

Gender Pay Gap Data Report 2022

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.

On 05 April 2022, Forbes Solicitors (Forbes/the Firm) employed 299 people, 75 men and 224 women.

The statistics for the hourly rate of pay between men and women represent a 0.65% median reduction from the 2021 data in respect of our female colleagues but a 0.84% mean increase. This has been largely driven by an increase in the number of apprenticeships and the recruitment of staff under the age of 23, of which the majority have been female. In addition, the figures were skewed due a salary increment in favour of our former male CEO whose salary significantly exceeded others within the Firm.

The 2022 data is reflective of a business that has successfully navigated the global pandemic and reacted accordingly to the resulting market conditions. Encouragingly, the data also demonstrates that on average female colleagues have received a higher level of year-on-year increase in salary compared with male counterparts.

As in the previous reporting cycles, the Firm’s figures are significantly affected by the fact there are many more women than men employed within our support functions. As at 05 April 2022, the ratio of female to male employees is 2.9:1 which is an increase from 2021.

The 2022 data shows that the representation across the 4 reporting quartiles has remained stable and reflects the recruitment and retention position detailed above.

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

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: 26.80%

Difference in hourly rate of pay – median: 37.03%

Difference in bonus pay – mean: 0.00%

Difference in bonus pay – median: 0.00%

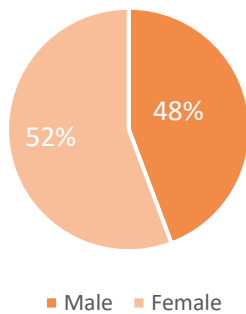
Percentage of employees who received bonus pay:

Males who received bonus pay: 0.00%

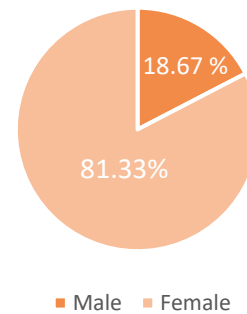
Females who received bonus pay: 0.00%

Employees by pay quartile:

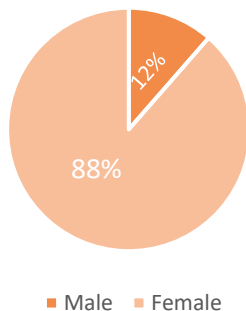
Upper quartile:



Upper middle quartile:



Lower middle quartile:



Lower quartile

