

# Gender Pay Gap Report

Being an organisation employing more than 250 people Forbes has uploaded to the Government website the required information in connection with the “gender pay gap” between women and men employed by the Firm. Please see the attached report. This is not a comparison of the salaries for females and males undertaking the same roles, however, it is calculated by comparing the mean (average) and median (middle) hourly pay of all women and men employed across the whole organisation irrespective of their roles.

In an organisation such as ours the figures will be affected by substantially by the fact there are many more women working in support roles than men. To put it in perspective, in the firm, there is a 2.4:1 ratio of females to males. This reduction from 3% to 2.4% in the ratio has had an impact on the reporting in the Upper Middle Quartile, Lower Middle Quartile and Lower Quartile figures, with a slight increase in the male population has diluted the females % across the board given recruitment has been across a myriad of positions and pay band. In relation to the Upper Quartile, a benchmark survey review was carried out over the period where it was identified pay grades were not aligned or standardised to market rates. Pay increases were made to align individuals with the market and internal benchmarks of which the higher majority were male.

In relation to bonus, the 2.4:1 ratio has impacted again on the figures, with more females received the same level of bonus as the males.

Whilst we are not required to publish data about Partners, who are not employees, we are able to say that this group comprises of 45% females which is an increase of 7% on the previous year. Whilst there is still more work to do, this is better than the national average in our sector and we believe we are going in the right.

We believe our approach is fair and we will continue to strive to improve our performance in relation to gender pay equality as we will in respect of our approach to all areas of equality and diversity.

**I confirm that the data contained within this report is accurate and meets the requirement of the gender pay gap reporting regulations.**

**Laura Cieplak**  
**Director of People & Organisational Development**

Difference in hourly rate of pay – mean: 30.48%

Difference in hourly rate of pay – median: 44.29%

Difference in bonus pay – mean: 3.40%

Difference in bonus pay – median: 0.00%

Percentage of employees who received bonus pay:  
Males who received bonus pay: 92.2%  
Females who received bonus pay: 93.0%

Employees by pay quartile:

