



# Taylor Wessing 2017-18

## Gender pay gap report

Taylor Wessing is committed to creating a diverse and inclusive firm where we encourage all of our talent to flourish.

Gender pay gap reporting promotes transparency and we are approaching this as part of our Gender Plan, established in the autumn of 2017. Our Gender Plan outlines the steps we are taking to promote gender equality, with the aim of balancing leadership, optimising talent retention and improving our clients' experience.

Our Gender Plan builds on a number of initiatives, some of which have been implemented over the last three years. These include:

- ▶ enhanced maternity and shared parental leave pay
- ▶ an agile working policy
- ▶ coaching for new parents across the firm
- ▶ continuing support for women's leadership programmes.

Find out more about our initiatives at [taylorwessing.com](http://taylorwessing.com).

We acknowledge that there are many factors at play which are outside our control, but we are confident these initiatives will help continue to address our gender pay gap.

## What is gender pay gap reporting?

The government has passed legislation requiring all businesses with 250 employees or more to report on their gender pay gap. This is the difference between the average hourly earnings of all male and all female employees. Gender pay gap reports must be published online and to the government by 4 April 2018. This report contains the data for Taylor Wessing Services Limited, the service company of Taylor Wessing UK LLP.

## Pay and bonus gap

Our mean and median hourly gender pay gaps as at the snapshot date (i.e. on 5 April 2017):

	Mean	Median
Hourly pay (%)	13.48	32.77



We employ more women than men overall and the overwhelming majority of our business services staff are female.

Our analysis of our gender pay gap shows that it is largely driven by the fact that there are more women than men in less well-paid roles within the firm. For example, the majority of our business services roles are performed by women.

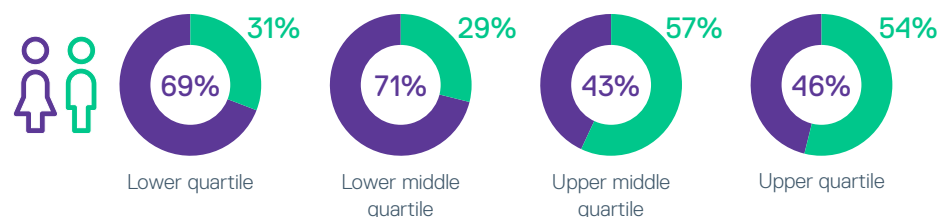
However, when we compare our pay gap for directly comparable roles, we find the following:

Role	Gender pay gap F/M* (%)	
Associates	-0.29	61
Senior Associates	-1.72	50
Senior Counsel	2.89	50
Business Services	12.21	66

\*Where a negative figure is shown, this indicates women earning more than men

## Pay quartiles

This chart illustrates the gender distribution across Taylor Wessing in four equally sized quartiles. This underlines the fact that, overall, we employ more women than men and that many more women are employed in roles which sit in the lower and lower middle quartiles.



## Bonuses

Our firm operates a discretionary performance bonus scheme to which all employees are eligible. Payments are made in July and typically bonuses are paid as a percentage of salary. The data shown below is for bonuses paid in the 12 months leading to 5 April 2017.

	Mean	Median
Bonus (%)	29.34	53.53

When investigating our bonus gap, we can see that it is predominantly driven by two key factors. The first being, as outlined above, there are more men in senior roles. Secondly, there are a higher number of part-time and secretarial opportunities across the firm, which are mainly filled by women.

## Proportion of employees receiving a bonus



As the figures show, we are confident that men and women have an equal opportunity to earn a bonus and we will continue to approach bonus payments with a robust and fair process.

## Summary

We are confident that men and women are paid equally for doing equivalent jobs across our firm. We acknowledge that, in common with many organisations, we have a gender pay gap.

Under the leadership of our Talent team and Diversity & Inclusion committee, we will continue to take action to address our gender pay and bonus gaps and to make sure our policies and practices are fair. This includes actively reviewing decisions around our annual performance, pay and bonus activities and creating a culture of inclusion where men and women are able to flourish and achieve their full potential.



Find out more about our gender initiatives at

[taylorwessing.com](http://taylorwessing.com)

“We welcome the opportunity to report on our gender pay gap. It allows us to take a closer look at its many causes and reminds us how important it is to focus on the steps we are taking at Taylor Wessing to address gender equality.”

## Statement of accuracy

We confirm the data reported here is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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