

REPORT

Pay Gap Report

Shoosmiths pay gap report 2022

SHOOSMITHS

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An update from Simon Boss, CEO of Shoosmiths LLP:

This year we publish our 5th pay gap report. As well as fulfilling the mandatory requirements, we have voluntarily shared our ethnicity pay gap data since 2018 and continue to do so in this report.

We have also looked at other areas of analysis this year, and for the first time, have included our LGBT+ and socio-economic background pay gap data. We have also voluntarily included data across all of these areas for our Partnership. We hope in future to be able to share disability pay gap data, and are always looking for ways to improve our reporting.

Continued transparency is important to us, as is being able to understand both the short and longer-term steps we can take towards greater diversity across all levels of our organisation.

We also recognise that meaningful data is crucial to making progress on pay gaps, and diversity and inclusion more widely, as it is an indicator of where there are representational gaps in more senior positions. Continuing to improve the availability and depth of data and measurement, and our live analysis of it, is a priority for the year ahead.



Where we've made progress

See below some examples of where we've been able to make progress throughout 2021, which we continue to build upon:

- Our High Performing Women programme is ongoing, now in its third cohort. We continue to identify ways that this can be enhanced, including a greater focus on sponsorship and opportunities to connect with previous cohorts.
- In late 2021, new fertility and pregnancy loss policies were introduced, supported by intranet resources on the Wellbeing Hub. These pages feature signposting to the policies, how the firm can support, external resources, and personal experiences shared by colleagues.
- During the pandemic, we introduced working principles which focus on output, not occupancy; with individual autonomy and responsibility underpinning our approach to work. We hope that one of the benefits of this approach, which we are continuing to embed, will be that colleagues are able to better balance work-related and non-work-related responsibilities, and the firm's working style is more inclusive.
- We have been running a group coaching programme for ethnically diverse talent at trainee level, delivered by an external coach. Both this and the High Performing Women programme are data-driven interventions.
- As we mentioned in last year's report, we introduced a reciprocal mentoring programme, and a Shadow Board to encourage diverse thinking, innovation, and open conversations between colleagues at all levels of the firm. The first cohorts of the mentoring programme are complete, with good feedback, and we extended the original reach based on interest. We are now looking at how we can scale that this year. The Shadow Board also continues to embed.
- We have introduced the option for employees to add their pronouns to their employee records and email signatures.
- We signed up to the Pirical ethnic diversity benchmark, which is helping us to better data about our recruitment, retention / attrition, and progression of ethnically diverse talent. It also enables us to better understand the legal sector's progress and identify areas in which to focus our efforts.
- We continue to contribute to and learn best practice from a wide range of external organisations. Those of relevance to this report include the United Nations Global Compact, Business in the Community (including the Race at Work Charter) and Stonewall Diversity Champions.

Last year, Shoosmiths introduced a Shadow Board, which mirrors the current structure of Shoosmiths' senior management Board. Anybody working at Shoosmiths could apply for a place on the Shadow Board and review the same business topics that the Board regularly meets to discuss.

Hayley Saunders, regulatory partner at Shoosmiths and chair of the Shadow Board, said: "The aim of the Shadow Board is to bring in diverse perspectives from around the firm to create a feedback loop that makes strategic recommendations to the senior management Board. One of the key priorities for Shoosmiths is to ensure equal opportunities, valuing diversity and creating an inclusive working environment are integral to how the firm operates. It's great the firm recognises the value in a Shadow Board and according to our Board having one is already making a real difference."



Gender pay gap report

Employee gender pay gap			
2021		2020	
Mean	Median	Mean	Median
19.4%	28.0%	22.0%	31.7%

