

EVERSHEDS
SUTHERLAND

Gender pay report

For reporting period: 6 April, 2017 – 5 April, 2018

Our commitment to representation

The introduction of gender pay gap reporting in 2018 has not only helped to raise the important issue of female representation and progression but has also benefited the programme of work we, as a firm, have been focused on for many years now.

We have not seen a dramatic change in the statistics since our first report last year and we recognise that significant improvement will take more time. Eversheds Sutherland remains committed to creating a workplace which better reflects the society around us and where everyone has opportunities to fulfil their career goals.

During the past year we have taken the following actions as a part of our commitment to diversity and inclusion –

the launch of our global purpose and values; aimed at driving collaborative, creative, professional, open and inclusive behaviours

the completion of our global Development Plus senior women's programme under our Diversity and Inclusion partner sponsor, Diane Gilhooley (with over 70% of survey respondents saying it has supported them to achieve successful results and desired behaviour change)

the launch of our first BAME Employee network – Verve. In addition, we have held BAME focus groups with the assistance of Business in the Community; helping to explore the factors influencing career development and progression for colleagues and, in particular, for BAME women. We are also closely monitoring and preparing for the implementation of ethnicity pay reporting and were an early signatory to the Race At Work Charter.

the introduction of our senior skills programme; assisting Senior and Principal Associates with focused goal setting and development planning.

Additionally, we have placed a strong emphasis on our talent and agility agenda; ensuring robust practices are in place to create a pipeline which is representative of our firm as a whole and offers the right support for our future leaders. This is a pivotal aspect of our gender action plan recognising representation in our senior levels isn't yet reflective of our gender balance across the firm.

The information below shows our overall mean and median gender pay difference based on hourly rates of pay, and our mean and median bonus difference based on bonuses paid in the year to 5 April 2018, as well as the proportions of males and females receiving a bonus and our pay distribution quartiles in accordance with the requirements of the regulations.

Whilst the regulations require us only to report on employees, we have also reported on a voluntary basis the combined gender pay difference across all our employees, Equity and Fixed Share Partner (FSP) groups.

We confirm that the information is accurate and has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).



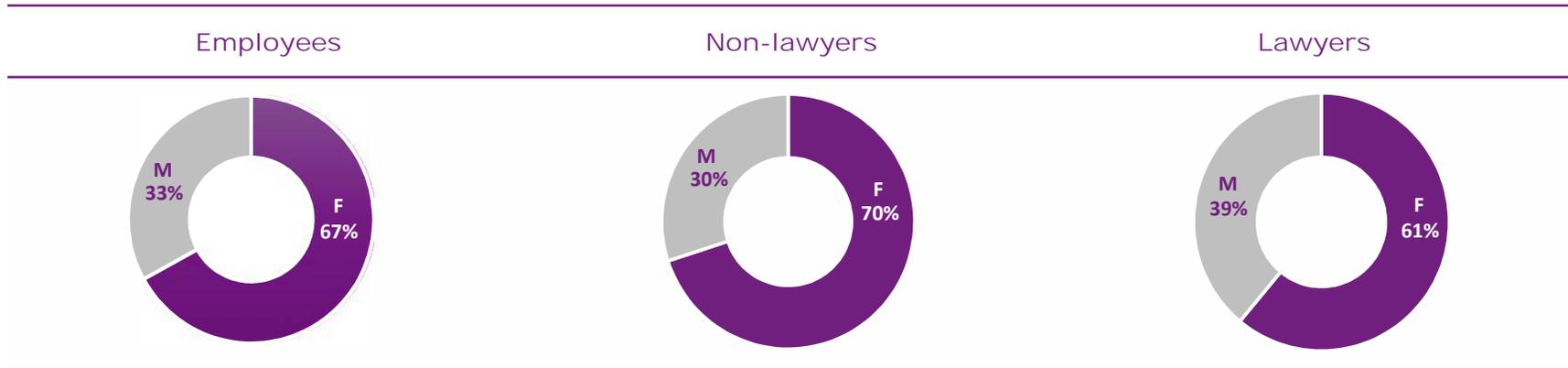
Lee Ranson
CEO



Pamela Thompson
Chair

Our employee gender and pay position

As at 5 April 2018⁽¹⁾, Eversheds Sutherland in the UK had 2432 employees on our payroll of which 67% were female and 33% were male.



