

SHOOSMITHS

Pay gap report

2025



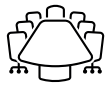
Foreword by David Jackson

Here we share our eighth annual Pay Gap report. This year, as with previous reports, we include voluntary analysis of ethnicity, LGBT+, and socioeconomic pay gap data, along with partnership insights, to ensure full transparency. This report highlights the progress we have made, the challenges we face, and the ongoing efforts we are undertaking to ensure equity for all employees.

Over the past year, guided by our refreshed DEI strategy, we have introduced a variety of new initiatives, such as publishing our Race Equity Action Plan in November 2024, and we've continued to embed talent best practices through One Shoosmiths to create an environment where every employee feels valued, respected and able to reach their full potential. Our annual engagement survey consistently reflects high scores for DEI, with 83% of employees feeling they can 'be themselves,' one of our core values. We're proud of this, but we know there's still work to do. This pay gap analysis is a reminder to keep focusing on closing our pay gaps and taking the necessary actions. As a leadership team we are accountable for our commitments to diversity, equity, and inclusion. In our aligned Board Ally roles, we are ensuring that strategic plans are translated into tangible actions and outcomes. Our senior leadership and wider partnership remain committed to diversity, equity and inclusion.

David Jackson
CEO, Shoosmiths.

Our progress



Accountability

We know accountability is required to drive change and this starts at the very top. We aim to take a firmwide approach to inclusion, diversity & wellbeing by embedding inclusivity throughout our structure, practices & processes and taking data-driven interventions to support our strategic aims.

- Our Racial Equity Action Plan (REAP) leverages data and leadership accountability to advance racial diversity and equality. In collaboration with external partner Aurora UK, we gathered qualitative data, shared findings at a Town Hall, and consulted with our Embrace network and Shadow and Main Boards. REAP initiatives address career progression, attitudes, employee voice, leadership, and systems.
- We have introduced a 12-week co-parental leave policy, replacing paternity leave, and have shared stories internally to raise awareness and create a safe environment for taking extended leave. Payback provisions for enhanced family leave have been removed. Since these changes we have seen the average number of days of co-parent leave increase from 25 days to 40 days. This demonstrates the cultural shift around taking parental leave and that people feel safe to do so and create an equitable environment for taking extended leave.
- Our focus on menopause has expanded with key events on World Menopause Day, a new policy and guidance document for all employees and managers, and dedicated private healthcare support via Bupa.



Community

Creating networks and connections helps everyone to celebrate their identities and aligns with our value of “Being Ourselves.” These networks allow us to support colleagues, our communities and clients, whilst shining a light on stories and issues that matter to all of us, recognising that we all have a role to play as allies in making workplaces and society fairer.

- Our gender equality network, Balance, facilitated a webinar series on ‘Sustainable Careers and Progression for Women’ and is focused on AI upskilling to ensure a just transition to new technological advancements.
- We’ve strengthened our relationship with Pride in Leadership, in particular hosting their conversation series in our London and Birmingham offices, and joined Pride marches in 5 different locations coordinated by Proud (LGBTQ+ network).
- Membership of Unique (health and disability network) has grown significantly in their first year, driven by a successful lunch & learn series on topics such as neurodiversity and disability inclusion. As a result, the firm has seen an increase in disability disclosure with now over 50% of the business sharing this information with us.
- We’ve collaborated with our clients such as bringing together TextHelp, and supplier, Definely, in an insightful and dynamic podcast and continued sponsorship of The Gender Index.



Opportunity

Developing pathways to support the career development of professionals from underrepresented groups is key to creating equitable outcomes. We focus on equipping everyone with the skills and everyday behaviours to lead inclusively across diverse teams, regardless of level.

- We continue to offer Inclusive Leadership training to partners and senior managers through Pearn Kandola. Over 200 partners and senior managers have completed the 3-hour workshop. The introduction of InRehearsal has expanded access to on-demand learning for personal development in key DEI topics, including Anti-Racism; Understanding Power & Privilege and Women in Leadership Boxsets.
- The career frameworks designed and implemented as part of One Shoosmiths, along with standardised promotion policies, enhance transparency and ensure equitable outcomes through consistent talent processes across the firm. Interviewers for promotion positions are now required to complete mandatory training on interview bias, a 'just in time' learning intervention designed to mitigate biases.
- We launched the Discover Placement and new solicitor apprenticeship pathways, demonstrating our commitment to widening access to the legal profession. A new social mobility working group was formed, and we partnered with The Social Mobility Foundation for work shadowing placements. Our efforts were recognised with a 25th ranking in the Social Mobility Employer Index 2024, the firm's highest ranking since first entering in 2019.

Gender pay gap report

Gender pay gap report

Employee gender pay gap			
2024		2023	
Mean	Median	Mean	Median
23.4%	23.3%	22.8%	34%

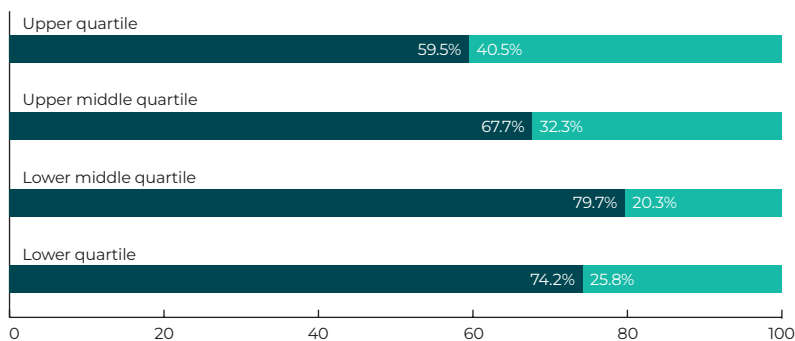
Partner gender pay gap			
2024		2023	
Mean	Median	Mean	Median
13.2%	10%	8.5%	14.7%

All gender pay gap			
2024		2023	
Mean	Median	Mean	Median
44%	37.1%	40.2%	41.3%

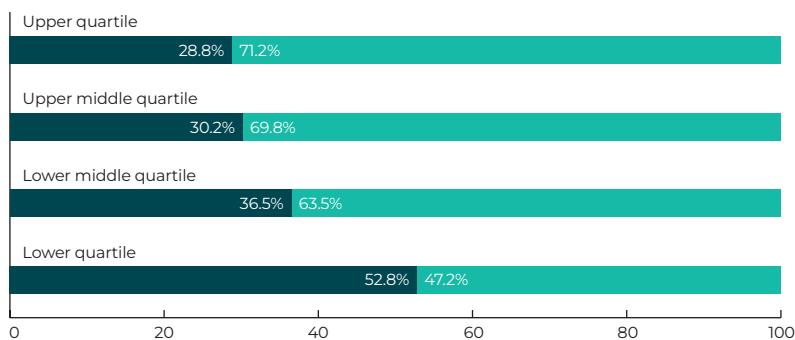
Pay quartiles

KEY Female Male

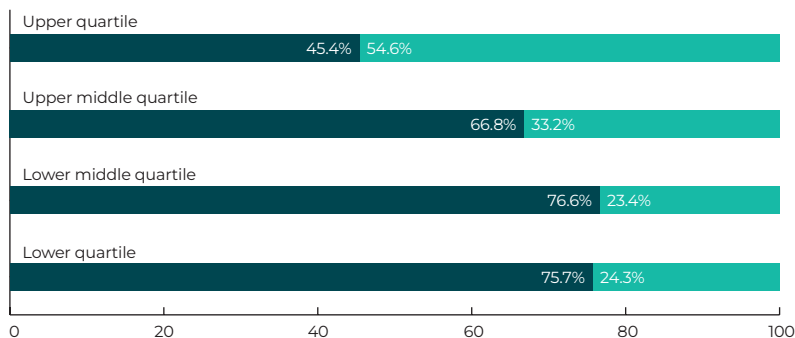
Employees



Partners



All



Proportion receiving a bonus



Ethnicity pay gap report

Ethnicity pay gap report

Employee ethnicity pay gap			
2024		2023	
Mean	Median	Mean	Median
19.9%	23.9%	18.4%	17.2%

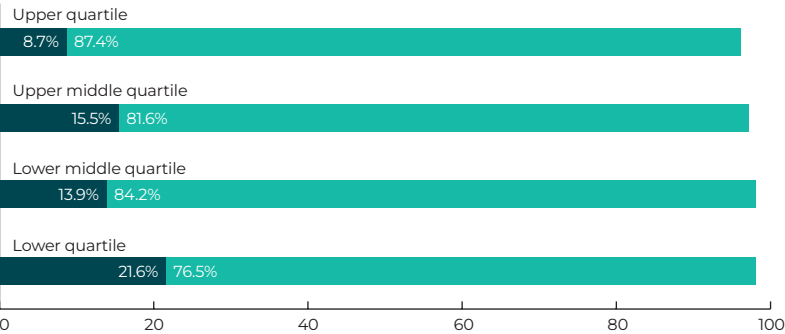
Partner ethnicity pay gap			
2024		2023	
Mean	Median	Mean	Median
-3.3%	-9.5%	0.9%	3.1%

