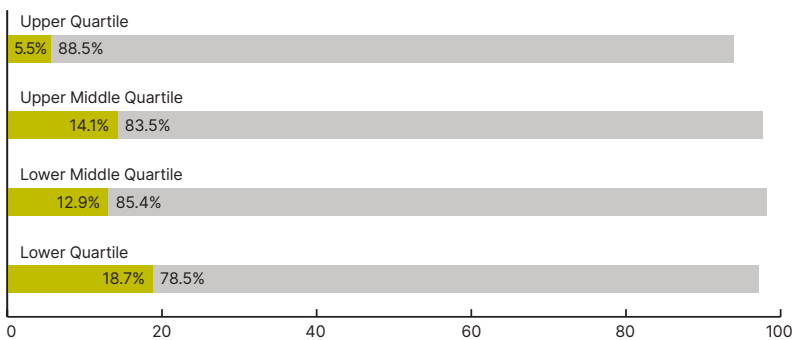
Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

### Partners



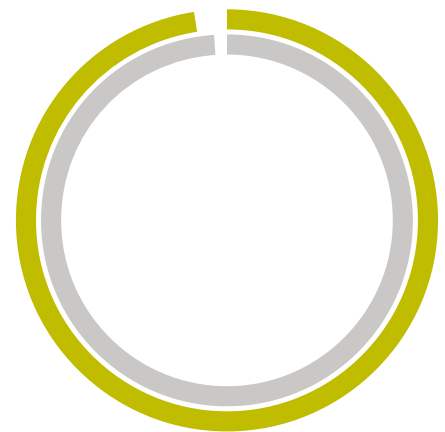
Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

### All



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

## Proportion receiving a bonus



■ BAME – 97.5%

■ White – 99.0%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments. These are % of employees only receiving a bonus.

# LGBT+ pay gap report

Employee LGBT+ pay gap			
2022		2021	
Mean	Median	Mean	Median
1.4%	7.2%	-1.9%	11.2%

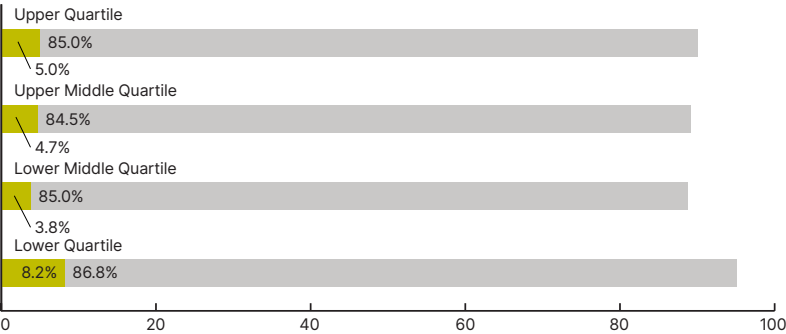
Partner LGBT+ pay gap			
2022		2021	
Mean	Median	Mean	Median
-7.4%	1.3%	5.8%	12.3%

All LGBT+ pay gap			
2022		2021	
Mean	Median	Mean	Median
8.6%	17.7%	5.5%	9.9%

## Pay quartiles

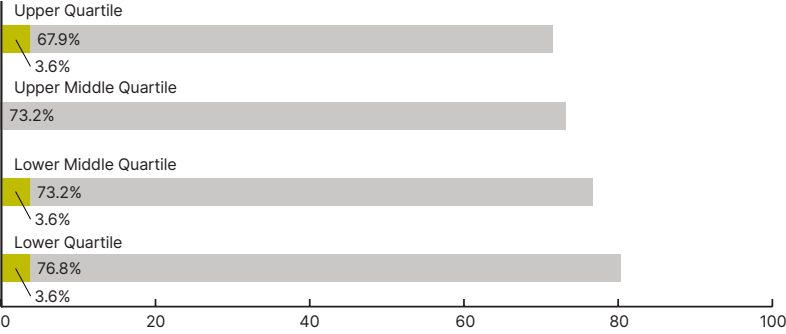


### Employees



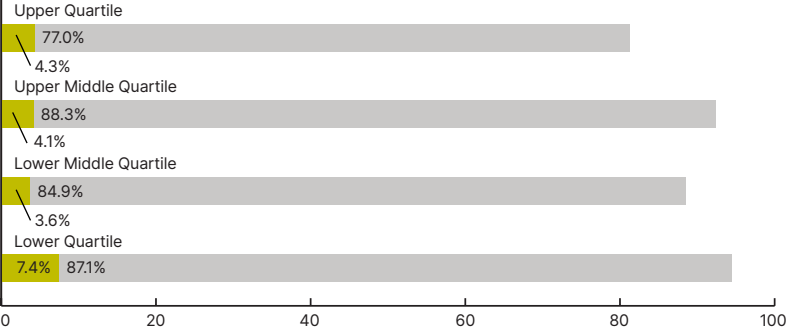
Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

