



Our Gender Pay Gap Report

Foot Anstey Group

www.footanstey.com

Ambition to eliminate the gap

The innovation, collaboration, and entrepreneurial spirit that our people bring every day helps to deliver both the firm's and our clients' ambitions. In return, we want to empower 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 our approach to pay. We evaluate our pay data closely each year to build our understanding of where and why pay gaps exist so that we can use this information to evolve and adapt our processes with the aim to reduce and eventually eliminate our gender pay gap.

Over the past year we have invested in inclusive leadership training and our future leaders programme; improved our paternity pay provision and continued to finesse our bonus provisions to try to close the gap. We will continue to invest in understanding our pay gaps over the coming year to build a more nuanced plan to close the gaps we have.

In the 2022–2023 reporting year, we continued to see a reduction in our mean and median pay gaps. While this is good news and shows our progress, we are acutely aware of the need to go much further. This report highlights our recent progress as the Foot Anstey Group, including Enable Law* which is currently outside the scope of statutory reporting.

**Clinical Negligence Services Ltd t/a as Enable Law.*



Martin Hirst
Managing Partner



Felix Hebblethwaite
Group HR Director

About this report

This report includes employee data from across the Foot Anstey Group which is formed of two entities – Foot Anstey LLP and Enable Law*. The pay data for Foot Anstey LLP is also available via the UK Government's Gender Pay website as required by law. Unless otherwise stated, the figures in this report reflect a snapshot of our pay data taken on 5 April 2023. Where necessary, data has been rounded to one decimal place.

What is the gender pay gap?

The gender pay gap measures the difference between the average (mean) and middle ranking (median) hourly earnings and bonuses of men and women in the firm. This is usually shown by the percentage gap that men earn more than women. This is different to equal pay, which focuses on pay for women and men doing the same work.

According to the Office for National Statistics, in the UK, the median hourly pay for women was 14.3% lower than for men in April 2023 (figures exclude overtime pay).

The reasons for the gender pay gap are complex. There remain more men in higher paid senior roles across all industries, and proportionately more women in roles that attract comparatively low salaries, such as those working part time. Women's working patterns of paid work often differ from those of men, for example, they are more likely to work part time, and this can put them at a disadvantage. Increased understanding of these issues helps us to remove obstacles within our business and reduce our gender pay gap further over time.

What do we mean by pay quartiles?

Data is split into four equal groups (or quartiles) based on hourly pay. Quartile one contains those with the highest salaries and quartile four, those with the lowest salaries.

By doing this, we are able to illustrate the proportion of men and women in each quartile which helps us to understand gender representation at different levels within the organisation, how this impacts our gender pay gap, and where we should focus our efforts to reduce the gap.

The use of mean and median averages

Data is reported in both mean and median averages, whereby the mean is the average of all the data when added together and the median is the mid-point of the data when the results are in value order.

Each measure is affected by different characteristics in a workforce. While the calculation of mean earnings is affected by extreme values at either end of the pay scale, it captures the fact that the upper end of the earnings distribution contains more men. This is therefore an important measure of women's labour market disadvantage.

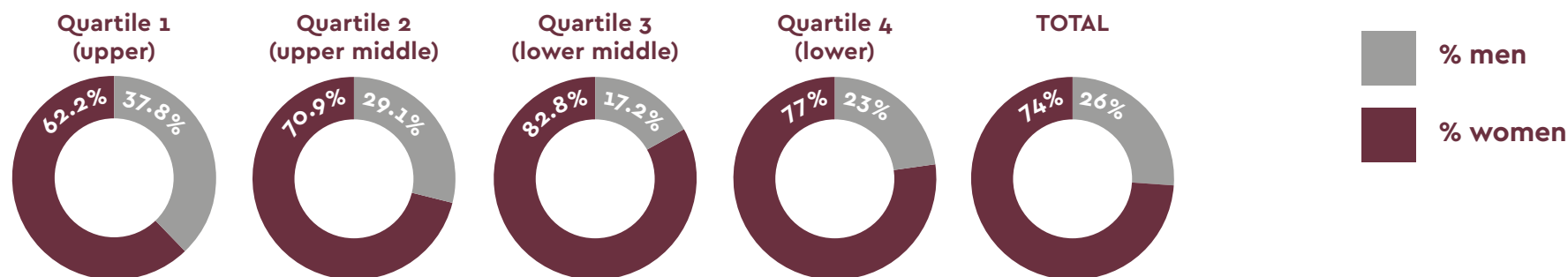
The median calculation on the other hand, is not as affected by extreme values, and is helpful in identifying an uneven distribution of men and women at different levels of seniority in the organisation.