Pay distribution

For this reporting period, we saw slightly more females in the 'lower middle' and 'lower' pay quartiles with more males representing the top two pay quartiles. However, we have seen a 4% increase in the number of females in the upper two pay quartiles since our last report.

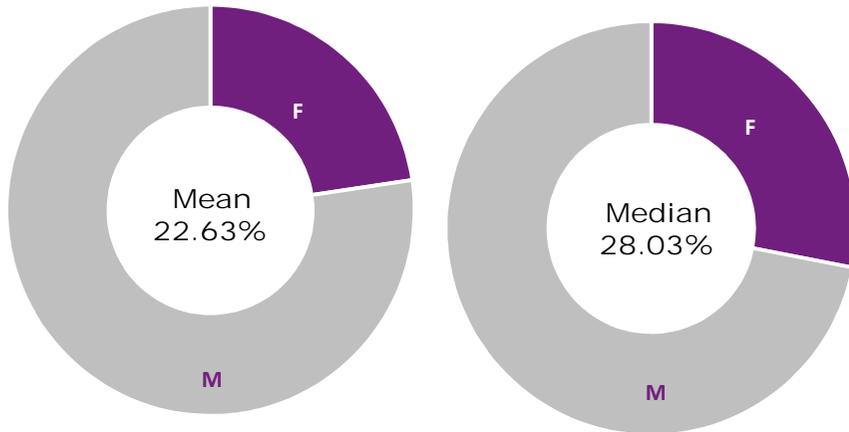
	Number of females in this quartile:	% of females in this quartile:	Number of males in this quartile:	% of males in this quartile:
Q1: Lower	421	70.52%	176	29.48%
Q2: Lower middle	455	76.60%	139	23.40%
Q3: Upper middle	384	64.65%	210	35.35%
Q4: Upper	313	52.69%	281	47.31%

(1) The reporting period was between 6 April, 2017 - 5 April, 2018.

Our employee gender pay position

The mean is the average. We reach a mean percentage by adding all our figures together and dividing them by the total number of employees'. We reach our median percentage by listing our employees pay from smallest to largest with the middle pay being the median.

As at 5 April 2018, our gender pay difference across the firm for all employees was:



The mean pay difference between our male and female employees for this reporting period was 22.63%.

This is a reduced mean pay difference of 0.59% since 5 April 2017.

Our median pay difference between our males and females for this reporting period was 28.03% which has increased from the 2017 figure of 25.41%.

Our lawyer pay difference

The mean pay difference between our male and female lawyers for this reporting period was 9.28%.

The median pay difference between our male and female lawyers for this reporting period was 8.42%.



Our non-lawyer pay difference

The mean pay difference between our male and female non-lawyer population for this reporting period was 25.46%.

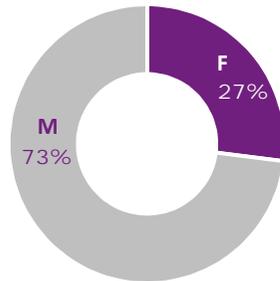
This is a reduced gender pay difference of 3.05% since 5 April 2017.

The median pay difference between our male and female non-lawyer population for this reporting period was 6.17% which is a small increase from our 2017 figure of 5.99%.



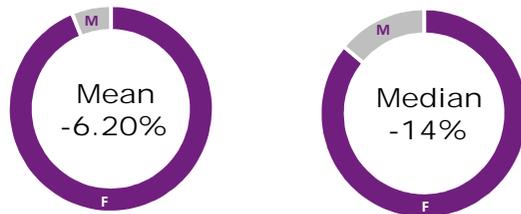
Our partner gender pay position

As at 5 April 2018, Eversheds Sutherland in the UK had 294 partners of which 27% were female and 73% male. This has remained static when compared to last year's report.



Our equity partner pay difference

As at 5 April 2018, our gender pay difference between our female and male equity partners was:



The mean pay difference between our female and male equity partners for this reporting period was -6.20%.

This is a reduced mean pay difference of 4.09% since 5 April 2017.

