

UK Gender Pay Gap Reporting

Data as at 5 April 2019

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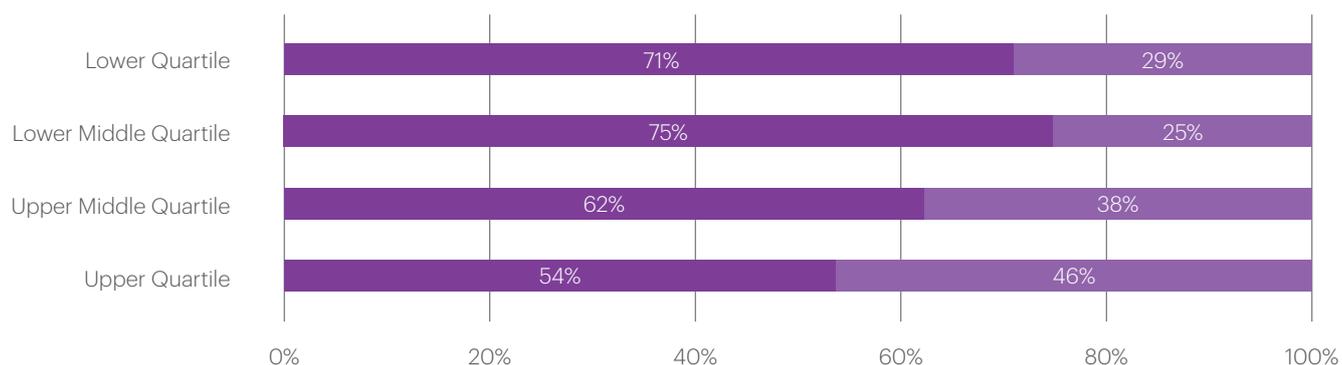
Dentons is publishing its gender pay gap figures for 2020 for the third consecutive year in accordance with the Gender Pay Gap Regulations 2017.

We provide here a fuller analysis of the figures in our reporting methodology than is legally required, including data which includes our Partner population.

Our reportable data is as follows:

	%	Change
Mean gender pay gap	17%	-6%
Median gender pay gap	19%	-1%
Mean bonus gender pay gap	50%	8%
Median bonus gender pay gap	41%	-5%
Proportion of males receiving a bonus payment	58%	30%
Proportion of females receiving a bonus payment	61%	36%

Pay Quartiles



What are the drivers behind our pay gap?

Our analysis shows that our published gender pay gap is significantly impacted by our geographical footprint. Dentons has offices across the UK and market salaries are lower than those paid in the Capital. Our analysis shows that we have more women than men based outside of London where market salaries are lower than those paid in the Capital. Over 60% of the population outside of London are female which compares to around 50% of our population in London. Our female population in London also includes a large secretarial support population which, on average, earn lower salaries than our Lawyers who have a more equal gender balance across the total legal population.

Gender Pay Gap is not a measure of Equal Pay

What is vitally important for us is our analysis of pay equity of similar roles in the same location. Here we see much smaller fluctuations in gender pay, some in favour of men, and some in favour of women. Other than our partner population these variations typically range between -5% and +5%.

What has caused our 6% drop in our Mean Gender Pay Gap?

Just as structural factors such as the location and mix of roles across the UK explain a lot about our gender pay gap number, some of these factors have also had an impact in our reduced average pay gap. These include;

- 4% increase in the % of our men who are based outside of London
- No change in the % of our women who are based outside of London
- 12% reduction in the number of secretarial roles based in London

We have also made additional senior female hires in 2019 which has improved gender balance at senior levels.

Our Voluntary Data

EMPLOYEES ONLY

	Employees Only
Mean gender pay gap	17%
Median gender pay gap	19%
Mean bonus gap	49%
Median bonus gap	41%

WHOLE UK FIRM – including Partners

	UK incl. Partners
Mean gender pay gap	53%
Median gender pay gap	46%
Mean bonus gap	74%
Median bonus gap	47%

WHOLE UK FIRM – including Partners

Total Compensation	All Partners
Mean gender pay gap	21%
Median gender pay gap	13%

What are we continuing to do regarding Gender Pay?

Gender Pay Reportable Data is a blunt tool. It provides a useful measure of female progression and helps identify any occupational segregation within an organisation however can easily be skewed, positively or negatively, by factors such as location of roles.

Advancing our female talent and achieving greater gender balance at senior levels remains a priority for our firm. In 2019, we revamped our Inclusion and Diversity strategy, including resetting our targets to have 30% women in the partnership and 30% women in partner leadership roles, as well as 20% diversity across LGBT, ethnicity and disability in the partnership by 2025.

Our Senior Development Programme has been impactful in creating a more gender balanced pipeline to partnership, ensuring all participants have access to sponsorship and putting personal resilience at the centre of career development strategies. In 2019, we introduced the Associate Development Programme to support career development at this earlier stage to help further strengthen a gender balanced pipeline going forward.

We partner with Inspire, our gender network, and our other diversity networks to run Pathways to Partnership

panels to bring greater transparency to the partnership and to increase the visibility of diverse role models to inform and inspire our people.

In 2020, we enhanced inclusion questions in our engagement survey in order to measure the experience of inclusivity in our culture and any disparities by gender and other diversity strands, including in career development. The results will help us further drive inclusion as part of our wider focus on 'everyday inclusion for everyone' in our culture.

Specifically on pay, we have standardised pay bands across our UK offices to reduce any variations in starting salaries which can often be a source of gender disparity. We also review our key talent processes, including performance reviews, to identify any gender or other disparities in the outcomes.

WIDER PAY GAP REPORTING

Although not yet legally required, we are keen to analyse and report on any pay gap by ethnicity or disability. In order to do so, we need to improve the completeness of our diversity data on the HR system. We aim to improve participation and disclosure of diversity data in our annual diversity audit and encourage all our people to participate in this exercise in May 2020.