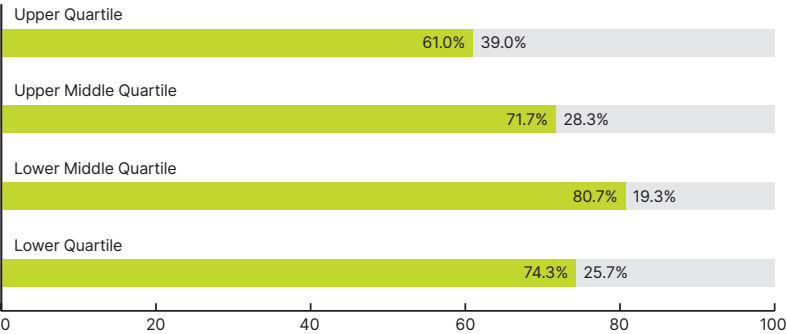
Partner gender pay gap			
2021		2020	
Mean	Median	Mean	Median
14.5%	16.5%	8.6%	27.8%

All gender pay gap			
2021		2020	
Mean	Median	Mean	Median
42.0%	41.5%	39.7%	38.2%

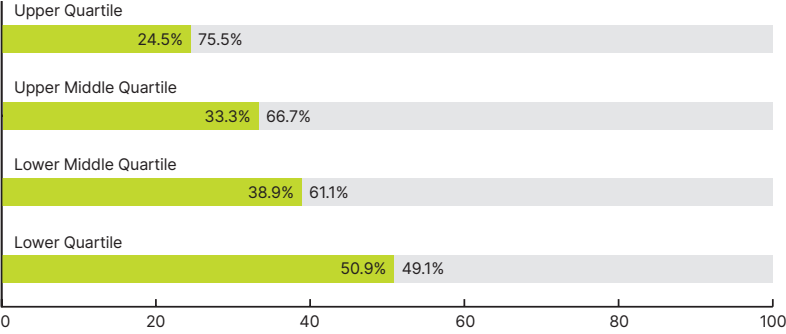
Pay quartiles



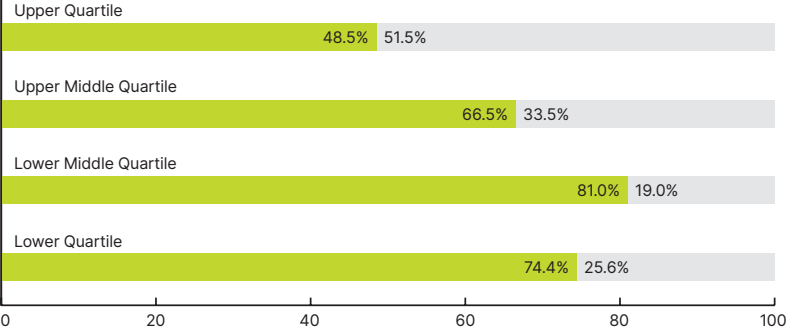
Employees



Partners



All



Proportion receiving a bonus



Female – 93.4%
Male – 93.3%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments.

Ethnicity pay gap report

Employee ethnicity pay gap			
2021		2020	
Mean	Median	Mean	Median
22.8%	19.3%	21.0%	30.0%

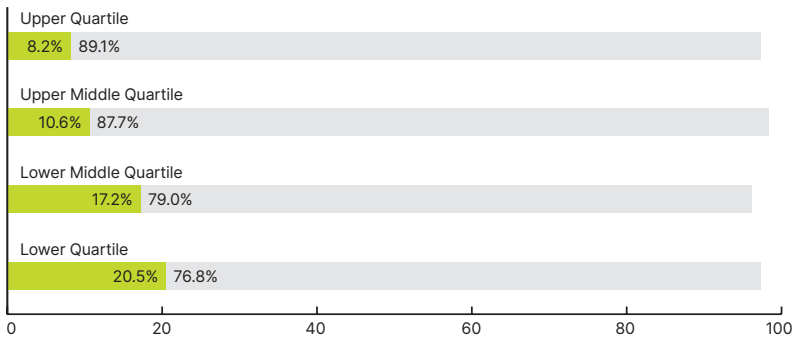
Partner ethnicity pay gap			
2021		2020	
Mean	Median	Mean	Median
-7.3%	-16.0%	-8.0%	-17.0%

All ethnicity pay gap			
2021		2020	
Mean	Median	Mean	Median
31.4%	28.8%	30.5%	37.4%