The median pay difference between our female and male equity partners for this reporting period was -14%.

Our fixed share partner (FSP) pay difference

As at 5 April 2018, our gender pay difference between our female and male fixed share partners was:



The mean pay difference between our male and female fixed share partners for this reporting period was 3.16%.

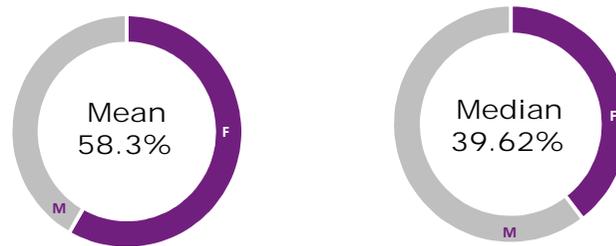
This is a reduced mean pay difference of 1.39% since 5 April 2017.

The median pay difference between our male and female fixed share partners for this reporting period was 2.25%.

This is a reduced median pay difference of 3.74% since 5 April 2017.

Our combined gender pay position

In addition to reporting on the figures required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have also on a voluntary basis, calculated our combined gender pay differences as at 5 April 2018, for all employees and partners. These were:



For this reporting period, our representation of females at partner level remained consistent when compared to last year's report. Because of the lower level of female partner representation, we saw a higher mean and median gender pay difference (as reported above).

We have one of the higher female partner representation levels in the legal sector but we still need to make more progress and are committed to doing so.

Pay distribution

When we combine our partner and employee pay distribution data we can also see that over half our females were in the 'lower middle' and 'lower pay' quartiles. This was partly because of traditional job segregation, for example we have high female representation in secretarial and administrative roles, as is common in law firms.

	Number of females in this quartile:	% of females in this quartile:	Number of males in this quartile:	% of males in this quartile:
Q1: Lower	501	71.57%	199	28.43%
Q2: Lower middle	493	74.58%	168	25.42%
Q3: Upper middle	388	60.06%	258	39.94%
Q4: Upper	269	40.45%	396	59.55%

Our employee bonus pay position

Bonus pay is inclusive of chargeable hours, discretionary bonuses as well as recognition awards. We operate different bonus schemes for fee earners and non fee-earners which apply equally to men and women in those categories. Both of these schemes reward performance based outcomes.

Our proportion of bonus paid by gender

53% of female employees received a bonus and 55% of male employees received a bonus



The mean bonus difference between our male and female employees for this reporting period was 47.77%.

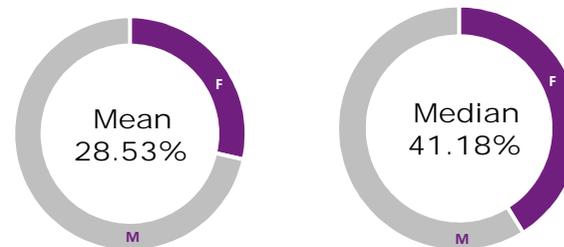
The median bonus difference between our male and female employees for this reporting period was 45.95%.



Our lawyer bonus difference

The mean bonus difference between our male and female lawyers for this reporting period was 28.53%.

Our median bonus difference between our male and female lawyers for this reporting period was 41.18%.

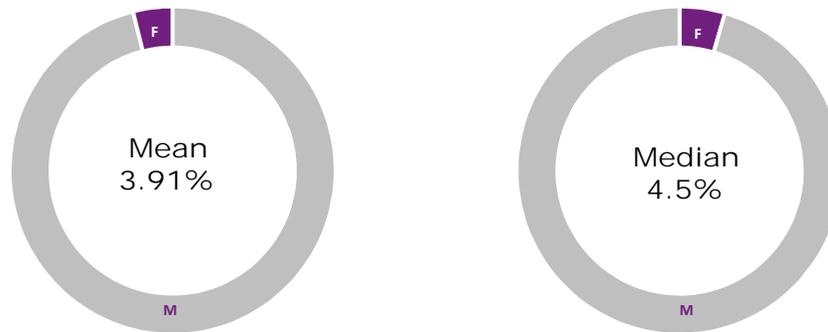


Our analysis suggests that higher representation of females in the non fee-earner category reflects the higher bonus differences for the employees overall because more females received bonuses at the lower end of the value range (i.e. £0-£500) based on their roles.

