



2019 Gender Pay Gap Statement

As part of its commitment to closing the gender pay gap, the Government introduced legislation which requires all companies with 250 or more employees to provide details of their own gender pay gap on an annual basis from April 2018 onwards.

It is important to point out that the gender pay gap is a different concept from that of equal pay as it does not take into account the actual roles that individuals are undertaking or their seniority in the organisation. It is not, therefore, a 'like-for-like' comparison of how much men and women are paid for working in the same or similar roles.

Having completed our second report, we are happy to be able to say that our figures compare favourably with both the 2018 UK national average, and the average for companies of our size (250 employees plus):

UK national average (median) – 17.9%*

LA average (median) – 10.02%

Indeed, when compared with other law firms who have already reported their figures, our median average is significantly lower than many of our contemporaries.

Despite these pleasing results, we do not intend to rest on our laurels and will continue to strive to find ways to reduce this gap with the long-term aim of future reports showing absolute parity across our workforce as a whole.

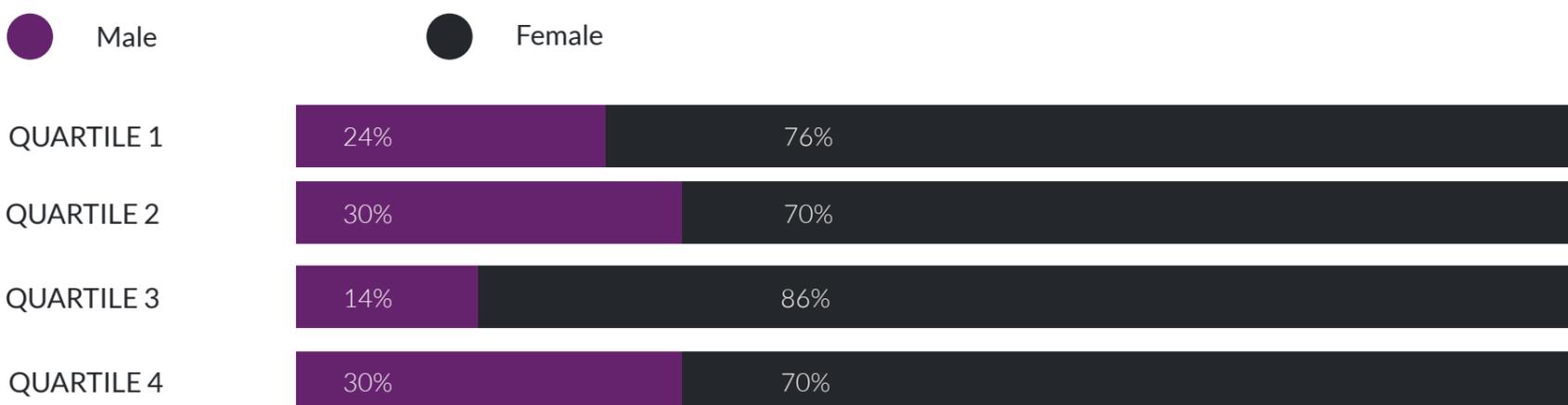
To this end, we will continue to regularly monitor these figures in order that they can inform and assist our Executive Board and Equality and Diversity Committee in finding ways to reduce any apparent imbalance in pay and rewards between men and women.

We have set out below our mean and median gender pay gap figures based on hourly rates of pay at the 'snapshot' date of 5 April 2017, together with details of the number of men and women in each pay quartile. We have not included any information in relation to bonuses as LA has a policy of rewarding people in terms of their basic pay.

Difference between gross hourly earnings for men and women at LA:

Mean	12.2%
Median	10.02%

Pay Quartiles



*Source – ONS estimates for 2018
(www.ons.gov.uk/employmentandlabourmarket)

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