

GENDER & ETHNICITY PAY GAP REPORT

Having joined Anthony Collins Solicitors (ACS) as a partner to head up the local government property team in April 2019, it was my pleasure to be invited to lead the firm's Equality, Diversity and Inclusion (ED&I) Committee at the beginning of last year. ED&I has always been important to me, not only on a personal level as a black female solicitor, but on a wider corporate level as an employer. My first impressions of ACS were of a firm that is not only diverse in its make-up, in terms of race, disabilities and gender, but equally a firm with a large proportion of female partners, particularly when compared with our competitors (37% as at April 2020).

This is our third year of gender pay gap (GPG) reporting and, as a demonstration of our commitment to be open and transparent and to continuously improve our internal community, we are also pleased this year to publish our ethnicity pay gap (EPG) results for the first time and share our partner pay data with respect to gender and ethnicity.

Our mean EPG is 4.4% across the employees of the firm and data suggests that 18.5% of our workforce identify as BAME. Our EPG is understood when we see that only 13% of our upper pay quartile employees are BAME, and we therefore want to focus our attention on BAME progression through ACS in the coming year and beyond.

Whilst we are pleased that our mean GPG for employees has gone down by 5% to 13.6% and our partner mean GPG has also decreased to 0.87%, closing the gap continues to be our long-term endeavour to which we are extremely committed, as demonstrated by the targets that we have set ourselves, as detailed below.

In the last year, we have expanded our ED&I Committee membership to be better resourced to put in place the steps that are required to meet our targets. I am confident that we can achieve our commitments and I am pleased to be part of the journey.

Sandy Munroe
Partner and chair of the ACS ED&I Committee



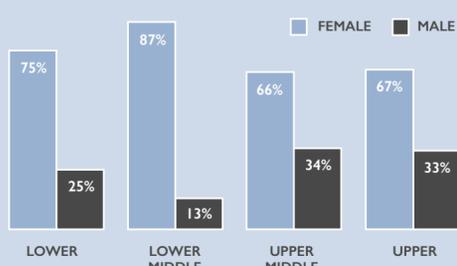
Anthony Collins
solicitors

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.

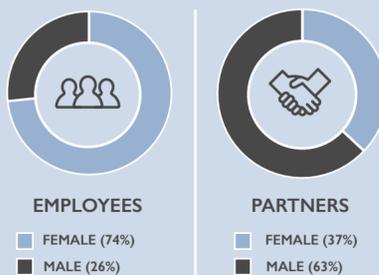
Sandy Munroe
Sandy Munroe, Partner

OUR 2020 GENDER PAY GAP DATA

Proportion of male and female employees in each quartile pay band



Proportion of males and females across Anthony Collins Solicitors



Gender pay gap mean, median and combined

	MEAN	MEAN CHANGE FROM 2019	MEDIAN	MEDIAN CHANGE FROM 2019
PARTNERS	0.87%	▼ 1.68%	0%	0%
EMPLOYEES	13.6%	▼ 5.12%	28.2%	▼ 0.8%
COMBINED	31.8%	▼ 5.22%	32.9%	▼ 3.4%

Employee bonus gender pay gap

	2020	CHANGE FROM 2019
MEAN	21.2%	▼ 5.08%
MEDIAN	33.1%	▼ 1.11%

Proportion receiving bonuses*

	FEMALE	MALE
	109%	95%

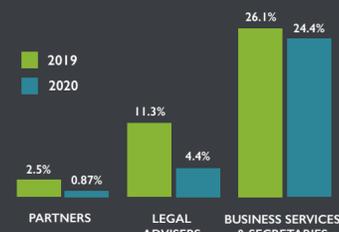
* More women received a bonus than those included in our GPG data.

Understanding the gender pay gap

Our GPG results this year are encouraging, with the gap closing in many areas. However, our large demographic of women remains a key reason for the existence of a gender pay gap at ACS. 75% of employees in our lower quartile are women (down from 77%) and 87% in our lower middle quartile (down from 88%). This is not representative of the demographics of the firm (73.5% being women at the time of reporting) and this impacts our gap negatively.

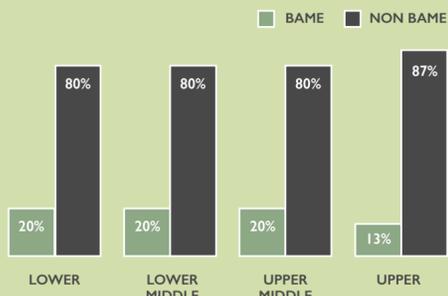
Despite this, we are pleased that our GPG by role has decreased almost universally, with an increase only in the median gap for business services and secretarial roles (which are grouped together). The mean GPG for all legal advisers (all qualified and non-qualified fee earners) is 4.4%, down by nearly 7%.

