



STEWARTS GENDER PAY ANALYSIS 2021

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 2020. The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 %

2019

	Mean	Median
Gender Pay Gap	16.19 %	18.67 %
Gender Bonus Gap	42.80 %	NIL

Male employees receiving bonus	64.77 %
Female employees receiving bonus	56.87 %

Proportion of males and females in each quartile pay band:

	Male 2020	Male 2019
Upper Quartile	37%	42%
Upper Middle Quartile	24%	28%
Lower Middle Quartile	26%	28%
Lower Quartile	27%	25%

	Female 2020	Female 2019
Upper Quartile	63%	58%
Upper Middle Quartile	76%	72%
Lower Middle Quartile	74%	72%
Lower Quartile	73%	75%

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

Lawyers

	2020		2019	
Mean pay gap:	-2.51	%	1.31	%
Median pay gap:	6.35	%	5.00	%
Mean bonus gap:	36.53	%	20.67	%
Median bonus gap:	5.57	%	33.33	%

Paralegals

	2020		2019	
Mean pay gap:	2.88	%	3.42	%
Median pay gap:	4.00	%	0.00	%
Mean bonus gap:	-18.57	%	21.14	%
Median bonus gap:	-19.48	%	34.37	%

Business Services

	2020		2019	
Mean pay gap:	-15.09	%	-2.10	%
Median pay gap:	-27.04	%	-0.68	%
Mean bonus gap:	12.06	%	30.69	%
Median bonus gap:	NIL		16.67	%

Directors

	2020		2019	
Mean pay gap:	30.51	%	100	%
Median pay gap:	38.14	%	100	%
Mean bonus gap:	80.27	%	100	%
Median bonus gap:	85.92	%	100	%

Our Lawyer results identify a small difference on pay in favour of females and our Paralegal results identify a small difference on pay in favour of males.

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 (27 females v three males). This affects bonus payments, which are pro-rated to reflect part-time working.

The gender gap in respect of Directors has reduced somewhat due to the promotion of additional individuals to that level.

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:

Claire McCabe

Head of HR

cmcabe@stewartslaw.com

STEWARTS

