



# Our Gender Pay Gap report

## Foot Anstey Group

[www.footanstey.com](http://www.footanstey.com)

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# Ambition to be better

The innovation, collaboration, and entrepreneurial spirit that our people bring every day helps deliver both the firms' and our clients' ambitions. In return, we want to power our people's ambitions and reward them fairly. To do this we need to be proactive in creating an equitable workplace, where equality, diversity and inclusion is embedded within everything that we do, including when it comes to pay.

We evaluate our pay data closely each year to make sure we fully understand where and why pay gaps exist so that we can use this information to evolve and adapt our processes with the aim to reduce our gender pay gap.

We acknowledge that a gender pay gap exists at the firm and we are committed to reducing it and recognise there is more to be done. In this report we will summarise our current challenges, demonstrate recent progress and highlight our future plans for change.



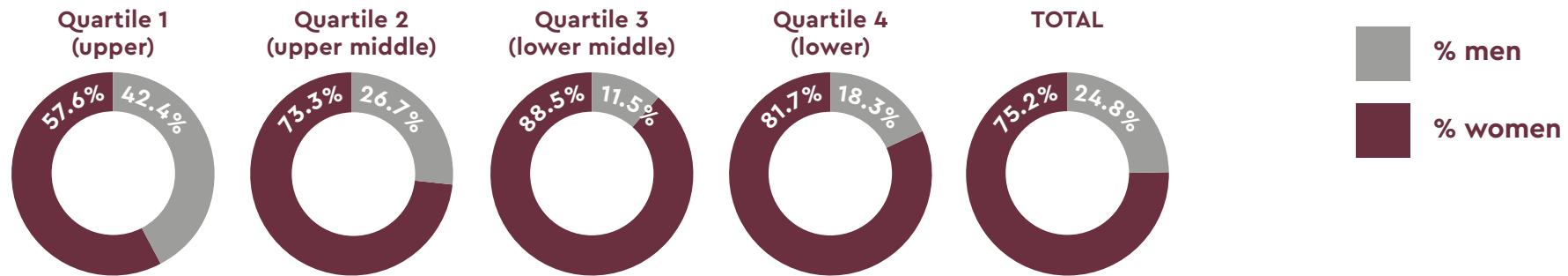
Martin Hirst  
**Managing Partner**



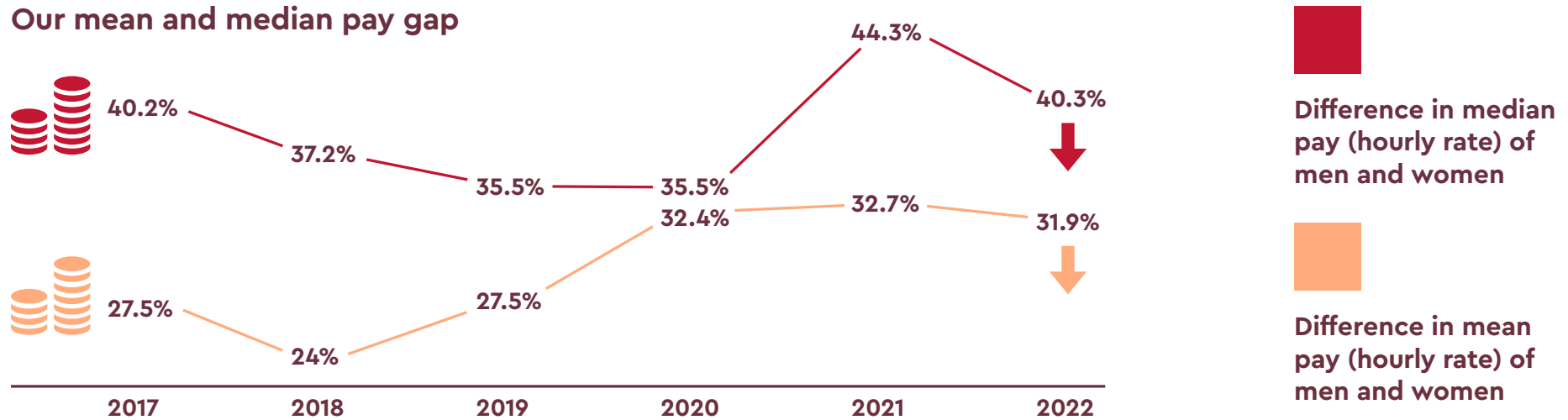
Felix Hebblethwaite  
**Group HR Director**

