

Gender pay gap report 2019

Reducing our gender pay gap is an ongoing, intentional process of change and improvement.

In 2019: our Appointments Committee (elected positions) became gender-balanced; 61% of Managing Associate and 76% of Associate promotions were female; 40% of partner promotions were female; and 29% of new lateral partners were female. All but one of the new partners are part time or flex working. In fact, almost half of our people now have a formal flex working arrangement and we reap the mutual benefits; we are able to harness the talent in our people, whilst they achieve the balance that's

right for them. Recently, many colleagues who are experienced in flexing have been supporting others who are for the first time having to adopt different working patterns as a result of the COVID-19 crisis. Plans for 2020 include a gender neutral language policy and more client relationship partner roles held by women. We continue to encourage our people to share their ideas for continuous evolution, as well as engaging with clients to understand what they are doing to address gender inequality.



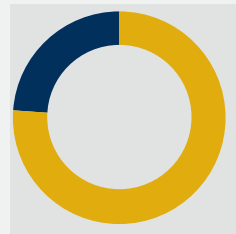

Tracy Walsh
Partner/Board sponsor for Diversity and Inclusion

Gender pay gap statistics:

	2019		2018	
	Mean	Median	Mean	Median
Pay gap	23.7%	33.3%	24.0%	33.6%
Pay gap including partners	54.6%	44.8%	54.4%	46.4%

The male/female distribution within four equal pay quartiles

Lower quartile

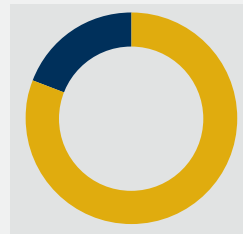


● Female 76.3%
● Male 23.7%

Mean gender pay gap - 2.2%

Median gender pay gap - 5.6%

Lower middle quartile

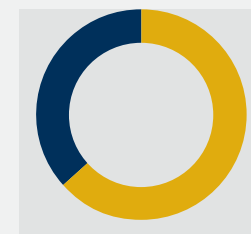


● Female 81.1%
● Male 18.9%

Mean gender pay gap 2.4%

Median gender pay gap 2.0%

Upper middle quartile

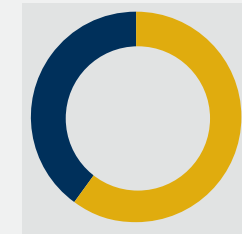


● Female 63.6%
● Male 36.4%

Mean gender pay gap 0.9%

Median gender pay gap 1.0%

Upper quartile



● Female 56.7%
● Male 43.3%

Mean gender pay gap 11.5%*

Median gender pay gap 9.6%

* 96% of the upper quartile is made up of fee earners and non-Director Support team employees. The pay gap amongst this group is 5.1%. The remaining 4% skew the pay gap in this quartile.

Bonus statistics

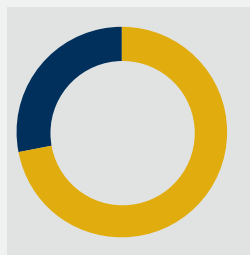
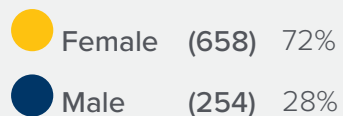
2019

	Mean	Median
Bonus pay gap	48.1%	0.0%

2018

	Mean	Median
Bonus pay gap	36.0%	53.6%

Actual male/female bonus split



2019

	Male	Female
Proportion of all employees who received a bonus	75%	81%

2018

	Male	Female
Proportion of all employees who received a bonus	33%	24%

Development opportunities at Womble Bond Dickinson

	April 2019		April 2018	
	Male	Female	Male	Female
Apprentices employed	34% (12)	66% (23)	30% (6)	70% (14)

	Newly promoted employees since 2018		Current male/female split in role	
	Male	Female	Male	Female
Support Teams	53%	47%	37%	63%
Secretarial Supervisors and Executive Secretaries	0%	100%	2%	98%
Paralegals and Legal Executives	17%	83%	26%	74%
Solicitors	44%	56%	36%	64%
Associates	33%	67%	30%	70%
Managing Associates	39%	61%	41%	59%
Legal Directors	60%	40%	44%	56%
Non-legal Fee Earners	67%	33%	55%	45%

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. At Womble Bond Dickinson we are sensitive to the fact that some employees may not wish to identify as either male or female as per the classifications in gender pay gap reporting. Therefore our priority is to avoid publishing information that becomes attributable to individuals, and we will apply the most appropriate judgment in future years depending on the size of the data set available.

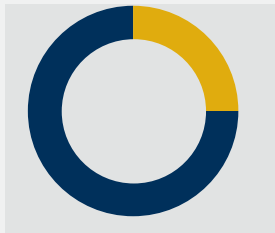
Partner gender pay gap report 2019

Gender pay gap statistics:

	2019		2018	
	Mean	Median	Mean	Median
Pay gap	12.6%	21.8%	12.6%	29.1%
Full Equity Partners	7.6%	0.2%	3.5%	0.2%
Junior Equity Partners	3.2%	0.0%	-2.4%	-2.1%

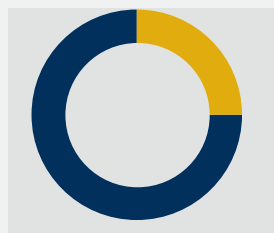
The male/female distribution within four equal pay quartiles

Lower quartile



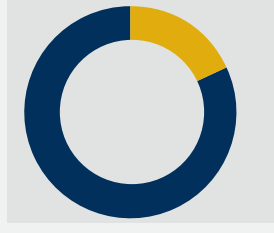
● Female 25%
● Male 75%

Lower middle quartile



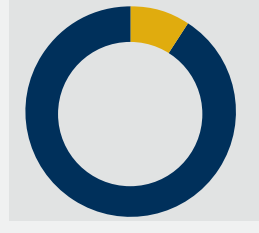
● Female 25%
● Male 75%

Upper middle quartile



● Female 18.2%
● Male 81.8%

Upper quartile



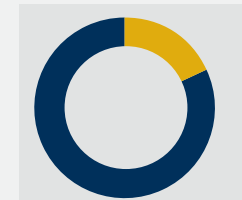
● Female 9.4%
● Male 90.6%

Bonus statistics

	2019		2018	
	Mean	Median	Mean	Median
Bonus pay gap	13.2%	33.2%*	11.1%	0.0%

Actual male/female bonus split

● Female (15) 19%
● Male (65) 81%



	Male	Female
Proportion of partners who received a bonus	62.5%	60%

Development statistics

Newly promoted partners since 2018		Current male/female split in role	
Male	Female	Male	Female
80%	20%	80%	20%