

Gender Pay Gap Report 2017

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.

Having analysed our gender pay gap figures, our mean and median figures are both lower than the average mean and median figures for the legal sector and within each quartile the gaps are either much smaller or non-existent. Our gap primarily exists because of the structure of our workforce, with women representing the majority across the firm, across each quartile and across all groups including solicitors and business support services. 100% of secretarial roles were filled by women on 5 April 2017.

Female leadership has always played an important and influential part in the growth of the Firm. In the partnership, 44% of our partners (23 out of 52) are female and 11 female partners are in leadership positions including our senior partner. Women also head four of our six business service groups.

Forsters is committed to seeing each and every one of our people realise their potential in a diverse and inclusive working environment and will work to reduce or eliminate any gender pay gap that exists. 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.

We have introduced and are developing a range of initiatives which are designed to support this policy including an agile working policy. We also recently enhanced our maternity, paternity and shared parental leave provisions and plan to provide maternity coaching in the near future to support mothers on their return to work. A clear career progression project is being designed to ensure that our lawyer development programmes help everyone realise their full potential whilst matching the needs of the business.

Regular training ensures staff awareness and helps to play an important role in embedding a diverse and inclusive culture within the firm and in challenging unconscious bias. We have also raised awareness of mental health issues in the workplace through our partnership with the charity MIND.

Legal apprenticeships were introduced in September 2017 to widen access to the firm and we plan to extend our apprenticeship programme in 2018-2019.

We are committed to continuing and enhancing our gender equality and diversity and inclusion initiatives.

Smita Edwards Senior Partner
Alison Fairchild Head of HR
Paul Roberts Managing Partner

PAY AND BONUS GAP – THE DIFFERENCE BETWEEN MEN AND WOMEN



Mean

2.25%

Median

20.42%



Mean

-59.96%

Median

-21.21%

The mean and median gender pay gap in the table above is based on hourly rates of pay as at 5 April 2017. The mean and median bonus gap is based on bonuses paid in the period 6 April 2016 to 5 April 2017.

PROPORTION OF WOMEN AND MEN WHO RECEIVED BONUSES IN THE PERIOD 6 APRIL 2016 TO 5 APRIL 2017



PAY QUANTILES



Lower quartile

Women 58.90
Men 41.10

Mean -4.68%
Median -3.70%



Lower middle quartile

Women 85.14
Men 14.86

Mean -1.89%
Median -4.17%



Upper middle quartile

Women 60.81
Men 39.19

Mean 1.64%
Median 0.00%



Upper quartile

Women 64.86
Men 35.14

Mean -3.66%
Median 3.65%

The pie charts above show the gender distribution across the firm in four equally-sized quartiles as at 5 April 2017 with the mean and median pay gap for each quartile below each chart.