



GENDER PAY ANALYSIS 2018

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 2018. The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

2018

	Mean	Median
Gender Pay Gap	17.14%	20.50%
Gender Bonus Gap	27.53%	33.34%

Male employees receiving bonus	84.15%
Female employees receiving bonus	72.86%

2017

	Mean	Median
Gender Pay Gap	18.63%	17.72%
Gender Bonus Gap	26.74%	50.00%

Male employees receiving bonus	84.27%
Female employees receiving bonus	62.90%

Proportion of males and females in each quartile pay band:

	Male 2018	Male 2017
Upper Quartile	40%	44%
Upper Middle Quartile	27%	30%
Lower Middle Quartile	22%	27%
Lower Quartile	33%	32%

	Female 2018	Female 2017
Upper Quartile	60%	56%
Upper Middle Quartile	73%	70%
Lower Middle Quartile	78%	73%
Lower Quartile	67%	68%

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

Lawyers

	2018		2017	
Mean pay gap:	8.78	%	2.67	%
Median pay gap:	3.33	%	3.28	%
Mean bonus gap:	15.69	%	-4.99	%
Median bonus gap:	49.39	%	22.00	%

Paralegals

	2018		2017	
Mean pay gap:	-1.42	%	-3.62	%
Median pay gap:	0.00	%	0.00	%
Mean bonus gap:	5.20	%	10.17	%
Median bonus gap:	17.63	%	20.96	%

Business Services

	2018		2017	
Mean pay gap:	-4.92	%	-3.97	%
Median pay gap:	-14.35	%	-10.31	%
Mean bonus gap:	30.82	%	-17.64	%
Median bonus gap:	33.33	%	31.13	%

Directors

	2018		2017	
Mean pay gap:	100	%	100	%
Median pay gap:	100	%	100	%
Mean bonus gap:	100	%	100	%
Median bonus gap:	100	%	100	%

Our lawyer results identify a small difference on pay in favour of males. The opposite is true when we consider our paralegal group.

The pay gaps within our business services group identify a positive difference in favour of females, which reflects the respective roles allocated within the group.

Part time work is currently undertaken mainly by female employees (18 females v two males). This affects bonus payments, which are pro-rated to reflect part-time working. The award of an additional bonus to all staff in 2017 also skewed the calculation of the bonus gap.

As we currently only have two male directors, the pay and bonus gap is necessarily 100% within that category.

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 our HR team on:
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