

# Gender pay gap report 2022

In 2022 we launched WBD Thrive, our national women's network connecting and supporting colleagues at all levels and within all roles across the firm. The primary objective of Thrive is to support women to achieve their full potential at work. The introduction of Thrive has been hugely successful, with the launch event in October 2022 attended by over 250 people making it WBD's best-attended internal event to date.

This year our employee pay gap has increased as we have included Salaried Partners for the first time. The Salaried Partner role provides a more accessible gateway for lawyers to progress to the role of equity partner. We grew female partnership representation to 29% in 2022, from 25% in 2021. 73% of lawyers promoted

to the partnership in 2022 were female (57% in 2021). We anticipate that our pay gap will narrow as our female partners continue to progress.

The business has appointed external consultants to assist it with its strategy to improve its gender pay gap. WBD Thrive is also partnering with the business to help identify actions to accelerate change. In 2022 we signed up to the Mansfield Rule, a principle which promotes diversity in law firm leadership through recruitment, promotions, governance committees and external market/client visibility. We aim to use this as a platform to measure and improve behaviours, processes and transparency to produce a diverse talent pipeline through to all leadership roles across our business and sectors.




**Jessica Tresham**  
Board Lead for Equity, Diversity and Inclusion

## Gender pay gap statistics:



**Mean pay gap**  
**26.1%** (21.7% in 2021\*)

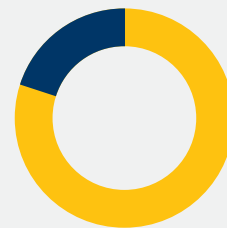
**Median pay gap**  
**35.5%** (30.7% in 2021\*)

	Mean	Median
Pay gap	26.1%	35.5%
Pay gap excluding secretaries	21.7%	24.7%
Pay gap including partners	55.9%	42.8%
Pay gap - ethnicity**	-0.4%	-14.5%

\*One of the reasons our mean and median employee gender pay gaps have changed this year is because we have included Salaried Partners, following a change in the guidance on how to categorise this group. With Salaried Partners included in last year's employee statistics our mean gap would have been 26.6% and the median gap would have been 32.9%.

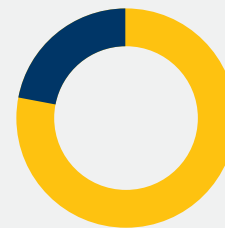
## The male/female distribution within four equal pay quartiles

### Lower quartile



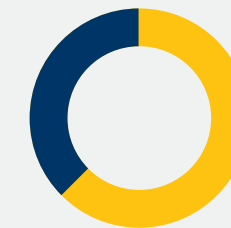
Female 80.3%  
Male 19.7%

### Lower middle quartile



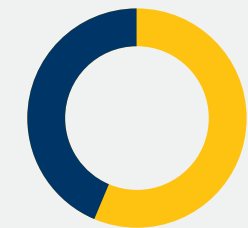
Female 78.1%  
Male 21.9%

### Upper middle quartile



Female 63.3%  
Male 37.7%

### Upper quartile



Female 56.4%  
Male 43.6%

Mean gender pay gap -2%  
Median gender pay gap -5%

Mean gender pay gap 4.4%  
Median gender pay gap 3.9%

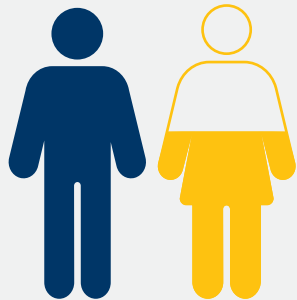
Mean gender pay gap -0.3%  
Median gender pay gap -1.1%

Mean gender pay gap 13.5%  
Median gender pay gap 10.5%

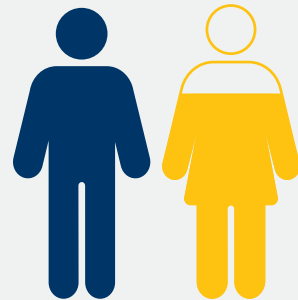
\*\* Our ethnicity pay gap statistics are additional, non-mandatory figures which show the mean and median pay gaps between white employees and employees from ethnic minorities. The data used to calculate these pay gaps is based on 70% of our employees providing ethnicity information in response to our diversity data collection process.