All ethnicity pay gap			
2024		2023	
Mean	Median	Mean	Median
31%	33.8%	29.3%	29.4%

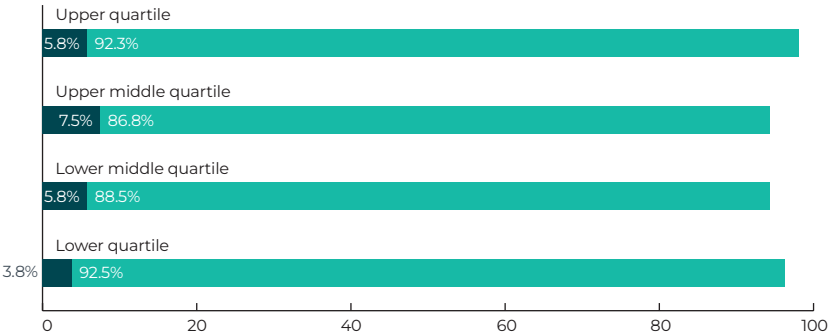
Pay quartiles

KEY Ethnically diverse White

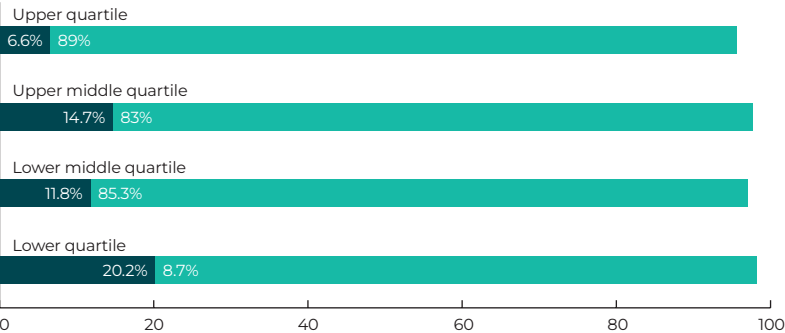
Employees



Partners



All



Proportion receiving a bonus



LGBT+ pay gap report

LGBT+ pay gap report

Employee LGBT+ pay gap			
2024		2023	
Mean	Median	Mean	Median
19.9%	23.9%	18.4%	17.2%

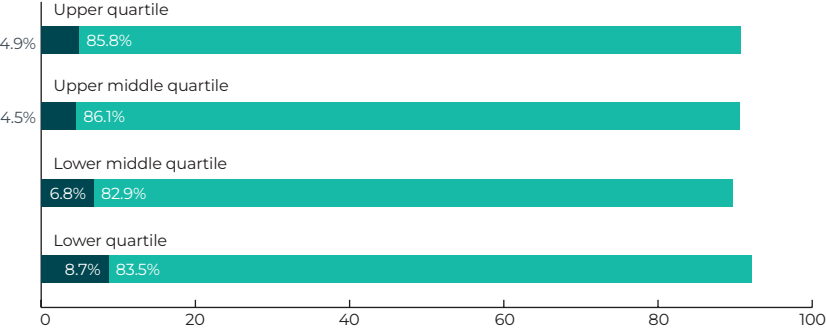
Partner LGBT+ pay gap			
2024		2023	
Mean	Median	Mean	Median
-3.3%	-9.5%	0.9%	3.1%

