



# GENDER PAY ANALYSIS 2022

The principles of diversity, equality and inclusion are important to Stewarts and these values are embedded in the ethos and culture of the firm.

We are committed to being an equal opportunities employer. We seek to provide equality of opportunity and diversity, and we oppose all forms of discrimination.

We believe in treating all of our employees equally and fairly, and pay people equally for the same or equivalent work regardless of their gender.

We are required by law to publish an annual gender pay gap report. This is a measure of the difference between average pay for men and women across the firm. This is not a comparison of how much we pay men and women in the same or similar roles and is not a report on equal pay.

This report is a snapshot as at 5 April 2021. The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## 2021

	Mean	Median
Gender Pay Gap	9.32%	7.11%
Gender Bonus Gap	42.02%	-12.50%

Male employees receiving bonus	76.84%
Female employees receiving bonus	83.26%

## 2020

	Mean	Median
Gender Pay Gap	10.44%	4.00%
Gender Bonus Gap	52.93%	11.11%

Male employees receiving bonus	67.42%
Female employees receiving bonus	67.26%

## Proportion of males and females in each quartile pay band:

	Male 2021	Male 2020
Upper Quartile	39%	37%
Upper Middle Quartile	26%	24%
Lower Middle Quartile	25%	26%
Lower Quartile	33%	27%

  

	Female 2021	Female 2020
Upper Quartile	61%	63%
Upper Middle Quartile	74%	76%
Lower Middle Quartile	75%	74%
Lower Quartile	67%	73%

We have broken down our analysis into the four different employee groups within the firm:

### Lawyers

	2021		2020	
Mean pay gap:	1.69	%	-2.51	%
Median pay gap:	8.94	%	6.35	%
Mean bonus gap:	19.11	%	36.53	%
Median bonus gap:	-1.83	%	5.57	%

### Paralegals

	2021		2020	
Mean pay gap:	0.65	%	2.88	%
Median pay gap:	0.12	%	4.00	%
Mean bonus gap:	-34.36	%	-18.57	%
Median bonus gap:	-49.31	%	-19.48	%

### Business Services

	2021		2020	
Mean pay gap:	-20.57	%	-15.09	%
Median pay gap:	-25.09	%	-27.04	%
Mean bonus gap:	12.98	%	12.06	%
Median bonus gap:	0	%	0	%

### Directors

	2021		2020	
Mean pay gap:	32.68	%	30.51	%
Median pay gap:	39.27	%	38.14	%
Mean bonus gap:	77.34	%	80.27	%
Median bonus gap:	83.61	%	85.92	%

Our lawyer and paralegal results identify a minimal difference on pay in favour of males, whereas the pay gaps within our Business Services group identify a positive difference in favour of females.

Part time work is currently undertaken mainly by female employees (thirty-one females v one male). This affects bonus payments, which are pro-rated to reflect part-time working.

The gender gap in respect of Directors is similar to last year, as the composition of that group has not changed in the period under review.

We aim to reduce our gender pay gap and anticipate doing so over time. We are committed to equality and diversity, and we oppose all forms of discrimination.

For further information please contact Clare McCabe, Head of HR, on [cmccabe@stewartslaw.com](mailto:cmccabe@stewartslaw.com).

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