Pay quartiles

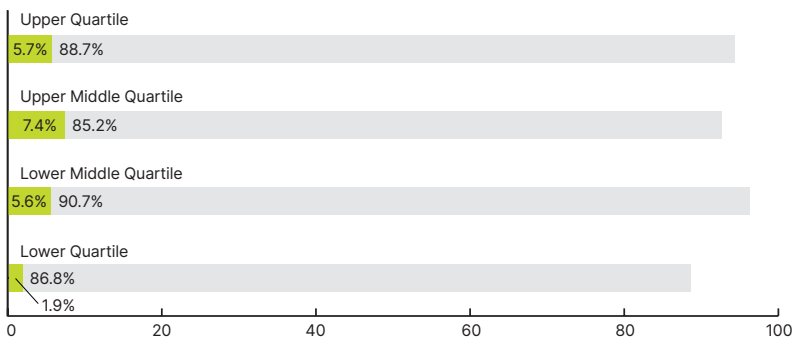


Employees



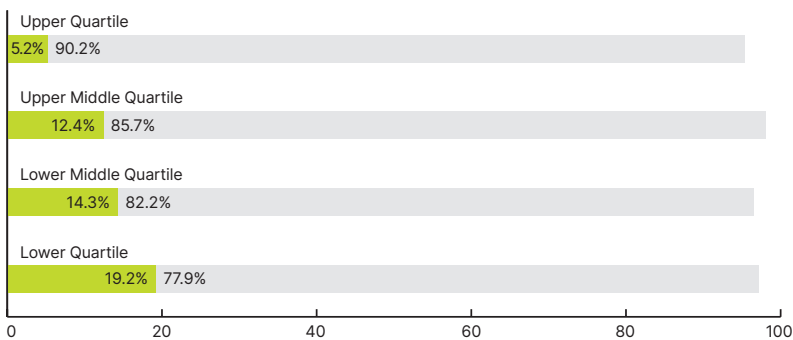
Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

Partners



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

All



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

Proportion receiving a bonus



■ BAME – 87.7%
■ White – 94.2%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments.

LGBT+ pay gap report

Employee LGBT+ pay gap	
2021	
Mean	Median
-1.9%	11.2%

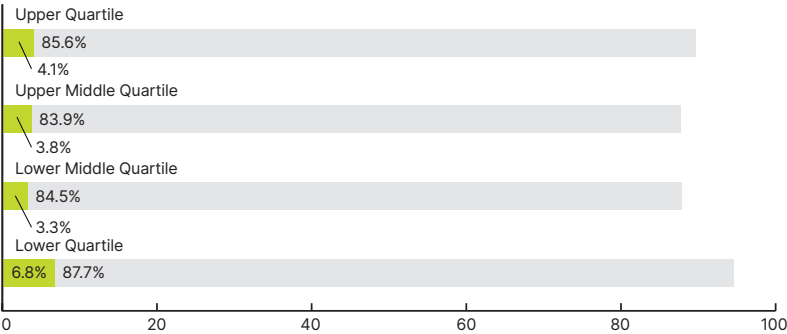
Partners LGBT+ pay gap	
2021	
Mean	Median
5.8%	12.3%