MEAN GENDER PAY GAP BY ROLE

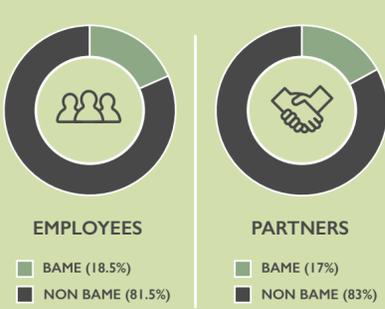


OUR 2020 ETHNICITY PAY GAP DATA

Proportion of employees identifying as BAME and non BAME in each quartile pay band



Proportion of those identifying as BAME across Anthony Collins Solicitors



Ethnicity pay gap mean and median

	MEAN	MEDIAN
PARTNERS	5.4%	0%
EMPLOYEES	4.4%	6.2%

Employee bonus ethnicity pay gap

	MEAN	MEDIAN
	1.86%	-3.4%

Proportion receiving bonuses*

	BAME	NON BAME
	118%	111%

* More employees received a bonus than those included in our EPG data.

Understanding the ethnicity pay gap

For the first time, we are reporting our EPG. We are committed to transparency and are reporting our EPG in order to be accountable for improving it.

Our EPG is based on those employees who provided data on ethnicity, which was 73.5% of our workforce (178). We are keen to grow the confidence of our people and see a higher number providing data in the future. We are encouraged that our EPG is below the vast majority of our competitors*, although we are not happy with any gap. Our partner mean EPG is 5.4%.

We want to focus attention on BAME progression through the firm – and establish what affects the readiness for promotion of BAME employees, identify what access to support and opportunities our BAME employees have and whether any barriers exist that mean that BAME employees are not brought forward for promotion (see commitments below for more).

* Based on results from 2020 reporting.

WHAT WE HAVE DONE SO FAR

We believe that our bold salary review in November 2019 has had a positive impact. Significant action was taken during this review to ensure parity between all employees undertaking similar job roles and to correct historic pay anomalies. We are committed to the career development of all our people, with a particular focus on those who are currently under-represented at senior levels - women and those with a BAME heritage, who will increasingly have access to coaching and mentoring support should they desire it.

The launch of career plans for all aims to ensure that the goals of every individual are supported by the firm, and that there are no barriers to progression. Recruitment at ACS consistently includes diverse interview panels, and we have almost completed our first phase of unconscious bias training for our recruiting and line managers (over 95% to date).

CONTINUING TO CLOSE THE GAP

The firm, led by our ED&I Committee and HR team, continues to take positive action to reduce the firm's pay gap and is currently aligning a new ED&I strategy. The new strategy will include clear and specific goals and commitments across many ED&I areas over the next three years. As part of this, we will be focusing on accreditations. We believe that gaining accreditations will give the firm the recognition it deserves and will ensure that we are continuing to adopt good practice in our ED&I plans.

Our priorities (non-exhaustive) are detailed opposite and we continue to encourage clients and colleagues to share their ideas and challenge us, as we recognise that there is still much progress to be made.

COMMITMENTS FOR 2021-2022

Previous commitments have now become 'business as usual' processes for the firm and are not included below, despite them remaining a priority. Our new priorities for the next 12 months are:

- 1 Attaining the Women in Law Pledge Accreditation**
Including a commitment to a number of initiatives to improve gender diversity within our firm, particularly at senior and leadership levels.
- 2 Line management**
Reviewing structures, and then training and equipping line managers to ensure equality of opportunity for all, and consistency in approach to requests for flexible working.
- 3 Mentoring and coaching**
Targeted mentoring and coaching initiatives to help our most under-represented groups of employees (women and BAME employees) progress through the firm.
- 4 Pathways to leadership roles**
Ensuring our fee earners (i) are clear on what it means and what it takes to become a partner and (ii) have access to support to get them to a partner/legal director role should they so desire.

DIVERSITY TARGETS BY 2024

- 45% of partners to be female
- 20% of partners to be BAME
- 71% of those employees paid in the upper quartile to be female
- 16% of those employees paid in the upper quartile to be BAME