

UK Gender Pay Report 2018

A commitment to diversity and inclusion has been at the core of our firm since Weil was founded. 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.

In addition to mandatory reporting for all employees as required by the Equality Act 2010 (Gender Pay Gap Information Regulations 2017), we have also voluntarily disclosed gender pay gap reporting in respect of our equity partners.

Employee pay and bonus gap 2018*

	Hourly Pay	Bonus
Mean	44.1%	40.69%
2017:	38.1%	50.09%
Median	60.61%	45.17%
2017:	53.31%	55.81%

Equity partner pay gap 2018**

	Equity partner pay
Mean	24.8%
2017:	27.8%
Median	0%
2017:	0%

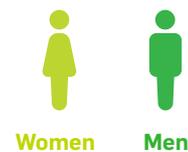
* This shows our mean and median pay gap based on hourly rates of pay, as of 5 April 2018. It also shows the mean and median difference in bonuses paid to men and women in the 12 months to 5 April 2018.

** Based on UK equity partner compensation for 2018, compared against equivalent data for 2017, excluding partner benefits.

Proportion of women and men employees receiving a bonus



Employee pay quartiles



Upper quartile



Upper-middle quartile



Lower-middle quartile



Lower quartile



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

Understanding our employee gender and bonus pay gaps

Our 2018 mean and median gender bonus pay gaps have decreased compared to 2017, while the mean and median gender pay gaps have increased. The percentage of women receiving a bonus is similar between the years, while the percentage of men receiving a bonus has dropped. The split by quartile is largely the same, with approximately 2% decrease in women in the top three quartiles and an increase in the lower quartile of around 14% due to changes in the configuration of one of our Business Services teams which, in light of the size of our office, can have a disproportionate impact on the resulting gender pay figures.

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 (59.4%) than men (40.6%)

overall in our London office, a large proportion of women at Weil in London (25.6%) work in secretarial roles. We also have a larger percentage of women working in Business Services than men (68% and 32% respectively). If we exclude those in secretarial roles from our gender pay calculations, our mean gender pay gap reduces to 35.2% and the median to 27.35%.

Men and women have an equal opportunity to earn a bonus at Weil, with 80.33% of men and 85.96% of women earning a bonus for the 12 months to 5 April 2018. 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 28.6% of them work part time. In addition, the percentage of our Business Services employees who work part-time is 31.7% 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 formalised in our US offices. We also have in place our longstanding internal networking group Woman@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 women and men) at Weil with a focus on inspirations and successes of women. We work with external organisations such as Network for Knowledge and XX Advantage to provide women working at the firm with access to industry-wide networking and career development

opportunities, as well as organisations such as Women of Impact and Womankind to help support women more generally in society.

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.

Partners from the office attended a number of roundtables organised by the Law Society in the past year as part of their Women in Leadership in Law initiative and we have organised training and other sessions using the toolkits provided in the areas of unconscious bias and agile working.

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

We confirm that the data in this report is accurate.



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