**Clinical Negligence Services Ltd t/a as Enable Law.*

Our employee data

Representation across pay quartiles

Proportion of women and men in each pay quartile



What does this show?

Across the firm our gender split at the time of this report was 74% women, 26% men. Although women are represented in greater numbers than men in every pay quartile, men remain proportionally over-represented in the upper quartile (37.8%) relative to their population size (26%). In contrast, women remain over-represented in the lower quartile (77%) relative to their population size (74%), and when compared with their male counterparts who are under-represented (23%).

We are improving representation across the pay quartiles, most notably in the upper quartile where the proportion of women has increased (by 4.7%). Moreover, in the lower quartile, the proportion of men has increased (by 4.7%), and the proportion of women has decreased. This progress is despite our highest earning female employees (our Salaried Partners) being excluded from gender pay gap reporting, in line with legislative guidance.

Though not incorporated into these figures, our Partnership representation is also improving, with women now making up 41.8%* of the partnership. In addition, 66% of promotions into the partnership in 2023 were women.

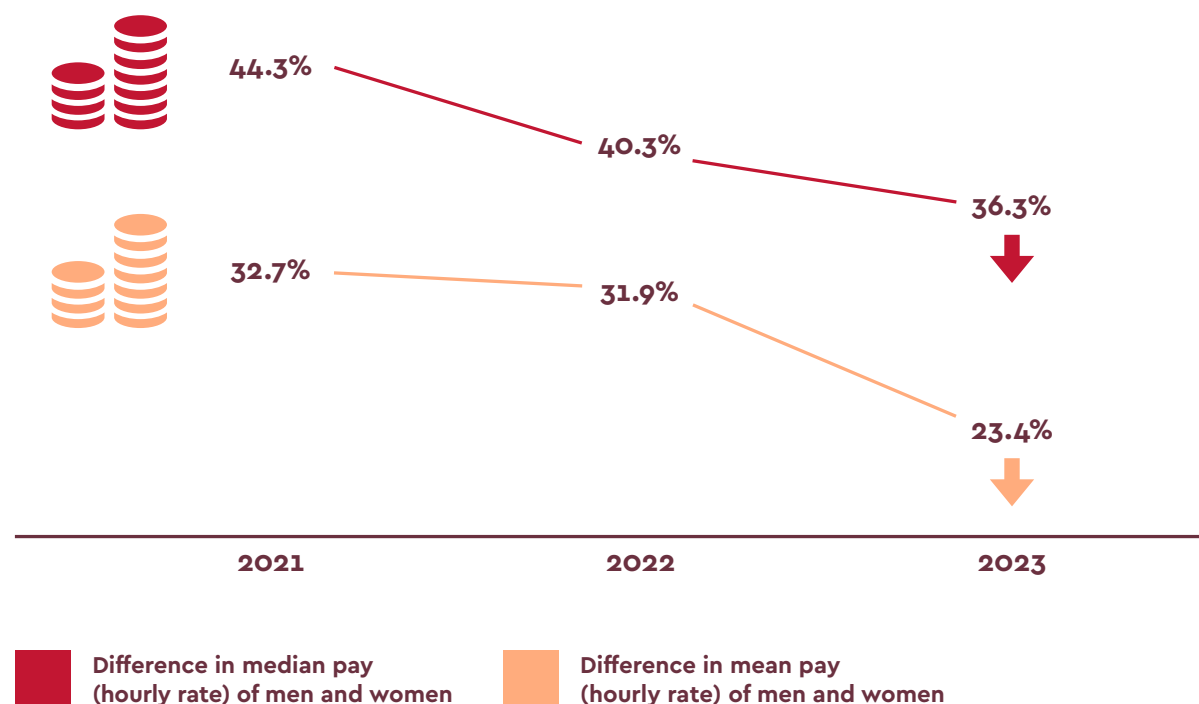
There remains a greater number of men in higher paid roles and women continue to be over-represented in roles that attract salaries in the lower end of the pay range. We recognise that this occupational segregation (which occurs when one demographic group is over-represented or under-represented in a certain job category), continues to significantly impact our gender pay gap.

