

Mishcon de Reya Gender Pay Gap Report

Gender pay: the difference between men and women

	Mean	Median
Hourly pay	17%	37%
Bonus paid*	42%	51%

* Percentage of men receiving a bonus: 52%;
percentage of women receiving a bonus: 55%

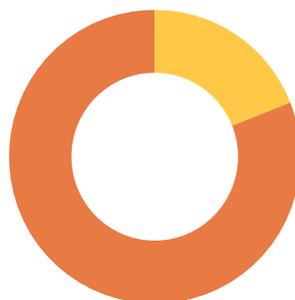
Hourly pay

Pay quartiles: showing gender distribution across the firm by quartile



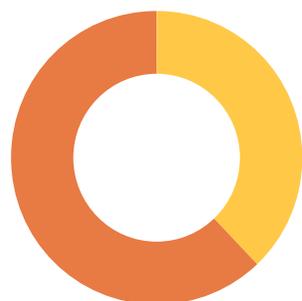
Lower quartile

men 31.5%
women 68.5%
(gap -8.4%)



Lower-middle quartile

men 19%
women 81%
(gap 2%)



Upper-middle quartile

men 37.9%
women 62.1%
(gap -3.8%)

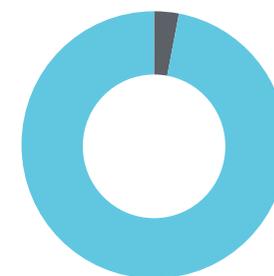


Upper quartile

men 42%
women 58%
(gap 5.6%)

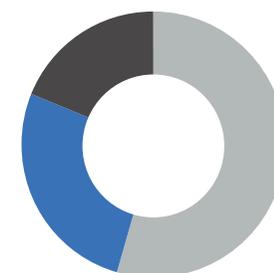
Secretarial and legal operations roles

As has been observed across the legal industry, the data is affected by the distribution of roles: we have many more women than men working in secretarial and legal operations roles. In our business 63% of our people are women. Our secretarial and legal operations roles are 97% women and make up 19% of the roles performed by women at the firm.



Secretarial and legal operations roles

men 3%
women 97%



Women at Mishcon de Reya

54% fee earners
27% business management and business operations
19% secretarial and legal operations

Bonus paid

The fact that a number of women at the firm work on a part-time basis has had an impact on our bonus gap. This is due to the specification that we calculate bonus paid on actual amounts and not on a full-time equivalent or pro-rata basis.

Equal pay: a fundamental principle of the Equality Act 2010

Whilst the legal right to equal pay and the concept of the gender pay gap both relate to difference in pay between sexes in the workplace, there are fundamental differences between the two.

Equal pay

...means that men and women are paid the same for the same work. Paying men and women differently for doing equal work is unlawful.

The gender pay gap

...is a measure of the difference between the average earnings of men and women across an organisation.

At Mishcon de Reya we have processes in place to review and moderate all awards and remuneration (including salary reviews, bonus payments, new hires and any pay adjustment) and undertake reviews and moderation on a continual basis which ensures that men and women receive equal pay for equal work.



We strive to be and will continue to work towards being a workplace that is representative of the society in which we live and inspires and empowers everyone at Mishcon de Reya to fulfil their potential. We want to close the gender pay gap and to continue to retain and attract extraordinary talent.



Kevin Gold
Managing Partner
T +44 20 3321 7020
E kevin.gold@mishcon.com



Vanessa Dewhurst
Partner and Director of Human Resources
T +44 20 3321 6706
E vanessa.dewhurst@mishcon.com