# Our employee data

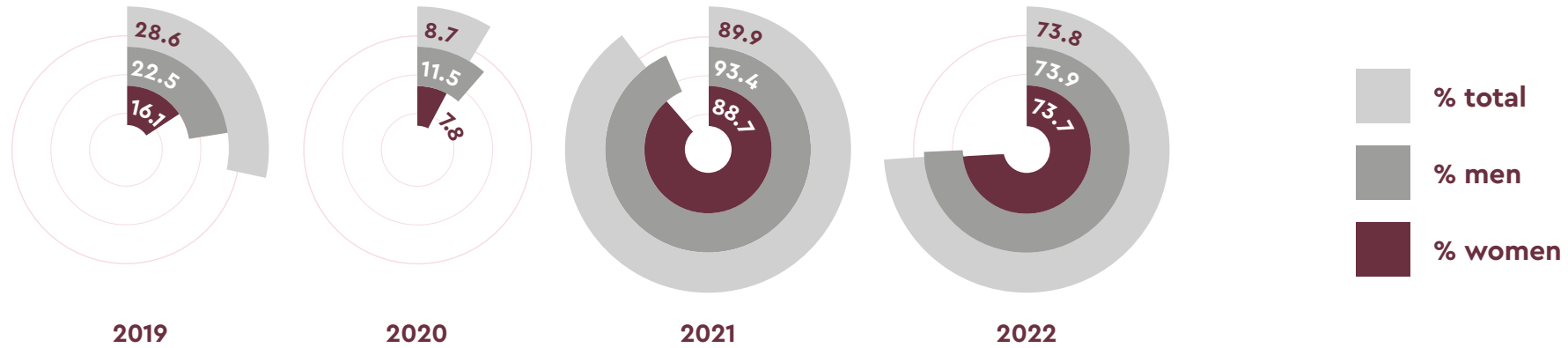
## Proportion of women and men in each pay quartile band



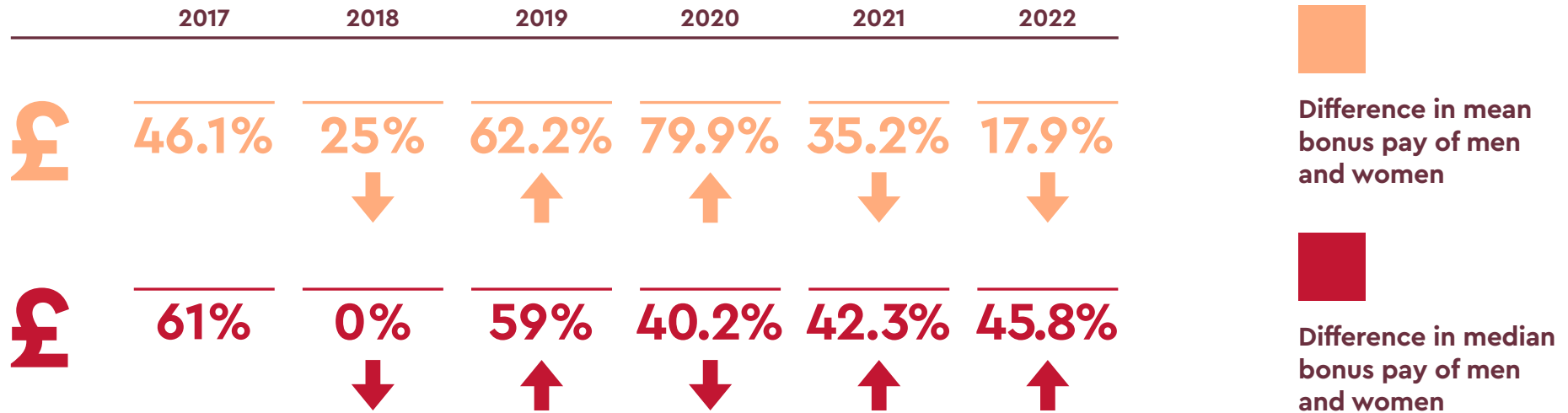
## Our mean and median pay gap



## Proportion receiving a bonus



## Our mean and median bonus pay gap



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# What does it show?