All LGBT+ pay gap			
2024		2023	
Mean	Median	Mean	Median
31%	33.8%	29.3%	29.4%

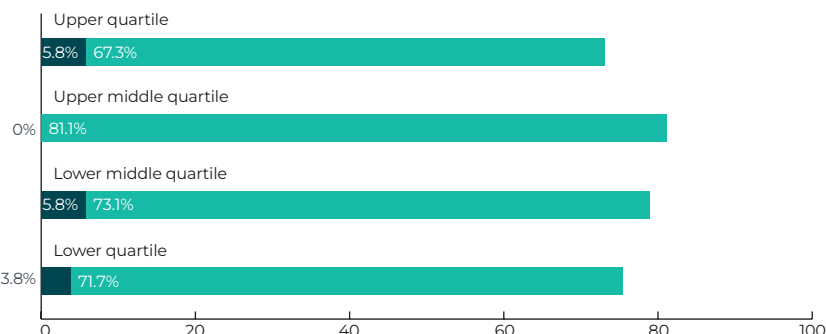
Pay quartiles

KEY LGBT Non-LGBT

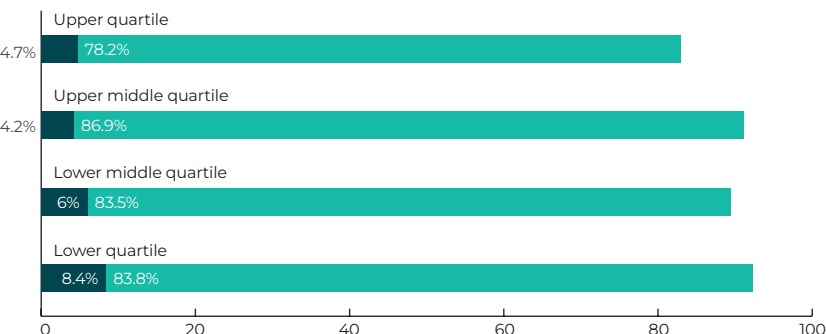
Employees



Partners



All



Proportion receiving a bonus



Socio-economic background pay gap – Employee

Socio-economic background pay gap – Employee

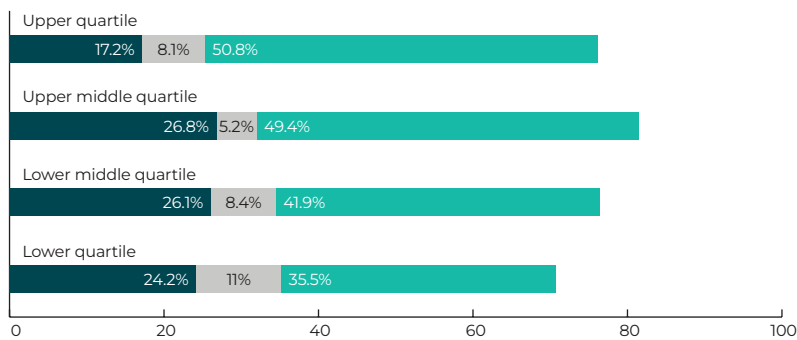
Working class vs. professional/managerial			
2024		2023	
Mean	Median	Mean	Median
13.1%	21.8%	11.7%	16.2%

Intermediate vs. professional/managerial			
2024		2023	
Mean	Median	Mean	Median
4.9%	29.1%	-14.2%	12.5%

Working class vs. intermediate			
2024		2023	
Mean	Median	Mean	Median
8.6%	-10.3%	22.6%	4.2%

Pay quartiles

Employees



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

KEY Working class Intermediate Professional/managerial

Proportion receiving a bonus



Socio economic background pay gap – Partner

Socio economic background pay gap – Partner

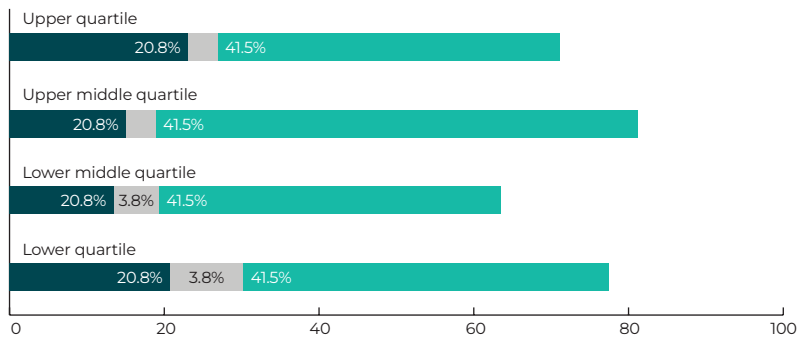
Working class vs. professional/managerial			
2024		2023	
Mean	Median	Mean	Median
-5.4%	-1.5%	1.1%	0%

Intermediate vs. professional/managerial			
2024		2023	
Mean	Median	Mean	Median
8%	11.5%	13.6%	14%