**Data shown from February 2024, includes Salaried Partners.*

Our employee data

Our 2023 employee pay and bonus gap

Our mean and median pay gap



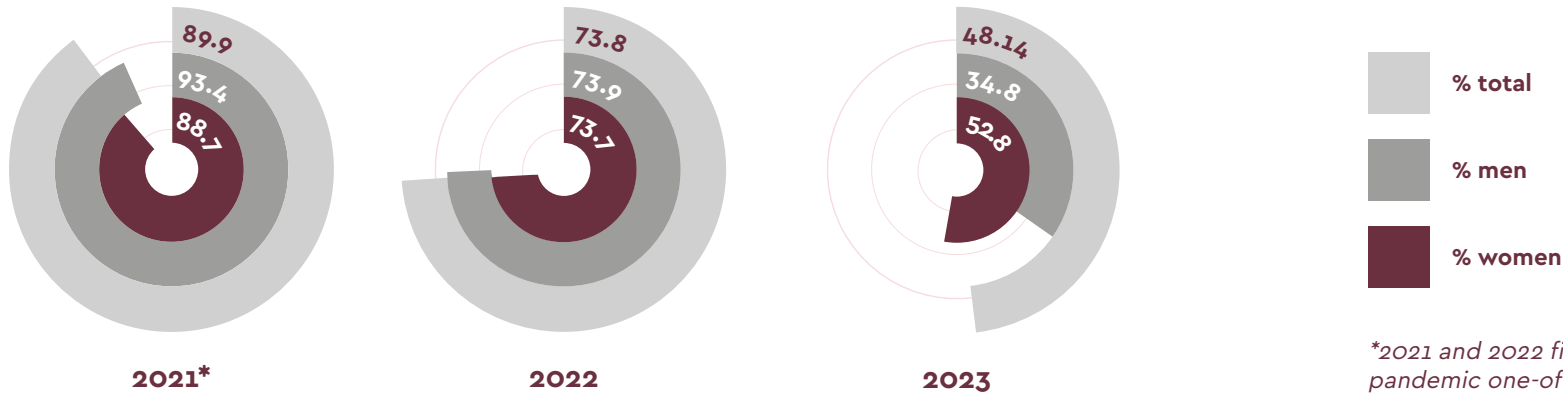
What does this show?

The mean pay gap shows that the gap in hourly pay as a percentage of men's pay has reduced (from 31.9% to 23.4%). The median pay gap also shows a reduction from 40.3% to 36.3%.

The improvement in the gender balance of the lower quartile and upper quartiles are likely to be a factor of this reduction in both the mean and median gaps.

We remain committed to working to eliminate the gap and further investment will be made in 2024 to deepen our understanding of the drivers of our pay gaps to do so.