### Partners



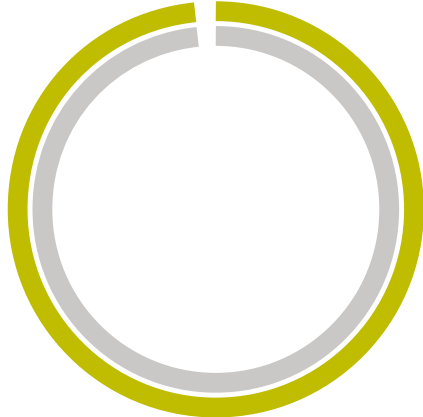
Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

### All



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

## Proportion receiving a bonus



LGBT+ – 98.6%  
Non-LGBT+ – 98.5%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments. These are % of employees only receiving a bonus.

\*All measures use Parental Occupation questions to identify and group socio-economic background for the purposes of this analysis.

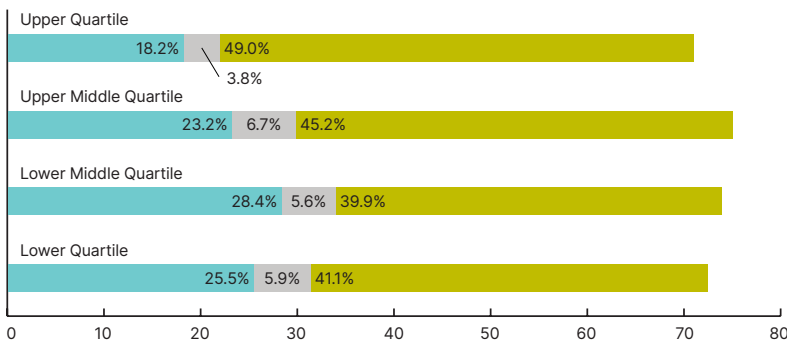
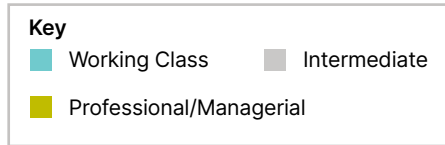
# Socio-economic background pay gap – Employee

Working Class: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
13.6%	18.7%	11.5%	9.4%

Intermediate: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
10.9%	14.0%	17.6%	18.5%

Working Class: Intermediate			
2022		2021	
Mean	Median	Mean	Median
3.0%	5.4%	-2.0%	-11.1%

## Pay quartiles



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

## Proportion receiving a bonus



- Professional/Managerial – 98.7%
- Intermediate – 96.1%
- Working Class – 98.5%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments. These are % of employees only receiving a bonus.

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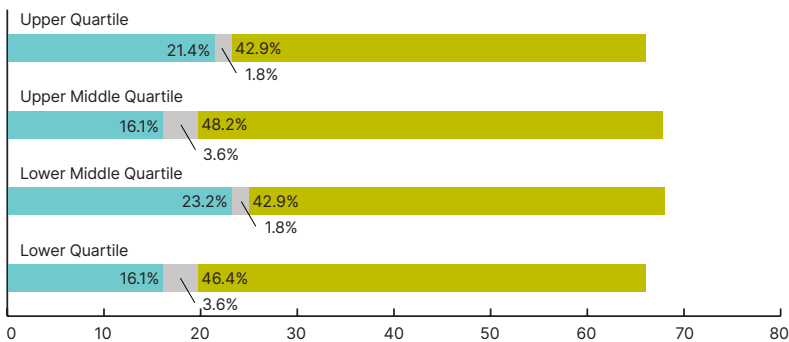
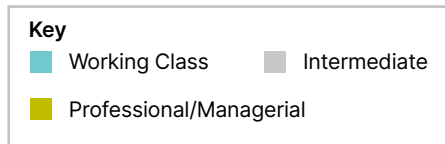
# Socio-economic background pay gap – Partner

Working Class: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
-2.8%	0.0%	14.7%	21.8%

Intermediate: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
2.9%	-2.0%	28.6%	27.5%

Working Class: Intermediate			
2022		2021	
Mean	Median	Mean	Median
-5.9%	2.0%	-19.5%	-7.8%

## Pay quartiles



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

## Proportion receiving a bonus



- Professional/Managerial – 95.0%
- Intermediate – 100%
- Working Class – 90.7%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments. These are % of employees only receiving a bonus.

