

Gender Pay Gap Data Report 2023

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.

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. Equally, it does not include the Firm’s Full and Fixed Share Members which has our highest paid female members of staff. As at 05 April 2022, the ratio of female to male employees is 2.9:1. On 05 April 2023, Forbes Solicitors employed 342 people, 92 men and 250 women. This is an increase of 43 employees (14%) since 05 April 2022 and a ratio of 2.7:1.

The statistics for the hourly rate of pay between men and women represent a 3.15% reduction in the mean hourly rate. This demonstrates that the Firm is managing to implement a fair pay structure and has not succumb to the difficult market pressures and inflated annual salaries. The median has increased by 1.72%. This is due to the Firm’s growth and increased headcount and whilst it is an increase, it is very modest which is a positive reflection of the work the Firm is doing behind the scenes in ensuring that salaries are fair and consistent irrespective of gender.

The 4 reporting quartiles remain stable with a slight shift due to the increased headcount.

The snapshot data was taken on 05 April 2023 before the end of the last financial year, the bonus pay data is skewed by the very small proportion of employees that received a bonus specifically in respect of long service achievement. Given the ratios, it is clear more females than males received a ‘bonus’.

The 2023 data is reflective of a business that is focusing on EDIB and creating a fair and transparent reward structure. It shows that it is successfully managing the recruitment and retention of talent despite the difficult market conditions.

We continue to 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. The People Team is focused on the delivery of its Reward and Development project which incorporates developing a fair and transparent pay banding structure to support its career framework.

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

Difference in hourly rate of pay – mean: 15.92%

Difference in hourly rate of pay – median: 28.57%

Difference in bonus pay – mean: 62.3%

Difference in bonus pay – median: 50%

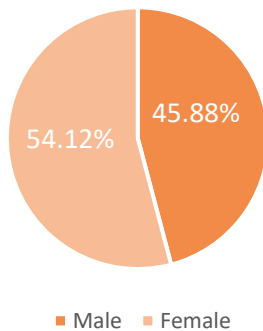
Percentage of employees who received bonus pay:

Males who received bonus pay: 5.4%

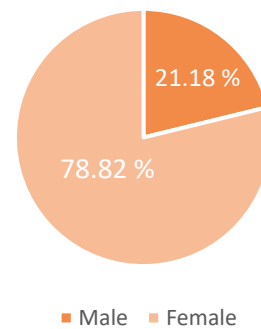
Females who received bonus pay: 4%

Employees by pay quartile:

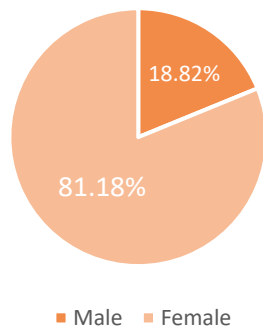
Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile

