

## Gender Pay Gap Report 2020

Our gender pay gap report is set out below in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We confirm the data reported is accurate.

At Forsters, we continue to work hard at breaking down barriers and encouraging and embracing people's differences so that we offer an environment where every individual can flourish and feel valued, with equal access to opportunities for professional development and personal growth. We realise that there is much still to do; however we continue to learn, reflect and put in place measures to build for our future success.

Having analysed our figures, our gender pay gap (mean) has narrowed by 4.21% to 7.2% which is lower than last year's legal sector average as well as the national average. Our gender pay gap primarily exists because of the shape of our business, with women representing 67.09% of the firm. Women are the majority within each pay quartile and across our fee-earning and non fee-earning groups with 100% of our roles within secretarial services being filled by women on 5 April 2020.

Female leadership has always played an important and influential part in the growth of the firm. In the current partnership, 46.77% of our partners (29 out of 62) are female and 9 female partners are in leadership positions including our senior partner and managing partner. Women also head up four of our seven business services groups.

At Forsters, we encourage people to be their authentic selves and are committed to seeing each and every one of our people realise their potential in a diverse and inclusive working environment. By valuing and embracing individuality, challenging non-inclusive behaviours and raising awareness, we will work to further reduce our gender pay gap and provide equal opportunities to all. We will continue our policy of attracting, recruiting, developing and retaining the best possible talent regardless of age, sex, sexual orientation, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief.

Our Equality, Diversity and Inclusion Committee continues to challenge the firm on its thinking

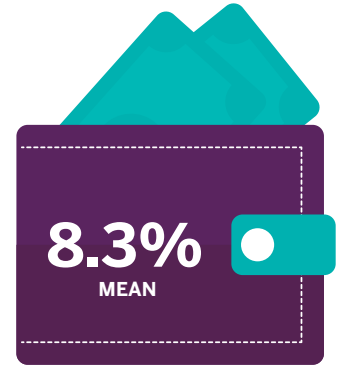
and practices in respect of recruitment, policies and leadership. We have a number of networking groups across the firm such as LGBTQ+, Race and Working parents/carers and plan to introduce more in the coming months including Disability, Faith, Gender Equality and Social Mobility support networks. We also have a strategy for the next two years, which lays out our equality, diversity and inclusion commitments.

We continue to invest in all our people and have a Skills Academy which offers training and development for every career at Forsters, including a Leadership Development Programme designed to support and develop those in leadership positions within the business. Following the introduction of our Counsel career path (which has now completed its second cycle and has seen six senior associates promoted to the role of counsel with an even gender split), we have also introduced a competency framework to enable business services staff to progress towards the next stage of their career and 3 of the 4 candidates who were promoted last year were female. We have also recently recruited business services apprentices to the firm, following the success of our paralegal apprenticeship scheme.

Including through consultation with our staff, we were able to navigate the pandemic successfully by putting in place effective measures to support our people to work remotely whilst many were coping with challenging personal circumstances and caring responsibilities. Through ongoing communication and collaboration with our staff we remain committed to continuing and enhancing our gender equality, diversity and inclusion initiatives within a working environment that empowers our people to learn, lead and grow.

**Smita Edwards** Senior Partner  
**Emily Exton** Managing Partner  
**Alison Fairchild** Head of HR

### PARTNER PAY GAP

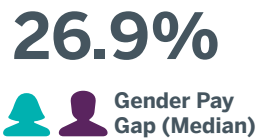
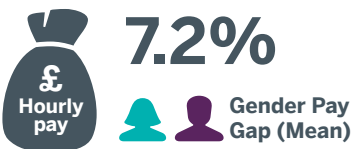


To be fully transparent and inclusive we are going beyond the statutory reporting requirements and have published for the third time our partner pay gap figures.

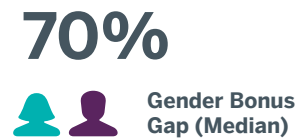
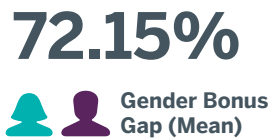
### PROPORTION OF WOMEN AND MEN WHO RECEIVED BONUSES IN THE PERIOD 6 APRIL 2019 TO 5 APRIL 2020



### GENDER PAY GAP



### GENDER BONUS GAP



### PAY QUARTILES



**Upper quartile**  
 👤 Women **58.33%**  
 👤 Men **41.67%**



**Upper middle quartile**  
 👤 Women **61.11%**  
 👤 Men **38.89%**



**Lower middle quartile**  
 👤 Women **66.67%**  
 👤 Men **33.33%**



**Lower quartile**  
 👤 Women **78.08%**  
 👤 Men **21.92%**