This is the fourth year that we have reported on our gender pay gap and the results for 2020 are below. Click HERE for the detail.

We are reporting this year that the median has decreased from 39.51% to 37.35%, whereas the mean gap has increased from 28.93% to 31.07%. Whilst a decrease in the median is positive, small changes to the profile or demographics of our workforce can have an effect on these results and therefore this should not be relied on as an illustration of progress on this important issue.

We continue to have more male high earners. This is mainly due to recent recruitment in more competitive markets. We also continue to recruit a significant proportion of women to men into support roles; of the 139 people recruited across all of HCR at this time, 58 were in support roles, of which 47 were women.

On a positive note, 80% of our female staff received a bonus in comparison to 68% in the year previous. However, it is more critical to focus on the real drivers of the gender pay gap.

Progress against our own measures

- I am pleased to report a gender balance in our promotions. The introduction of the Legal Director position has opened an alternate route to partner progression. We appointed 8 female Legal Directors in 2020.
- We continue to see an increase in female employees who have been promoted to partner whilst taking time off to raise a family. One of our employees was promoted to partner in 2020 either before, during or indeed immediately after returning from maternity leave. We have also seen an increase in the number of females progressing to senior associate. We want our successful female employees to escape the ‘motherhood penalty’ at HCR and have further plans to focus on this issue in 2021.
- Although the increase in part time arrangements has been moderate, the introduction of our flexible working approach in 2020 should be a key enabler in allowing working women more flexibility in managing their careers going forward.
- Going forward we will ensure this approach is promoted in our recruitment practices as it should give us a wider talent pool to recruit from.
- Targeting our actions around recruitment, career progression and flexible working is starting to show some positive signs that we are beginning to address the root causes of this issue, but we still have lots to do.

Deborah Brumwell, HR Director