

# Gender Pay Report 2017

For Simmons & Simmons, improving gender diversity is a business priority. We welcome the introduction of gender pay gap reporting as a means of improving transparency and rigour in this area and believe that our internal initiatives will assist in reducing our gender pay gap.

## Working towards greater gender parity

- **A strong focus on foundations** – we strive to meet our aspirational target that each year, 30% of all annual partner and managing associate promotions will be women.
- **Creating meaningful change** – our partner and associate gender balance committees help to ensure we are always listening and adapting our approach to support female progression.
- **Recruitment** – we work closely with the headhunters and recruitment agencies that we partner with to ensure we identify opportunities to attract top female candidates to the firm.
- **Networks** – The Number One Club (our women’s network) continues to lead the way for us to collaborate and strengthen relationships with our female clients and the women’s networks at our client organisations. It also facilitates internal networking opportunities for women across our firmwide network.
- **Paving the way for greater opportunities** – the ongoing focus on leadership development, mentoring and sponsorship will create lasting change and ensure our strongest people reach their true potential.
- **Training** – our mandatory inclusive leadership and unconscious bias training helps to educate all our people on the role they play to ensure Simmons & Simmons maintains its vibrant, diverse and flexible culture.

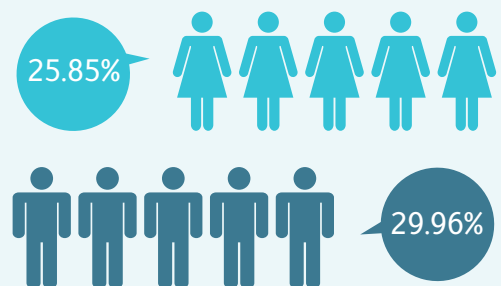
## Pay and Bonus Gap

This shows the difference in average hourly pay and annual bonus payments between men and women as at 05 April 2017.

	Mean	Median
HOURLY PAY	26.12%	27.94%
BONUS PAID	36.88%	58.83%

## Proportion of men and women receiving a bonus

This shows the percentage of men and women receiving a bonus payment at the firm.



## A closer look

- While the firm's gender pay gap is in line with the UK legal sector, we recognise it is higher than the national average.
- The pay and bonus gap reflects the relative number of men and women in our fee earning, business services and secretarial teams and the market relevant pay associated with each of these teams.
- The majority of our business services and secretarial teams are women and the market relevant pay for these groups, regardless of gender, is lower than that for the fee earning team. This is reflected in the pay quartile information provided.
- There is no significant gender pay gap within our UK associate population either as a whole or at individual associate career levels.

Whilst self-employed partners are not included in the statutory report, for completeness and rigour we have also looked at this group. The gender gap in this group alone is 14.8% mean and 28.8% median calculated on total profit share. This reflects the higher proportion of men than women in senior positions in the firm. However, a closer look at the data also shows that whilst there are fewer female partners in senior positions, on average these female partners received higher contribution awards (similar to bonus) than their male counterparts. As a firm, we remain committed to increasing the number of women within the partnership and implementing initiatives to help achieve this.

We recognise that there is ongoing work for us to achieve our diversity goals which will create lasting change and ensure that our partnership, and other senior leadership roles across the firm, are a flexible and attractive proposition for women.

We confirm the data reported is accurate.



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Gender Balance

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## Pay Quartiles

This shows the breakdown of men and women in each pay quartile in the firm.

