

UK Gender Pay Gap Reporting

Data as at April 2020; Published October 2021

Dentons has published its latest gender pay gap figures in accordance with the Gender Pay Gap Regulations 2017.

We provide here a fuller analysis of the figures and on a voluntary basis, data including our Partner population. This does not form part of our legal obligations but is a key measure for us in terms of gender pay and progression.

What are the drivers behind our pay gap?

Analysis shows that our published gender pay gap is significantly impacted by our largely female secretarial population and the location of our offices. Dentons has offices across the UK and 42% of our people are employed outside of London. In London 58% of the population are female whilst this increases to 71% outside of London. This matters to our reported data as, on average, salaries are lower outside of London for comparable roles.

Gender Pay is not Equal Pay

What is vitally important for us is our analysis 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. Pay can

be influenced by a number of factors including performance and market drivers so we will likely always see some variance in pay within role types. Other than our partner population these variations typically range between -5% and +5%.

What has caused the 3% increase in our Mean Gender Pay Gap?

Given the relative parity of pay within subsets our increased pay gap is a factor of our population and location mix. We have 2% more men in London than in the previous data set and 1% more women are now based in our offices outside of London. As described above, our London salaries are higher than those in Scotland and Milton Keynes.

What has caused the drop in our Gender Bonus Gap?

Drilling into the data on a year on year basis, we see that we higher average bonuses to our female population in the year to April 2020 whilst the average male bonus remained the same. In the same way that the Gender Pay Gap is partly driven by our female secretarial population, our bonus gap is also a reflection of this population and location mix. There remains a gap within our Associate population however and we are reviewing this bonus scheme this financial year.

Reportable Data (Snapshot date April 2020)

UK Employees Only

		YoY Change
Mean gender pay gap	20%	3%
Median gender pay gap	24%	5%
Mean bonus gender pay gap	33%	-17%
Median bonus gender pay gap	23%	-18%
Proportion of males receiving a bonus	58%	0%
Proportion of females receiving a bonus	64%	3%

Voluntary Data (Snapshot Date April 2020)

Whole Firm – including Partners

Mean gender pay gap	50%
Median gender pay gap	44%
Mean bonus gap	61%
Median bonus gap	27%

Partners (all offices)

The below data is presented on a total compensation basis

Mean gender pay gap	23%
Median gender pay gap	8%

What are we continuing to do regarding Gender Inclusion?

Gender Pay Gap reporting informs the conversation around Gender equality and activity in the workplace. Here we outline some of the work that we are doing at Dentons to continue to promote and support this.

2020 was an exceptional year as we adapted our lives, and our business, to the global pandemic which accelerated many workplace shifts already in-train. One of the most significant accelerators was the shift to remote working. In our return to hybrid working, we are determined to retain the benefits gained from this experience to create more agile working practices. We are not being prescriptive in this. Our 'your choice' policy does not mandate a fixed number of days in the office. Instead it encourages individuals and their teams to determine the best fit of hybrid working in order to meet the requirements of the role and retain the gains of flexibility.

We know that flexibility is important to men and women in balancing professional and personal lives and recognise the need to support our people in the choices they make and ensure equality of opportunity across different working practices. Inclusive Hybrid Working conversations are underway across the organisation as we seek to support these choices and meet business needs.

In 2021, we reset our Inclusion & Diversity (I&D) strategy and developed radical inclusion plans in order to challenge ourselves to accelerate progress across our I&D priorities. On gender, we have made progress on our women in leadership target of 30% by 2025, with 50% of our Board and 35% of our Executive Leadership team comprised of women. This provides visible role models and ensures more gender inclusive decision making.

We remain committed to our 30% women in the partnership by 2025 target. In addition, we are

committing to an average of 50% women to be promoted to the partnership across the whole UKIME region over the next 3 years in order to achieve this target. In order to achieve this we have put in place a rigorous succession planning processes to ensure a gender balanced pipeline which is reviewed by our Executive team.

In addition, our I&D strategy reset identified further areas for action and as a result we have enhanced the coaching we give around parental leave to support individuals success and transition back into the workplace.

We are aiming to improve Associate retention and progression by targeting career development conversations at an earlier stage in order to facilitate career decision making. Our aim is that by helping both our female and male lawyers make career decisions earlier will ensure better retention of talent.

The Firm continues to partner with our Inspire gender network who collaborate with our other diversity networks to drive inclusion as part of our Inclusion Council. For example, Parents Connect partnered with the Black Professionals Network to run a session on 'talking to children about race'; whilst Inspire hosted a seminar on the menopause open to all including colleagues, friends and family.

In business services, we launched our Aspire development program to support the personal development and career progression of business services professionals. The programme provides a platform for succession planning for more senior roles. 60% of the participants on this programme are women.

Furthermore we continue to evolve our policies in key areas such as menopause and fertility to provide a more supportive environment. We are investing significantly in these to help with retention and therefore progression.