

GENDER AND ETHNICITY PAY GAP

A message from Simon Boss, CEO of Shoosmiths LLP:

‘Since we published our gender pay gap last year, gender has continued to be a focus of our diversity and inclusion work. We have grown our LeanIn@Shoosmiths network, continued the process of rolling out agile working to all offices, we have also worked with others both within the legal sector and beyond to open discussions, share ideas and good practice.

To comply with the strict legal requirements, we are only allowed to report figures for our employees on the government portal, however we feel it is important to be as transparent as possible and so, to give a clearer picture, we are also providing information on our self-employed partners in this document. Doing this will help us to understand better the issues affecting the pay gap. We have committed to publishing this additional information each year. We also want to ensure we are improving diversity and inclusion beyond gender, and so are including ethnicity pay gap data for the first time. While there is no legal duty to publish this data, we are committed to addressing all forms of inequality, and looking at ethnicity pay data will help us to understand diversity in the firm.

As well as the review and publication of the additional data, our board have agreed to a range of further actions that we are in the process of implementing:

— We are reviewing our promotion criteria for any unintended bias – this includes review by a third party as well as seeking views internally.

— Introduction of the expectation of gender balanced long lists when hiring partners. This expectation will apply to both externally appointed head hunters and internal hiring managers. Analysis of this will be reviewed quarterly by the Board.

— Targeted support for women to address differences in approach to promotion.

— Review of maternity provision, to include additional support for those becoming parents.

While these actions have been designed to address the main cause of the gender pay gap – the lack of women in senior positions - we know that, on their own, they will not be enough to help us recruit, develop and retain the very best talent. To do this we must also have an inclusive environment in which everyone is able to be the very best they can. Ensuring and maintaining such an inclusive, positive working environment is also a key part of our diversity and inclusion work, with wellbeing forming a key part of this. Ensuring we have a happy and healthy workforce, who are able to balance the demands of a successful career with their lives outside of work, has been a priority.

While we are disappointed not to have seen a reduction in our gender pay gap we know that meaningful change will take time and we are committed to a long term focus.’



Simon Boss
Chief Executive | Shoosmiths LLP

GENDER PAY GAP

PAY DATA

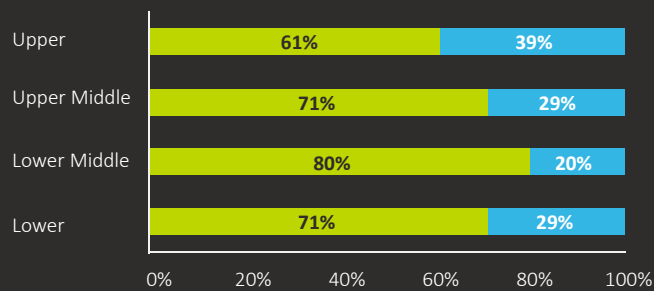
	MEAN		MEDIAN	
	2018	2017	2018	2017
Employees (statutory)	17.6%	15.41%	16.9%	12.98%
Partners	8.2%	7.55%	14%	14.1%
All	39%	38.8%	39.2%	39.9%

INCENTIVE DATA

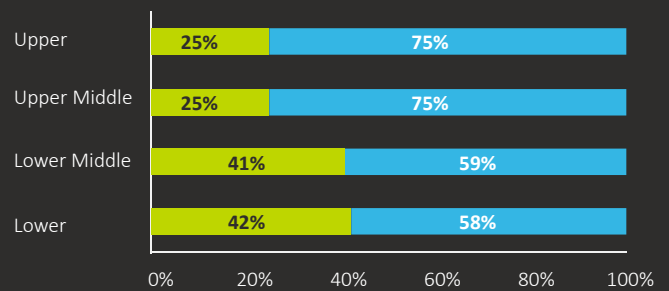
	MEAN		MEDIAN	
	2018	2017	2018	2017
Employees (statutory)	20.3%	18%	0%	0%
Partners	45%	39.2%	33.3%	33.3%
All	84.03%	84.8%	16.1%	32.3%