All LGBT+ pay gap	
2021	
Mean	Median
5.5%	9.9%

Pay quartiles

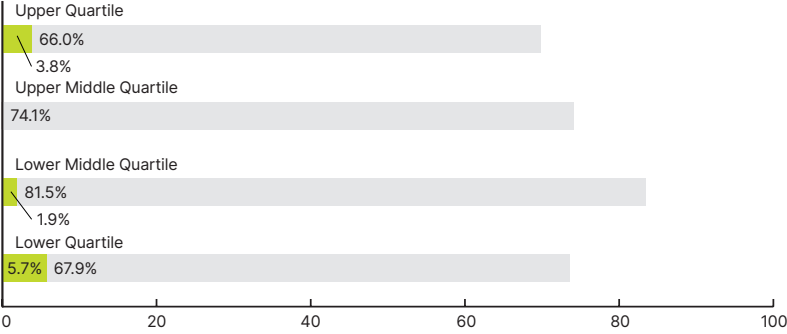


Employees



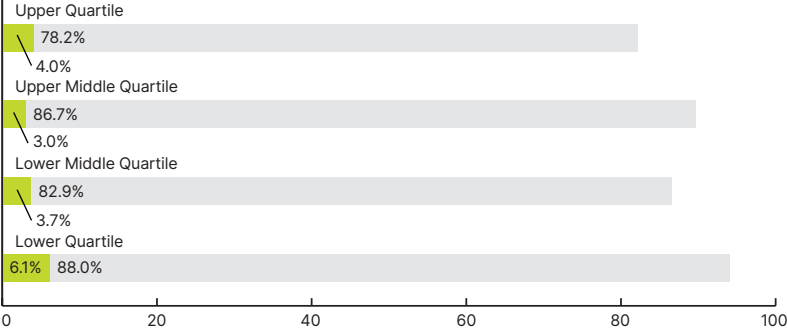
Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

Partners



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

All



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

Proportion receiving a bonus



LGBT+ – 86.4%
Non-LGBT+ – 93.2%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments.

*All measures use Parental Occupation questions to identify and group socio-economic background for the purposes of this analysis.

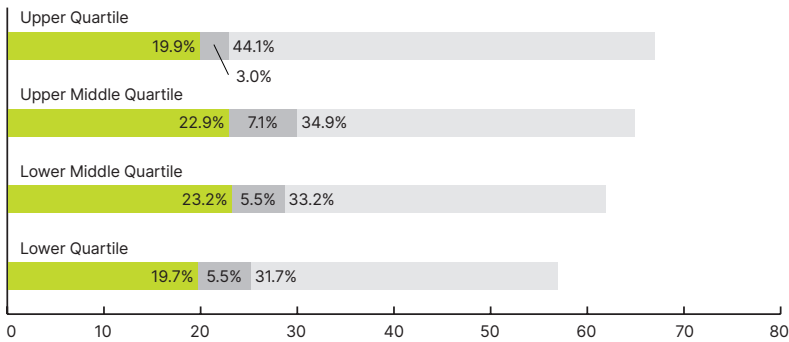
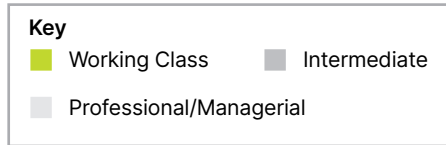
Socio-economic background pay gap – Employee

Working Class: Professional/Managerial	
2021	
Mean	Median
11.5%	9.4%

Intermediate: Professional/Managerial	
2021	
Mean	Median
17.6%	18.5%

Working Class: Intermediate	
2021	
Mean	Median
-2.0%	-11.1%

Pay quartiles



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

Proportion receiving a bonus



- Working Class – 93.7%
- Intermediate – 92.3%
- Professional/Managerial – 89.6%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments.

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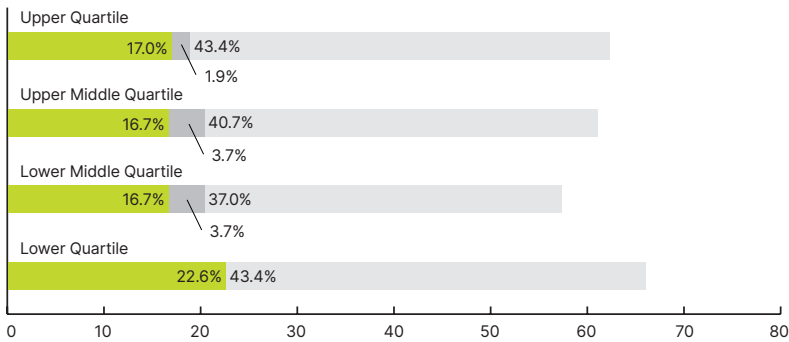
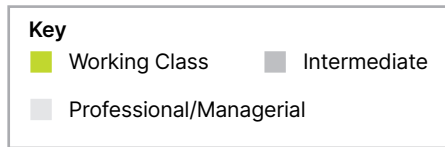
Socio-economic background pay gap – Partner

Working Class: Professional/Managerial	
2021	
Mean	Median
4.2%	1.7%

Intermediate: Professional/Managerial	
2021	
Mean	Median
0.4%	-6.3%

Working Class: Intermediate	
2021	
Mean	Median
3.8%	7.5%

Pay quartiles



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

Proportion receiving a bonus



- Working Class – 100%
- Intermediate – 100%
- Professional/Managerial – 98.9%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments.

