

Gender pay gap report 2017

At Womble Bond Dickinson our approach is to enable talented people to develop their potential and contribute in different ways. Underpinning all of this activity is our #beyourself campaign which highlights the importance of everyone being able to be their true selves at work and at home.

Our career progression opportunities are available to everyone in Womble Bond Dickinson. In 2016 we launched our Emerging Leaders programme to develop our leaders of the future. We currently have an equal 50/50 male and female split on this programme.

We are proud of the great progress we have made in developing

a culture where all our people can be themselves and be part of our collective commitment to bring about positive change. We recognise that we have more work to do, and are fully committed to this. In the meantime we are pleased to share our gender pay gap statistics and the messages that come out of them.




Paula Dillon
Partner/Board member
and Head of Diversity
and Inclusion

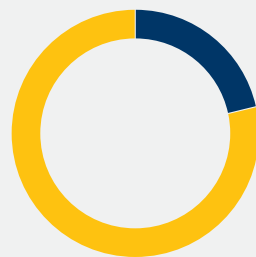
Gender pay gap statistics:

	Mean	Median
Pay gap	29.3%	37.4%

We have 208 women in the lower pay quartile compared to 56 men, and our lower and lower middle quartiles include all 187 of our secretaries, 98% of whom are female. This skews our overall pay gap (which is 22.6% without secretaries) but when employees are compared within each quartile the pay gaps are significantly lower.

The male/female distribution within four equal pay quartiles

Lower quartile

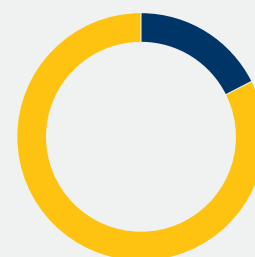


● Female 78.8%
● Male 21.2%

Mean gender pay gap -2.8%

Median gender pay gap -4.2%

Lower middle quartile



● Female 82.6%
● Male 17.4%

Mean gender pay gap 5.0%

Median gender pay gap 6.6%

Upper middle quartile



● Female 68.6%
● Male 31.4%

Mean gender pay gap 0.0%

Median gender pay gap -1.3%

Upper quartile



● Female 52.3%
● Male 47.7%

Mean gender pay gap 12.7%*

Median gender pay gap 6.5%

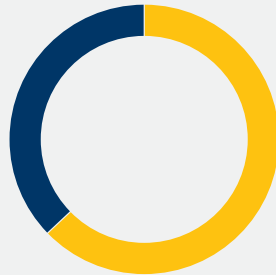
* 93% of the upper quartile is made up of fee earners and non-Director Support team employees. The pay gap amongst this group is 3.5%. The remaining 7% skew the pay gap in this quartile.

Bonus statistics

	Mean	Median
Bonus pay gap	45.3%	40.0%

Actual male/female bonus split

- Female (174) 63%
- Male (104) 37%



	Male	Female
Proportion of employees who received a bonus	34%	23%
Proportion of fee earners who received a bonus	38%	36%

Although the proportion of men getting a bonus is higher than women (34% compared to 23%), our male population is smaller. In fact, of the total bonuses paid, 63% of them were paid to women.

We are committed to supporting a work/life partnership and enabling our people to balance home commitments while achieving their potential at work.

28% of our employees work part time hours and of this group, 92% are female and 8% are male. Bonuses paid under our scheme are proportionate to annual salaries, and as a result part time employees are likely to receive smaller bonus amounts.

Development opportunities at Womble Bond Dickinson

Our commitment to development opportunities is apparent throughout our lawyer, secretarial and support team career paths.

Newly promoted employees since 2016	Male	Female
Support Teams	35%	65%
Secretarial Supervisors and Executive Secretaries	0%	100%
Associates	38%	62%
Managing Associates	32%	68%
Legal Directors	33%	67%
Partners	54%	46%

