

Gender pay gap report 2018

Promoting diversity is something we care deeply about at Womble Bond Dickinson. One of our most successful initiatives has been our #beyourself campaign, which encourages our people to be their true selves both at work and at home, realise their potential and be a positive influence on their colleagues.

In 2018 we celebrated International Women's Day and the progress we'd made so far. Over 50 people have signed up to our mentoring programme for women, to share their experiences in their careers and support others with their guidance. We launched our "Empowering Women" events for our female lawyers and clients, exploring how women can address self-limiting beliefs,

change perceptions and enable positive progression. There is more we want to do in 2019, the year we celebrate 100 years of Women in Law. We are pleased to have created an environment in which all of our people feel comfortable sharing their ideas for continuous evolution, as well as engaging with clients to understand what they are doing to address this issue.



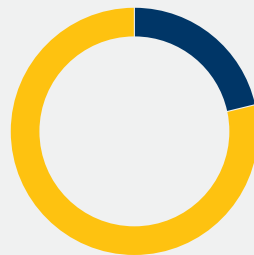
Tracy Walsh
Partner/Board sponsor for
Diversity and Inclusion

Gender pay gap statistics:

	2018		2017	
	Mean	Median	Mean	Median
Pay gap	24.0%	33.6%	29.3%	37.4%

The male/female distribution within four equal pay quartiles

Lower quartile

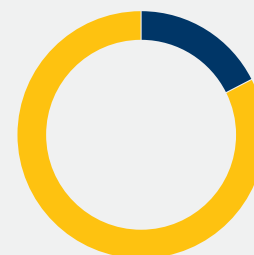


● Female 75.3%
● Male 24.7%

Mean gender pay gap **-3.5%**

Median gender pay gap **-3.0%**

Lower middle quartile



● Female 81.9%
● Male 18.1%

Mean gender pay gap 2.7%

Median gender pay gap 3.9%

Upper middle quartile



● Female 67.4%
● Male 32.6%

Mean gender pay gap **-0.9%**

Median gender pay gap **-2.9%**

Upper quartile



● Female 53.5%
● Male 46.5%

Mean gender pay gap 9.7%*

Median gender pay gap 5.8%

* 93% of the upper quartile is made up of fee earners and non-Director Support team employees. The pay gap amongst this group is 2.4%. The remaining 7% skew the pay gap in this quartile.

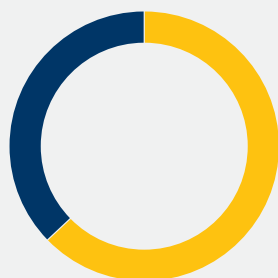
Bonus statistics

	Mean	Median
Bonus pay gap	36.0%	53.6%

Although the proportion of men getting a bonus is higher than women (33% compared to 24%), our male population is smaller. In fact, of the total bonuses paid, 63% of them were paid to women.

Actual male/female bonus split

- Female (179) 63%
- Male (105) 37%



	Male	Female
Proportion of all employees who received a bonus	33%	24%
Proportion of fee earners who received a bonus	58%	56%

Development opportunities at Womble Bond Dickinson

Our commitment to development opportunities is apparent throughout our career paths within the firm.

	Newly promoted employees since 2017		Current male/female split in role	
	Male	Female	Male	Female
Support Teams	48%	52%	35%	65%
Secretarial Supervisors and Executive Secretaries	0%	100%	1%	99%
Paralegals and Legal Executives	19%	81%	24%	76%
Solicitors	44%	56%	34%	66%
Associates	46%	54%	33%	67%
Managing Associates	28%	72%	42%	58%
Legal Directors	67%	33%	43%	57%
Non-legal Fee Earners	83%	17%	54%	46%

Partner Gender pay gap report 2018

Gender pay gap statistics:

	2018		2017	
	Mean	Median	Mean	Median
Pay gap	12.6%	29.1%	15.7%	34.7%
Full Equity Partners	3.5%	0.2%	4.9%	0.1%
Junior Equity Partners	-2.4%	-2.1%	1.1%	0.2%

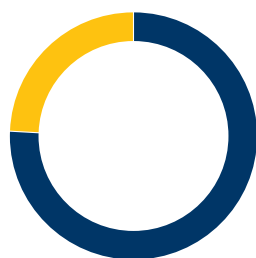
The male/female distribution within four equal pay quartiles

Lower quartile



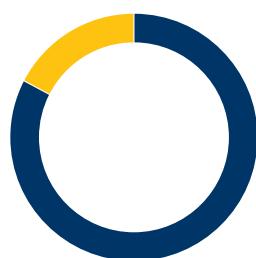
● Female 35.7%
● Male 64.3%

Lower middle quartile



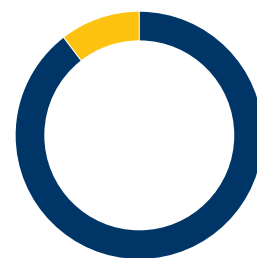
● Female 24.1%
● Male 75.9%

Upper middle quartile



● Female 17.2%
● Male 82.8%

Upper quartile



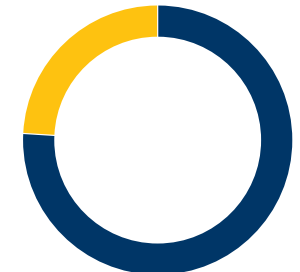
● Female 10.3%
● Male 89.7%

Bonus statistics

	Mean	Median
Bonus pay gap	11.1%	0.0%

Actual male/female bonus split

● Female (5) 24%
● Male (16) 76%



	Male	Female
Proportion of partners who received a bonus	17%	20%

Development statistics

Newly promoted partners since 2017		Current male/female split in role	
Male	Female	Male	Female
75%	25%	79%	21%