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## Bonus statistics



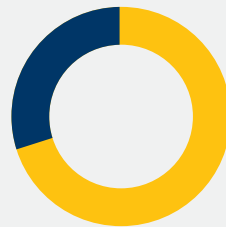
Mean bonus pay gap  
**48.2%** (31.8% in 2021)



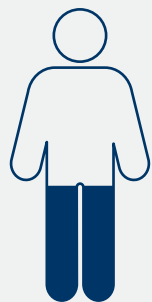
Median bonus pay gap  
**27.5%** (37.6% in 2021)

## Actual male/female bonus split

- Female (312) **70.4%**
- Male (131) **29.6%**



## Proportion of all employees who received a bonus



**41.1%** (79.2% in 2021)

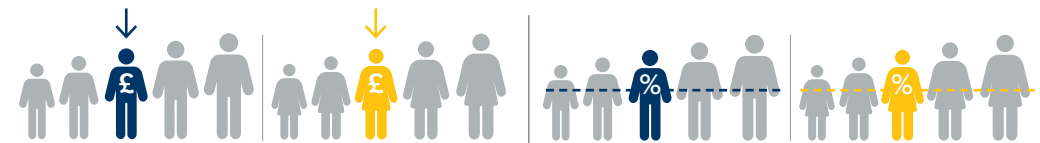


**41.7%** (79.9% in 2021)

## Development opportunities at Womble Bond Dickinson

	Promotions in 2022 – gender split		Pay gap by job group	
	Male	Female	Mean	Median
Salaried Partners	27%	73%	12.3%	11.7%
Legal Directors	0%	100%	-5.8%	-7.5%
Managing Associates	35%	65%	4.2%	4.8%
Associates	21%	79%	-3.9%	-5.6%
Solicitors	31%	69%	-2.7%	-0.4%
Paralegals	9%	91%	1.6%	-5.6%
Business Services	50%	50%	15%	13.7%
Executive Services	0%	100%	-2.9%	1.6%
<b>Overall male/female headcount split</b>	<b>35%</b>	<b>65%</b>		

## Definitions

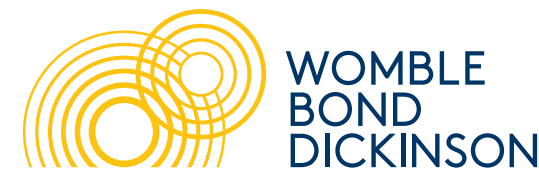


**The Median** pay/bonus gap is calculated by ranking all men and women separately, high to low by pay rate and the middle woman's pay/bonus is compared to the middle man's pay/bonus. The gap is the percentage difference between the middle man and the middle woman.

**The Mean** pay/bonus gap is calculated by taking the average male pay rate and average female pay rate. The gap is the percentage difference between the two averages.

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.

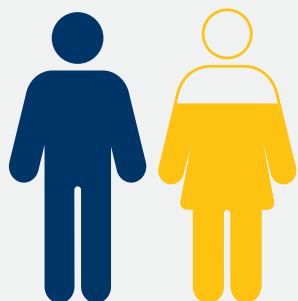
# Equity partner gender pay gap report 2022



## Gender pay gap statistics:



Mean pay gap  
**15.6%** (10.6% in 2021\*)



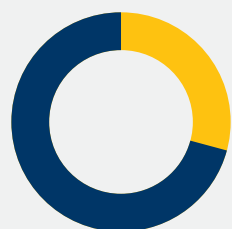
Median pay gap  
**28.6%** (4.9% in 2021\*)

	Mean	Median
All Equity Partners	15.6%	28.6%
Full Equity Partners	10.5%	20%
Junior Equity Partners	1.2%	0%
Salaried Partners	12.3%	11.7%

\* One of the reasons our mean and median partner gender pay gaps have changed this year is because we have excluded Salaried Partners, following a change in the guidance on how to categorise this group. With Salaried Partners excluded from last year's partner statistics our mean gap would have been 13.6% and the median gap would have been 20.0%.

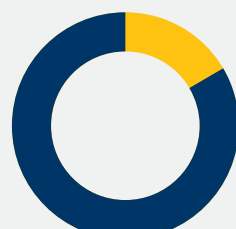
## The male/female distribution within four equal pay quartiles

### Lower quartile



Female 29.2%  
Male 70.8%

### Lower middle quartile



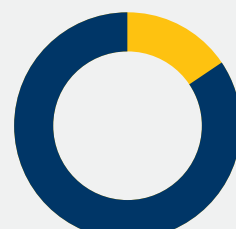
Female 13.3%  
Male 67.7%

### Upper middle quartile



Female 29%  
Male 71%

### Upper quartile



Female 9.7%  
Male 90.3%

## Bonus statistics



Mean bonus pay gap  
**9%** (-43.3% in 2021)

Median bonus pay gap  
**0%** (0% in 2021)

## Actual male/female bonus split

Female (10) 47.4%  
Male (19) 52.6%



## Proportion of all partners who received a bonus



**20%** (26.3% in 2021)



**38.5%** (46.2% in 2021)