\*All measures use Parental Occupation questions to identify and group socio-economic background for the purposes of this analysis.

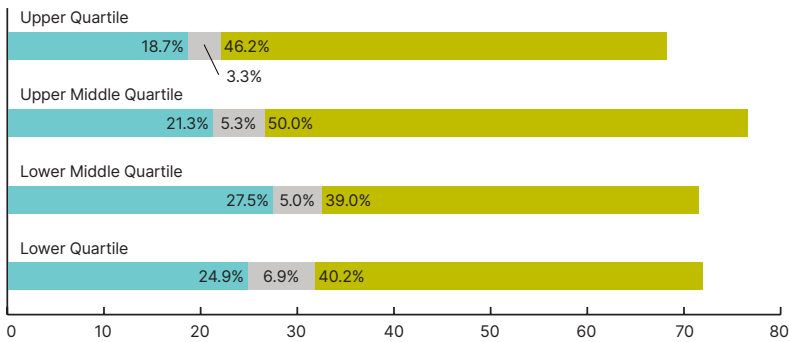
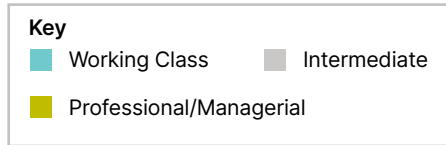
# Socio-economic background pay gap – All

Working Class: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
12.6%	27.5%	4.2%	1.7%

Intermediate: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
21.9%	27.5%	0.4%	-6.3%

Working Class: Intermediate			
2022		2021	
Mean	Median	Mean	Median
-11.8%	0%	3.8%	7.5%

## Pay quartiles



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

## Proportion receiving a bonus



- Professional/Managerial – 98.2%
- Intermediate – 95.3%
- Working Class – 97.2%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments. These are % of employees only receiving a bonus.



# Bonus pay gaps

Gender				
	2022		2021	
	Mean	Median	Mean	Median
Employee Bonus Pay Gap	19.59%	10.93%	60.18%	-4.04%
Partner Bonus Pay Gap	54.2%	17.17%	57.27%	13.72%
All Bonus Pay Gap	80.82%	42.4%	87.06%	41.03%

Ethnicity				
	2022		2021	
	Mean	Median	Mean	Median
Employee Bonus Pay Gap	33.34%	32.08%	62.56%	18.66%
Partner Bonus Pay Gap	-39.43%	4.25%	-29.52%	2.10%
All Bonus Pay Gap	38.97%	35.74%	46.96%	37.36%

LGBT+				
	2022		2021	
	Mean	Median	Mean	Median
Employee Bonus Pay Gap	7.66%	38.63%	12.15%	7.75%
Partner Bonus Pay Gap	-2.16%	-1.10%	6.61%	-2.68%
All Bonus Pay Gap	27.4%	34.91%	20.62%	12.99%

# Socio-economic Bonus Pay Gap

## Employee Bonus Pay Gap

Working Class: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
2.29%	-2.44%	63.82%	18.17%

Intermediate: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
13.15%	6.95%	63.37%	23.49%

Working Class: Intermediate			
2022		2021	
Mean	Median	Mean	Median
-12.50%	-10.09%	1.25%	-6.95%

## Partner Bonus Pay Gap

Working Class: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
-10.88%	-1.74%	-0.47%	40.19%

Intermediate: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
-43.69%	8.91%	-38.60%	-26.88%

Working Class: Intermediate			
2022		2021	
Mean	Median	Mean	Median
22.84%	-11.69%	27.51%	52.86%

## All Bonus Pay Gap

Working Class: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
11.22%	2.44%	25.49%	30.93%

Intermediate: Professional/Managerial			
2022		2021	
Mean	Median	Mean	Median
18.96%	16.53%	41.91%	41.24%

Working Class: Intermediate			
2022		2021	
Mean	Median	Mean	Median
-9.55%	-16.89%	-28.26%	-17.54%

A collection of colorful wooden figures, resembling stylized people or characters, scattered across a dark, textured surface. The figures are in various colors including red, orange, yellow, green, and teal. Some are standing upright, while others are slightly tilted or overlapping. The lighting is soft, highlighting the smooth texture of the wood.

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