**This report includes employee data from across the Foot Anstey Group which is formed of two entities – Foot Anstey LLP and Enable Law (Clinical Negligence Services Ltd). The pay data for Foot Anstey LLP is also available via the UK Government's Gender Pay website in accordance with legislation. Unless otherwise stated, the figures in this report reflect snapshot dates for pay data taken on 5 April 2022.**

The biggest factor impacting our gender pay gap is the number of men in higher paid roles. Across the firm our gender split is 74% women, 26% men\*. Although women are represented in greater numbers than men in every pay quartile, men are proportionally overrepresented in the upper quartile (42.4%) relative to their population size. In contrast, women are overrepresented in the lower quartile (81.7%) relative to their population size and compared with their male counterparts who are underrepresented (18.3%).

It is important to say that gender pay gap reporting is not a comparison of what we pay people doing equivalent roles – that is known as equal pay. Equal pay is something we monitor across all role types to ensure we are paying our people fairly for equivalent roles.



*\*data shown from 4 April 2023.*

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# Future opportunities and progress

**We are improving representation across the pay quartiles, most notably in the upper quartile where the proportion of women has increased and the proportion of men has decreased. Moreover, in the lower quartile, the proportion of men has increased, and the proportion of women has decreased.**

Though not yet incorporated into these figures, our Partnership representation is also improving with women now making up 32%\* of the partnership. To continue this progress, we recently introduced our Future Leaders Programme, which seeks to support our future leaders to grow and develop into our partnership.

We know that the more we improve our female representation at senior levels, the more any persistent pay gaps will

reduce. We will focus on the careful and considerate review of salaries and bonus payments as part of our compensation processes and drive forward our career development with a specific focus on the progression of women into our Director, Senior and Managing Associate populations.

We have made positive progress in numerous areas over the past year to help to develop a more equitable workplace. By gathering feedback and insight from our people we have ensured that the changes and adjustments we make align not only with industry best practice, but also with the specific needs and desires of our people.

*\*data shown from 4 April 2023*



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# Our progress this year



A new **bonus scheme** to better recognise performance across the firm in a transparent way, including in legal support and Professional support team roles where female representation is higher.



**Enhanced parental leave** policies by providing 6 months' worth of full pay for all those taking extended parental leave of any kind.



**New pregnancy loss, fertility and prematurity leave policies**, offering paid leave and support for those impacted.



Introduced **market leading 121 coaching** for all those taking long term parental leave to support the transition to and from work. In addition we have rolled out a parental buddy scheme to encourage internal peer support.



Introduced 10 days of **fully funded back up care** for all of our people to support with managing dependant care.



Signed the Menopause Workplace Pledge and introduced **menopause support** with a menopause helpline, treatment path and a range of initiatives designed to help colleagues going through the menopause.



We have been accredited as a **Living Wage Employer**, reflecting our ongoing commitment to pay based on the actual cost of living.





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### **We are a Living Wage employer**

A living wage employer ensures that all employees aged 18 and over, including certain classes of contracted staff, are paid at least the living wage.



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### **We are NES accredited**

Participation in a NES assessment ensures long term sustainable change, a beneficial impact in productivity and growth and provides a detailed roadmap with recommendations to help implement those areas requiring improvement.



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### **We've signed the Menopause Workplace Pledge**

We've made a commitment to ensuring Foot Anstey is a supportive and understanding place for our people going through the menopause.

### **What is gender pay reporting?**

Gender pay reporting legislation requires all employers with over 250 employees to publish on the Government's website and our own website. The Gender Pay Gap legislation aims to show the distribution of men and women across different roles within an organisation and highlight where there may be concentrations of a particular gender at lower or higher pay levels.

Under these regulations, we are required to provide 6 statutory calculations every year to show the pay gap between male and female employees in the business. Unless otherwise stated, the figures in this report reflect snapshot dates for pay data taken at 5 April 2022.