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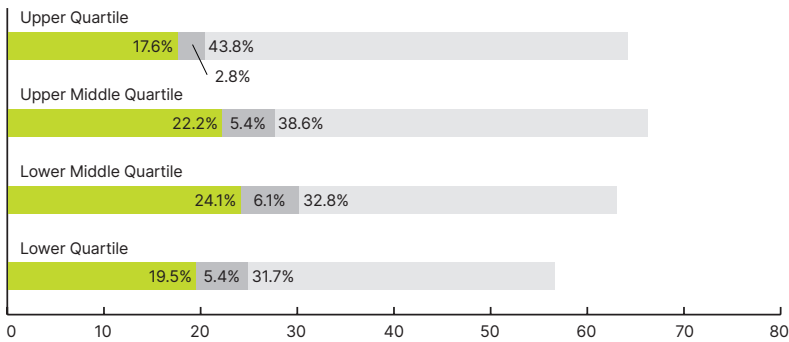
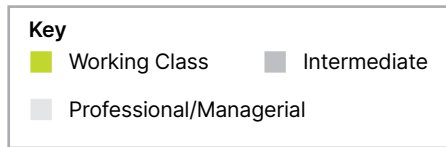
Socio-economic background pay gap – All

Working Class: Professional/Managerial	
2021	
Mean	Median
14.7%	21.8%

Intermediate: Professional/Managerial	
2021	
Mean	Median
28.6%	27.5%

Working Class: Intermediate	
2021	
Mean	Median
-19.5%	-7.8%

Pay quartiles



Note: these figures do not add up to 100%. This is because we do not have diversity data for all staff.

Proportion receiving a bonus



- Working Class – 90.9%
- Intermediate – 92.9%
- Professional/Managerial – 94.5%

Note: Shoosmiths considers 'bonus' pay to include Above and Beyond recognition vouchers, birthday vouchers, length of service vouchers, referral payments, and sign on payments.

Bonus pay gaps

Gender				
	2021		2020	
	Mean	Median	Mean	Median
Employee Bonus Pay Gap	60.18%	-4.04%	45.35%	-29.76%
Partner Bonus Pay Gap	57.27%	13.72%	48.28%	12.06%
All Bonus Pay Gap	87.06%	41.03%	87.26%	15.51%

Ethnicity				
	2021		2020	
	Mean	Median	Mean	Median
Employee Bonus Pay Gap	62.56%	18.66%	53.03%	36.70%
Partner Bonus Pay Gap	-29.52%	2.10%	-25.27%	-1.54%
All Bonus Pay Gap	46.96%	37.36%	57.24%	39.31%

LGBT+		
	2021	
	Mean	Median
Employee Bonus Pay Gap	12.15%	7.75%
Partner Bonus Pay Gap	6.61%	-2.68%
All Bonus Pay Gap	20.62%	12.99%

Socio-economic Bonus Pay Gap

Employee Bonus Pay Gap

Working Class: Professional/Managerial	
2021	
Mean	Median
63.82%	18.17%

Intermediate: Professional/Managerial	
2021	
Mean	Median
63.37%	23.49%

Working Class: Intermediate	
2021	
Mean	Median
1.25%	-6.95%

Partner Bonus Pay Gap

Working Class: Professional/Managerial	
2021	
Mean	Median
-0.47%	40.19%

Intermediate: Professional/Managerial	
2021	
Mean	Median
-38.60%	-26.88%

Working Class: Intermediate	
2021	
Mean	Median
27.51%	52.86%

All Bonus Pay Gap

Working Class: Professional/Managerial	
2021	
Mean	Median
25.49%	30.93%

Intermediate: Professional/Managerial	
2021	
Mean	Median
41.91%	41.24%

Working Class: Intermediate	
2021	
Mean	Median
-28.26%	-17.54%



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