

# Dentons 2017/18 UK Gender Pay Gap Report

All UK employers with over 250 employees are required to publish data regarding the relative levels of their employees pay and bonus by gender. Dentons has fulfilled this obligation and in this report we provide further detail.

Gender pay gap reporting is an opportunity for Dentons to continue to focus on our commitment to equality at work across all diversity characteristics. We strive to create a workplace that encourages diversity and inclusion. Nurturing and supporting female talent is a key part of this effort. Gender equality is an explicit global strategic goal for the Firm, supported by our participation in a number of different of initiatives and activities.

## Our gender pay gap

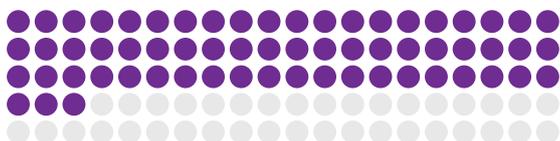
Our published Mean and Median Hourly pay gaps as at the “snapshot date” of 5 April 2017 are:

**22% Mean hourly pay**

**34% Median hourly pay**

## Our workforce

There are factors which have an effect on these numbers including the high proportion of support and secretarial roles performed by women and the fact that we employ more women than men outside of London:



Overall the UK workforce at Dentons is **63% female\***

As is the case in most legal services organisations, pay for our legally qualified fee earners is on average higher than salaries paid to the majority of employees in business support and secretarial roles. Due to the high ratio of women to men in these support and secretarial roles (for example all of our secretarial roles during the period reported were female), the overall average pay for women is lower.

When we compare our pay gap within comparable role types we see a far closer distribution. Furthermore, even at this level of detail the gap is influenced significantly by the fact that we have people in offices outside of London. At our Associate Levels for example, we have a Pay Gap of 0% in London. At our Senior Associate Level where we have a broader spread of salaries depending

ROLE	GAP
Associate	4.7%
Senior Associate	2.1%
Counsel	6.8%
Other Fee Earners	7.3%
Support	9%
Secretarial	NA (whole population was female)

on experience and contribution the pay gap is -7% in London (ie a pay gap in favour of women).

Note - We pay all our Trainees the same depending upon which of our UK offices they are based at.

\*for the reporting period required

On average, salaries in our London office are relatively higher than those outside of the capital. The proportion of women to men in those offices is 70% to 30%.

A final point on understanding these numbers is that within the UK we employ a number of senior global leaders of business services functions, with remuneration levels reflecting the significant nature of their roles and responsibilities.

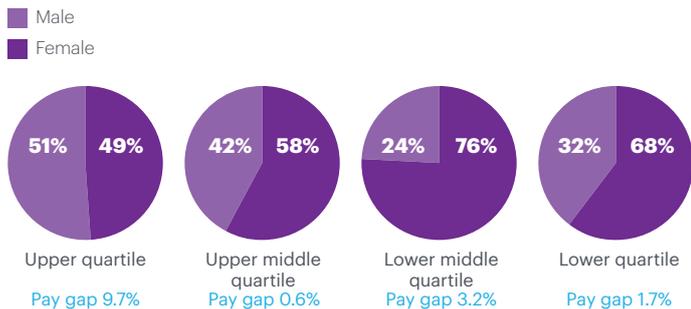
### Pay quartiles

The data below reflects the proportion of males and females in each of our pay quartiles (effectively dividing our employees into 4 equally sized groups ranked by hourly pay).

This data reinforces the fact that we employ more women than men in support roles, which tend to be lower paid than that of our fee earning population. Our gender pay gap within each of these quartiles is less than the average for our entire UK workforce. Similar to the analysis by role, this indicates that there is greater parity within these sub sets of employees.

### Gender distribution within each pay quartile

At the upper quartile range, again the inclusion of a number of global leadership roles increases this gap.



### Partner Pay in the UK

Whilst the Gender Pay reporting specifically excludes reporting on Partners, we have taken this opportunity to review our Partner compensation by gender. Looking at Mean and Median total compensation for the year to April 17, our Mean and Median Gender Pay Gap across this population is 23% and 22% respectively. This figure includes fixed and variable payments.

### Our gender bonus gap

Our distribution of bonus across both genders indicates a more equal spread of variable pay. **62% of our men received a bonus compared to 63% of our women.**

Our Mean and Median Bonus gaps for bonus paid in the 12 months leading up to the "snapshot date" of 5 April 2017.

**52% Mean bonus**

**51% Median bonus**

The principal bonus for our lawyers is an hours driven scheme whilst support roles bonus is based more on firm and individual performance. Like the issues discussed in the pay data, our bonus gap is predominantly driven by the high proportion of women compared to men in the lower quartile roles who receive smaller bonuses.

Bonus is also reported as a monetary amount, it does not take into account the fact that a part time worker receiving a bonus as a percentage of salary would be paid a lower cash amount than a full time worker receiving the same percentage. More of our part time workers are female.

### Our broader approach to Gender equality at Dentons

Parity on pay is just one area that Dentons is focused on to help ensure that all our people get the opportunities their talents deserve. Our other gender specific initiatives include

- [HeforShe](#) – a global initiative asking all our people to play their part in gender equality.
- We are a member of the [30% Club](#) and have committed to a target of a minimum of 30% of our Partner roles being filled by women within the next 2 years. This is being driven through targeted development support including mentoring opportunities.
- The launch of [Inspire](#) – a group aimed at driving gender equality at Dentons and supporting the development of female talent in all areas of the business.
- [Supporting working parents](#) by recognising the need for flexibility in both where and when work is performed, our enhanced maternity and shared parental leave policies and membership of the MyFamily network.

A real and tangible example of our focus on diversity is the fact that 5 of our 12 UK & Middle East Board Members are female, including the Chair of the Board.

Jeremy Cohen  
UK and Middle East Chief Executive