

UK Gender Pay Report 2017

A commitment to diversity and inclusion has been at the core of our firm since Weil was founded and Weil has been a leader in investing in formal initiatives to cultivate an inclusive culture where all feel comfortable and encouraged to excel. We recognise that fostering an inclusive culture is crucial for us to attract, retain and develop the best talent and we are determined to continue our efforts to reduce our gender pay gap.

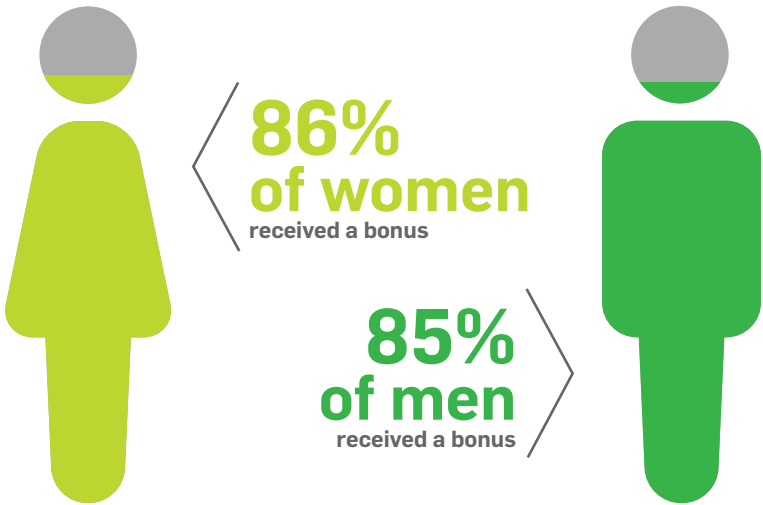
Our gender and bonus pay gaps do not stem from paying men and women differently for the same or equivalent work.

Pay and bonus gap

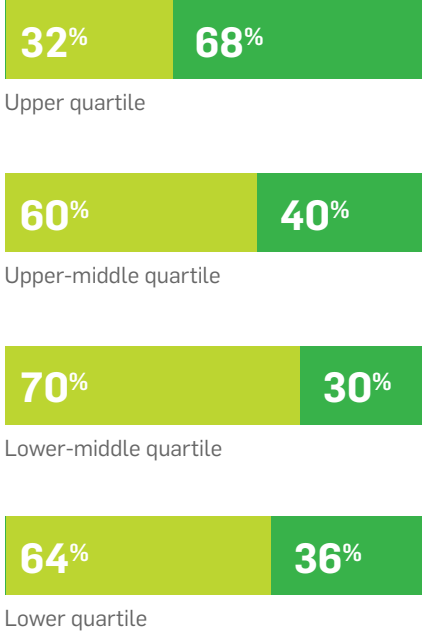
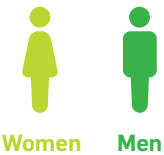
	Mean	Median
Hourly Pay	38.10%	53.31%
Bonus	50.09%	55.81%

This shows our mean and median pay gap based on hourly rates of pay, as of 5 April 2017. It also shows the mean and median difference in bonuses paid to men and women in the 12 months to 5 April 2017

Proportion of women and men receiving a bonus



Pay quartiles



This shows gender distribution across Weil's London office in four equally sized quartiles, based on hourly pay.

New legislation requires all businesses with 250 or more employees in the UK to report on their gender pay gap. We set out here the gender pay report for 2017 for Weil Gotshal & Manges (London) LLP in accordance with this legislation (The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017).

Understanding our gender and bonus pay gaps

Our gender and bonus pay gaps do not stem from paying men and women differently for the same or equivalent work. Our gender and bonus pay gaps are mainly the result of the different roles in which men and women work within the firm. Although we employ more women (55%) than men (45%) overall in our London office, a large proportion of women (29.2%) work in secretarial roles. We also have a larger percentage of women working in business services than men (59% and 41% respectively). If we exclude those in secretarial roles from our gender pay calculations, our mean gender pay gap reduces to 24.95% and the median to 7.28%.

Men and women have an equal opportunity to earn a bonus at Weil, with 85% of men and 86% of women earning a bonus for the 12 months to 5 April 2017. As the gender bonus gap calculations are based on actual bonus amounts received and not on hours worked, our bonus gap is also in part due to the number of women who work part-time in the firm, as compared to men. For example, all of our secretaries are women, and 37% of them work part time. In addition, the percentage of our business services employees who work part-time is 20% and all are women.

What are we doing to address our gender pay gap?

Promoting gender diversity in all areas of our workforce is a core commitment of the firm. Weil has a firm-wide Taskforce on Women's Engagement and Retention (TOWER), which is devoted to the retention and advancement of women at the firm. This task force is represented at the most senior management level in London. One of its first initiatives was to introduce an agile working policy, which was initially piloted in London and has now been formalized as an office-wide policy. We also have in place our longstanding internal networking group Women@Weil, which brings women lawyers across all offices together and focuses on mentoring, networking, recruitment, retention, advancement, pro bono, business development and outreach. Within this group we have designed a series of career path talks – these sessions explore the career paths of the partners (both female and male) at Weil with a focus on the inspirations and successes of women.

All employees are encouraged to take part in our internal mentoring and coaching schemes, particularly with a focus on women mentors, career development and role models across London. In addition to providing generous and supportive parental leave benefits, new parent coaching was introduced several years ago to help our employees balance the different demands of their personal and professional lives.

Externally, our membership of the 30% Club and engagement with external mentoring and sponsorship programmes has enabled our female lawyers to benefit from the perspective of other organisations.

The success of these initiatives and adoption of other ways in which we can reduce our current gender pay gap is core to our future plans for London.

We confirm that the data in this report is accurate.



A handwritten signature in black ink that reads "Michael Francies".

Michael Francies
Managing Partner
London



A handwritten signature in black ink that reads "J. Singh".

Jillian Singh
Head of Human Resources
London