Proportion receiving a bonus



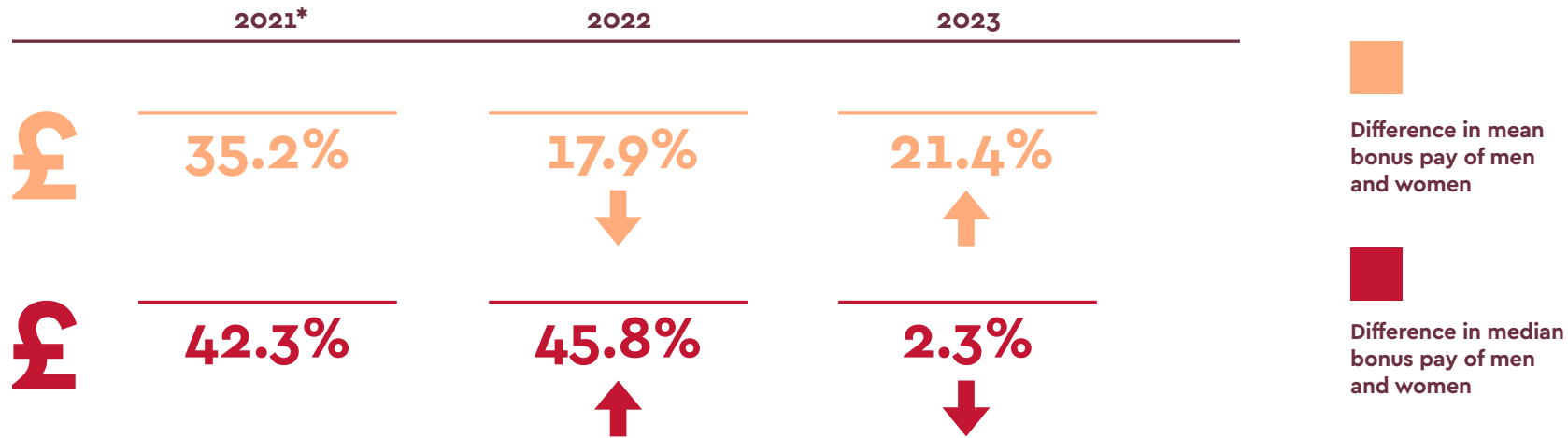
What does this show?

There is little value in year-on-year comparison of the proportion of men and women receiving a bonus when compared with the previous two periods. This is because the previous reporting periods encompassed pandemic-based repayments which were included in gender pay gap analysis in line with legislation.

This reporting year 52.8% of women received a bonus compared with 34.8% of men.

Our bonus figures include two different payments: a performance bonus which is paid as a percentage of pay often earned by those in higher pay quartiles, and a fixed profit bonus awarded at a flat rate to all eligible employees, often those in lower pay quartiles. While a greater proportion of women receive a bonus when compared to men, our mean bonus pay gap increased (by 3.5%). This is largely due to occupational segregation with men more likely to sit in the higher pay quartiles whereas women are more likely to sit within our lowest pay quartiles.

Our mean and median bonus pay gap



*2021 and 2022 figures include post pandemic one-off repayments.

What does this show?

Our median bonus gap has reduced significantly, from 45.8% to 2.3% which means there is now very little difference between the median bonus pay of men and women.

We continue to focus on the careful and considerate review of our new bonus scheme which aims to better recognise performance across the firm in a transparent way, including in Professional and Legal Support team roles where female representation is higher.

Our actions

The gender pay gap is a symptom of wider challenges in society that affect gender equality. As a firm, we have tackled this by taking positive actions towards a more equitable workplace in several key areas:

Fertifa⁺ In 2023 we introduced Fertifa, a gender-based health benefit offering significant financial reimbursement for fertility, hormone, and gender-based health treatment. This includes financial, emotional and educational support for those impacted.



We further enhanced our **paternity leave policy** by providing two months' worth of full pay for all those taking paternity leave.



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



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



We provide market leading **1-2-1 coaching** for all those taking long term parental leave to support the transition to and from work. This is in addition to our existing parental buddy scheme which encourages internal peer support.



We offer **ten days' of fully funded back up care** for all our people to support with managing dependant care via Bright Horizons in addition to our Care Reimbursement scheme.



We are championing 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.

Future opportunities and progress

The reductions we have seen in our pay gaps and the improvement in representation across our pay quartiles show that we are on the right path, but with more to do. We are committed to achieving true gender balance across the organisation by investing in our people programmes and improving our processes and structures.

To continue to drive this progress, we will:



Continue to refine and improve our new bonus scheme to better recognise performance across the firm in a transparent way, including in legal support and professional team roles where female representation is higher.



Further invest in data analysis to get a deeper understanding of our pay gaps.



Continue our investment in and roll out of inclusive leadership and management training.



Continue to focus on the careful and considerate review of salaries as part of our compensation processes in 2024.



Complete the review of our existing Career Frameworks, with a view to further enhance the processes underpinning career progression.



Commence analysis of ethnicity pay data with a view to publish subject to adequate population size and data protection requirements.

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 2023.