Our partner bonus pay position

There is no bonus element in Equity Partner compensation. We have therefore, on a voluntary basis, calculated our combined gender bonus difference as at 5 April 2018, for all fixed share partners – as we did in our April 2017 report.

Fixed share partner bonus pay difference



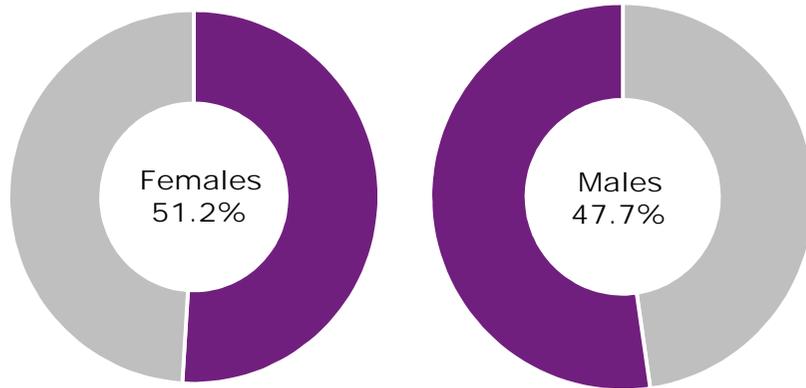
The mean bonus difference between our female and male fixed share partners for this reporting period was 3.91%. This is a reduced mean bonus difference of 6.09% since 5 April 2017. The median bonus difference between our female and male fixed share partners for this reporting period was 4.5%.

Our combined bonus pay position

Our proportion of bonus paid by gender

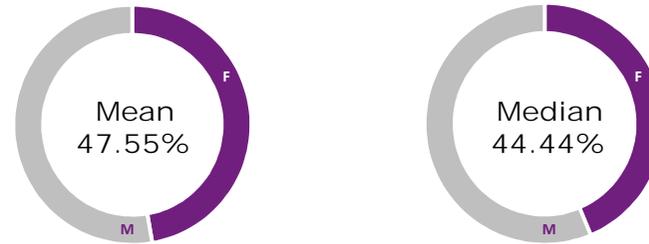
Because there is no bonus element in Equity Partner compensation, the combined bonus pay position at 5 April, 2018 was inclusive of all employees and FSPs.

51.2% of females received a bonus and 47.7% of males received a bonus.



The mean bonus difference between our male and female employees and FSPs for this reporting period was 47.55%.

The median bonus difference between our male and female employees and FSPs for this reporting period was 44.44%.



Because of the higher representation of females in the lower pay quartiles during this reporting period, we saw a higher combined bonus difference across the firm because more females received smaller value performance based bonuses when compared with some of their more senior male colleagues.

Action Plan

Recognising our need to make further progress, we have revised our action plan for the forthcoming year.

Our action plan is centred around developing an environment where colleagues of all genders can develop to their full potential, make fulfilling career choices and where gender or gender identity does not pose a barrier to success.

Based on this, we are committed to taking the following key actions in the year ahead:

- Continue to expand our gender network and encourage male membership of the network on the basis that balance is better.
- Continue to enhance our people processes to ensure they remain free from bias.
- Ensure our interview panels have a balanced representation.
- Introduce Inclusive Leadership training for partners, legal directors and Heads of Department.
- Host career panels across our UK offices to support colleagues to proactively progress their careers.
- Launch our strengths based development plan approach to support career planning conversations.

We also remain focused on representation at all levels across the firm in relation to ethnicity and are committed to maintaining an inclusive and supportive environment for those who chose to declare their ethnicity; while respecting those who prefer not to say.

Over the past 3 years we have openly shared our Eversheds Sutherland diversity statistics across the UK which can be found [here](#) on our website.

Gender pay report

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

[eversheds-sutherland.com](https://www.eversheds-sutherland.com)

This information pack is intended as a guide only. Whilst the information it contains is believed to be correct, it is not a substitute for appropriate legal advice. Eversheds Sutherland (International) LLP can take no responsibility for actions taken based on the information contained in this pack.

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