

# GENDER PAY GAP REPORT 2019

Due to the impact of Coronavirus, the requirement for companies in the UK to report their latest Gender Pay Gap has been suspended. However we feel it is important for the firm to remain focused on our commitment to this important issue.

## What is the Gender pay gap all about?

### The legal reporting requirements

- Gender pay gap reporting includes six measures with the 'average pay gap' being the one most widely reported.
- The average pay gap is expressed using two calculations - the median and the mean.
- The quartile measure divides the employee population into four. It is expressed as a percentage of gender in each quartile and is used to see if men and women are paid equally in each quartile.
- The average bonus gap is calculated using mean and median.
- The final measure looks at the proportion of women to men receiving a bonus.

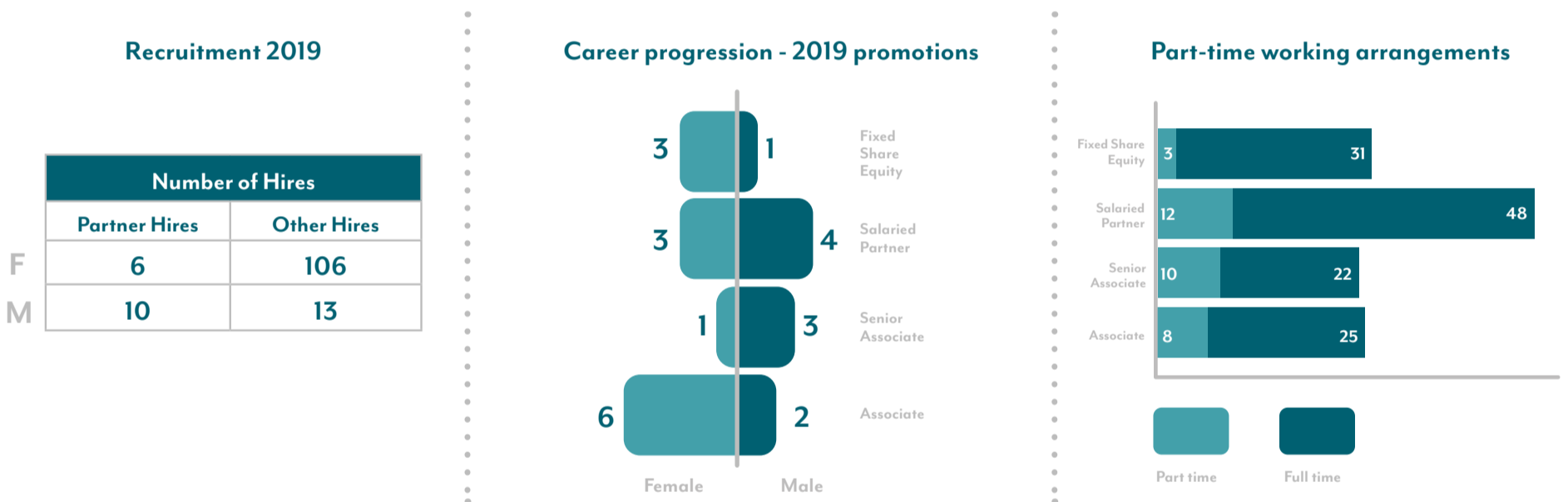
### The Results

This is the third year that we have reported on our gender pay gap and the results for 2019 are below. Click [HERE](#) for the detail.

We are reporting this year that the gap has increased from 25.83% to 28.94%. It is clear from our analysis that structural factors continue to be the root cause of this gap.

- We recruited a significant proportion of women to men into support roles; of the 135 people recruited across all of HCR during this time, we recruited 63 women in comparison to 4 men into support roles. On average these new recruits earn less than fee earners, which has further compounded the issue.
- On a positive note, we are starting to see an increase in higher earning females, females in the top quartile of our salaries.

Although it is critical to continue to focus on these statutory measures, we committed last year to report on a wider range of information and actions which address the fundamental issue. Taking action on flexible working arrangements and recruitment practice, and investing in career progression will enable us to really address the root causes of gender inequality. We have had varying degrees of success with these.



### Our progress

- I am pleased to report that gender balance in promotions is positive because there is a more balanced progression through to partnership than previously. We promoted a balanced mix of men and women to salaried partner and continue to show a more favourable balance of female to male promotions to FSE.
- We have seen an increase in female employees who have been promoted to Partner whilst taking time off to raise a family. 3 female employees were promoted to Partner in 2019 and 2 in 2020 either before, during or indeed immediately after returning back from maternity leave. We want our successful female employees to escape the 'motherhood penalty' at HCR.
- However, we want to ensure that we increase the proportion of female Senior Associates progressing. Progression at this level is often affected by family leave, and therefore it is important that we focus on the successful return of our Associates back to work after family leave and accelerating their career plans with us.

In April 2019 we committed an action plan to address this issue, recognising that there is no quick fix, and that it affects not only the legal sector but also all businesses in the UK.

I am pleased to report that we delivered on our commitments as outlined in last year's report:

- We have trained all our partners on recruitment practices to eliminate unconscious bias, and trained all employees on diversity and inclusion.
- We introduced an apprenticeship scheme for paralegals and sponsorship of LPC for internal applications who secured a traineeship with HCR, allowing people from diverse backgrounds to become qualified with us.
- We increased the number of female employees eligible for our enhanced maternity pay and increased the amount of entitlement we offer.
- In addition, we did a comprehensive salary benchmarking exercise and will reflect these findings in our pay review process going forward.

We have some exciting and progressive people plans which we will roll out over the next few years as part of Project Field, a project to enable us to become a better place to work. Initiatives such as the introduction of flexible working will have a positive effect on our gender pay gap in the longer term.

I am proud of our culture and our genuine passion for people, but also recognise the need to continuously evolve to meet the needs of our people and remain committed to this.

Deborah Brumwell,  
HR Director