

# GENDER PAY GAP REPORT 2019



"It was my pleasure to accept the offer to join the Anthony Collins Solicitors (ACS) Board as Non-Executive Director last year. I have enjoyed being part of a dynamic, socially-motivated, and growing firm with a diverse workforce and a passionate partnership, nearly 40% of whom are female. As someone with a long-term commitment to Equality, Diversity and Inclusion (ED&I) in the legal sector I am pleased to see a proactive ED&I strategy implemented here and ongoing work to build a strong and inclusive culture. Some of the highlights for me last year included enhancing our maternity and shared parental leave pay and hosting the 100 years of Women in Law panel, celebrating the history and present and looking forward to the future for female legal professionals."

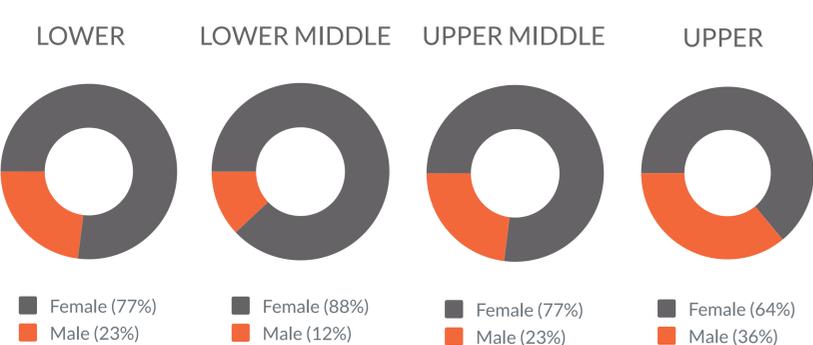
We are disappointed to see that our mean gender pay gap has increased slightly this year and we recognise that we are a long way from where we want to be. We can identify the reasons for the gap (as explained in this report) and know that closing the gap is a long-term endeavour to which we are committed. While women are well represented in the firm as senior lawyers, we need to create a greater balance of men and women at all levels across the firm. We will be driving more change this year, not least to our family-friendly working practices, and embrace the challenge that there is much more we need to do. I am excited by the proposals and confident that ACS is committed to a future where everyone has the opportunity to thrive and succeed."

**Christina Blacklaws**, Non-Executive Director

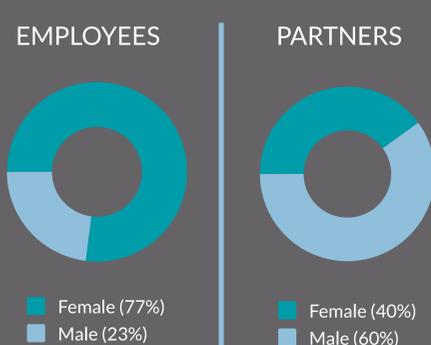
I confirm that the data reported is accurate and has been calculated in accordance with the Equality Act 2010 (Gender pay Gap Information) Regulations 2017.  
**Matthew Wort**, Partner

## OUR 2019 DATA

### PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE PAY BAND



### PROPORTION OF MALES AND FEMALES AT ACS



### GENDER PAY GAP

	MEAN	MEDIAN
PARTNERS	2.55%	0%
EMPLOYEES	18.72%	29.04%
COMBINED*	37.02%	36.25%

### EMPLOYEE BONUS

GENDER BONUS PAY GAP		PROPORTION OF MALES AND FEMALES RECEIVING BONUSES	
MEAN	26.26%	MALES	85.48%
MEDIAN	34.21%	FEMALES	85.64%

## GENDER PAY GAP BY ROLE



### UNDERSTANDING THE GAP

Our employee demographics play a major part in our disappointing results. In April 2019, ACS had an employee workforce comprised of 77% women and 23% men. The proportion of women by quartile was 77% in the Lower and 88% in the Lower Middle, both as compared to 64% in the Upper. Whilst 66% of our Senior Associates and Associates are women, there is a higher proportion of women working as non-qualified fee earners (80%) and secretaries (nearly 100% - 50 of 51 secretaries). These factors affect our mean pay gap negatively, and we know we will struggle to reverse our gap effectively in the short-term because of them.

However, there is encouraging news - within each of our fee earner role categories, our gender pay gap has decreased from last year such that we now have a small negative pay gap (i.e. the average salary of female employees being higher than that of male employees) for our Associates and Solicitors. However, as the six most senior people within our Business Support category were male at the time of reporting, our gap in this category has increased.

### WHAT WE HAVE DONE SO FAR

Over the past year, we have been taking steps to promote gender balance at ACS - we completed year one of our ED&I strategy as earlier highlighted; we conducted our pay review through an ED&I lens - which included the introduction of the Real Living Wage for all at ACS (the effects of which will not be realised in reporting until 2020); we now gender-check our job adverts and profiles, and we continue to ensure not only that all promotions are based solely on merit but also that women are not disadvantaged due to maternity leave or career breaks.

### CLOSING THE GAP: THE FUTURE

This year, we are committed to progressing our ED&I plans with a specific focus on extending our family-friendly and flexible working practices. In our new talent strategy, we will ensure gender-related issues are identified and people supported in their short and long-term career plans. Our specific priorities (which are non-exhaustive) are listed below, and we also welcome ideas from our clients and colleagues. We remain keen and committed to challenging ourselves to do more.

## PRIORITIES

We have highlighted 4 main priorities to focus on in the next 12 months.

Although there is plenty more that we want to do, we felt it important to make sure these changes are achievable in the timescale set:

- 1 SUPPORTING MATERNITY LEAVERS/RETURNERS**  
Ensuring good exit and re-integration into work including high levels of support, technical training and promotion of flexible working for all;
- 2 REMOVING GENDER-BIAS TITLES**  
Establishing gender-neutral titles and targets to recruit more men into junior roles and women into senior ones;
- 3 CAREER PLANS FOR ALL**  
Clear and motivational plans that ensure gender-related issues are identified and people supported (e.g. maternity and career breaks);
- 4 CONTINUING UNCONSCIOUS BIAS TRAINING**  
For all recruiting and line managers.

"WE WILL BE DRIVING MORE CHANGE THIS YEAR, NOT LEAST TO OUR FAMILY-FRIENDLY WORKING PRACTICES, AND EMBRACE THE CHALLENGE THAT THERE IS MUCH MORE WE NEED TO DO."