PAY QUANTILES

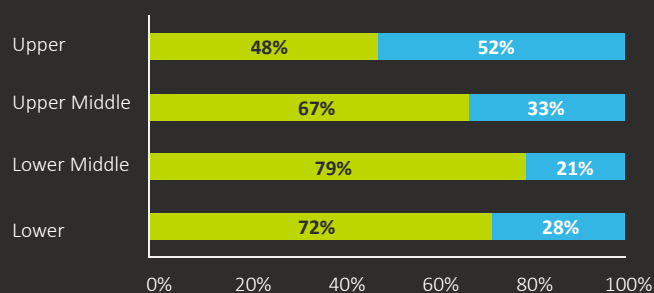
EMPLOYEES



PARTNERS



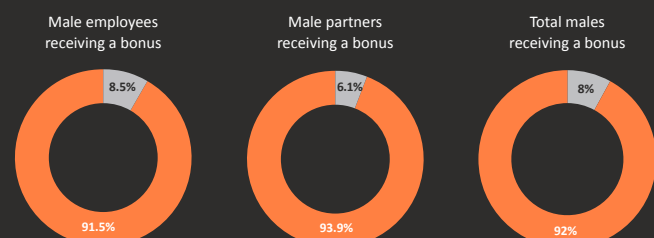
PARTNERS AND EMPLOYEES



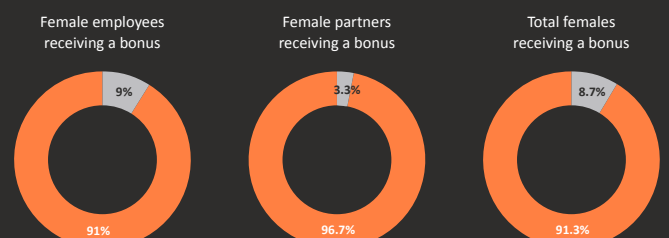
PROPORTION OF STAFF RECEIVING A BONUS

■ Bonus ■ No Bonus

PROPORTION OF MEN RECEIVING BONUS



PROPORTION OF WOMEN RECEIVING BONUS



ETHNICITY PAY GAP

ETHNICITY PAY GAP

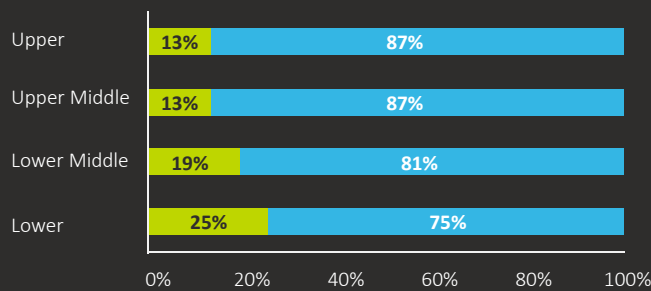
	MEAN	MEDIAN
	2018	2018
Employees	17.44%	15.59%
Partners	-4.41%	-0.65%
All	27.09%	22.67%

ETHNICITY BONUS PAY GAP

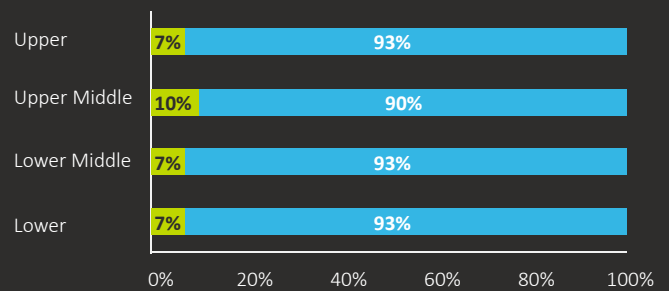
	MEAN	MEDIAN
	2018	2018
Employees	48.85%	35.72%
Partners	8.36%	-4.17%
All	59.00%	43.27%

PAY QUANTILES

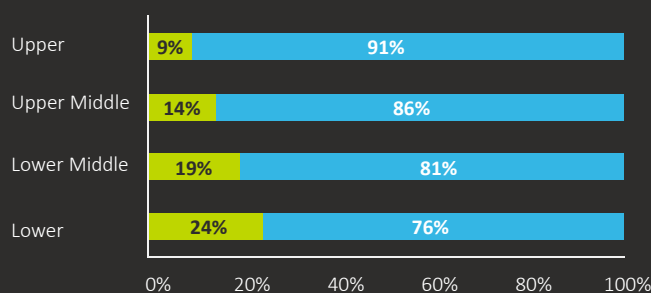
EMPLOYEES



PARTNERS



PARTNERS AND EMPLOYEES



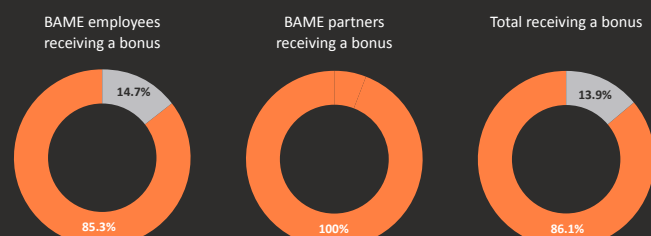
BAME

White – British

PROPORTION OF STAFF RECEIVING A BONUS

■ Bonus ■ No Bonus

PROPORTION OF BAME COLLEAGUES RECEIVING BONUS



PROPORTION OF WHITE BRITISH COLLEAGUES RECEIVING BONUS