Working class vs. intermediate			
2024		2023	
Mean	Median	Mean	Median
-14.5%	-14.7%	-14.5%	-16.3%

Pay quartiles

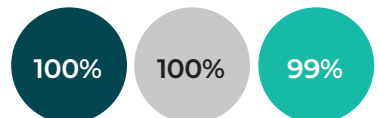
Partner



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

KEY Working class Intermediate Professional/managerial

Proportion receiving a bonus



Socio economic background pay gap – All

Socio economic background pay gap – All

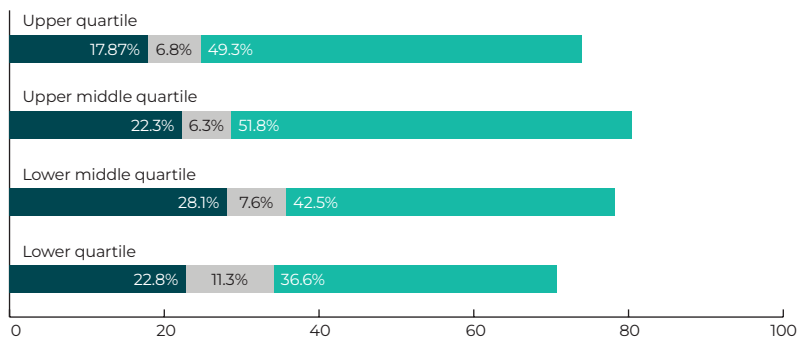
Working class vs. professional/managerial			
2024		2023	
Mean	Median	Mean	Median
15.2%	23.8%	14.3%	27.7%

Intermediate vs. professional/managerial			
2024		2023	
Mean	Median	Mean	Median
18.3%	36.8%	7.9%	29.4%

Working class vs. intermediate			
2024		2023	
Mean	Median	Mean	Median
-3.8%	-20.6%	6.9%	-2.4%

Pay quartiles

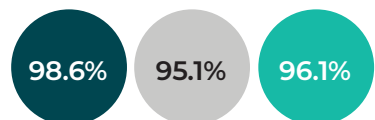
Employees



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

KEY Working class Intermediate Professional/managerial

Proportion receiving a bonus



Bonus pay gaps

Bonus pay gaps

Gender				
	2024		2023	
	Mean	Median	Mean	Median
Employee bonus pay gap	18.9%	16.6%	13.5%	9.7%
Partner bonus pay gap	32.2%	0%	42.3%	23.6%
All bonus pay gap	72.1%	28.9%	77.7%	22.1%

Ethnicity				
	2024		2023	
	Mean	Median	Mean	Median
Employee bonus pay gap	33.3%	20%	28.6%	13.8%
Partner bonus pay gap	-26.6%	-39%	-10.7%	-4.2%
All bonus pay gap	44.4%	25.7%	48.1%	19.4%

LGBT+				
	2024		2023	
	Mean	Median	Mean	Median
Employee bonus pay gap	23.6%	22.8%	25.5%	14.1%
Partner bonus pay gap	-56%	2.5%	0.4%	17%
All bonus pay gap	-8.9%	26.6%	17.4%	15.4%

Bonus pay gaps (cont)

Socio economic – Employee				
	2024		2023	
	Mean	Median	Mean	Median
Working class vs. Prof/Mgr	14.1%	3.2%	2.3%	-2.4%
Intermediate vs. Prof/Mgr	16.8%	15.6%	13.2%	7%
Working class vs. Intermediate	-3.2%	-14.7%	-12.5%	-10.1%

Socio economic – Partner				
	2024		2023	
	Mean	Median	Mean	Median
Working class vs. Prof/Mgr	-41.1%	-8.9%	-10.9%	-1.7%
Intermediate vs. Prof/Mgr	59.9%	19.2%	-43.7%	8.9%
Working class vs. Intermediate	-251.4%	-34.7%	22.8%	-11.7%

Socio economic – All				
	2024		2023	
	Mean	Median	Mean	Median
Working class vs. Prof/Mgr	-5.2%	10.6%	11.2%	2.4%
Intermediate vs. Prof/Mgr	67.3%	18.1%	19%	16.5%
Working class vs. Intermediate	-221.3%	-9.2%	-9.6%	-16.9%



©Shoosmiths LLP 2025

SHOOSMITHS

www.shoosmiths.com

**FOR
WHAT
MATTERS**