

Gender Pay Gap Data Report 2021

On 05 April 2021, Forbes Solicitors (Forbes/the Firm) employed 312 people, 84 men and 228 women. As an organisation employing more than 250 people Forbes is required to share its statistics relating to the “gender pay gap” between women and men employed by the Firm. This information is shared on the Firm’s website and the Government website. The data is set out in this report and compares the mean (average) and median (middle) hourly pay of all women and men employed across the whole Firm irrespective of their roles. It is not a salary comparison exercise.

The statistics show that men at Forbes Solicitors LLP are, on average, paid 25.96% (mean average) and 37.68% (median average) more per hour than women. This represents a 1.06 % mean and a 3.47% median reduction from 2020. However, as in the previous four reporting cycles, the Firm’s figures are significantly affected by the fact there are many more women than men employed with our support functions. As at 05 April 2020, the ratio of female to male employees is 2.7:1 which is an increase from 2020.

The 2021 data continue to show a trend of closing the gap. The Upper Quartile differential has extended to 11.42% in favour of female employees this means that female employees dominate the Upper Quartile. The figures for the Upper Middle Quartile (UMQ) also show a positive trend. The UMQ shows an increase in the female percentage (7.93%) on the previous year to 82.61%. Both of these quartiles have been impacted by the Firm’s inaugural qualified promotion round which saw 16 female employees promoted into senior positions within the firm.

The LMQ has seen a decrease in the male percentage by 1.39% to 11.43% which reflective of the female:male ratio. However, the Lower Quartile has remained stable with a small increase in the male percentage.

The bonus pay data has also remained stable and gender neutral at 0%.

When compared to the previous four reporting cycles, the statistics show a positive trend of reducing the gap. This is also true at our partnership table (self-employed partners), which saw an increase in the female partner percentage to 44%.

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: 25.96%

Difference in hourly rate of pay – median: 37.68%

Difference in bonus pay – mean: 0.00%

Difference in bonus pay – median: 0.00%

Percentage of employees who received bonus pay:

Males who received bonus pay: 0.00%

Females who received bonus pay: 0.00%

Employees by pay quartile:

