

Gender Pay Gap Data Report 2020

On 05 April 2020, Forbes Solicitors (Forbes/the Firm) employed 316 people, 92 men and 224 women. As an organisation employing more than 250 people Forbes is required to share its statistics relating to the “gender pay gap” between women and men employed by the Firm. This information is shared on the Firm’s website and the Government website. The data is set out in this report and compares the mean (average) and median (middle) hourly pay of all women and men employed across the whole Firm irrespective of their roles. It is not a salary comparison exercise.

As in the previous three reporting cycles, the Firm’s figures are significantly affected by the fact there are many more women than men employed with our support functions. As at 05 April 2020, the ratio of female to male employees is 2.4:1 which is consistent with the 2019 report.

The 2020 figures demonstrate the Firm’s commitment to reducing the Gender Pay Gap and this can be most readily seen in the figures of the Upper Quartile. The Upper Quartile has seen a 6.41% shift from male to female and this reflects, for the first time, that the Firm pays more women than men in the Upper Quartile.

The figures for the Upper Middle Quartile (UMQ) / Lower Middle Quartile (LMQ) provide excellent reading. The UMQ shows an increase in the female percentage (1.95%) on the previous year to 74.68%. The LMQ has seen an increase in the male percentage by 2.21% to 12.82%. This increase is in light of more males being employed at lower advisor level and/or in support functions. As with the Upper Quartile, the statistics for the Middle Quartiles reflect that the Firm is closing the Gender Pay Gap.

However, the Lower Quartile has seen an increase in the female percentage of 3.29% to 77.92%. Whilst this Quartile does not follow the overall trend for the Firm, this is reflective of the market and the applications received for those roles within the Lower Quartile.

The 2020 snapshot of bonus pay data also compounds the strive for equality with the gap being 0% in all categories.

When compared to the previous three reporting cycles, the statistics provide a positive outlook. Whilst we are not required to report on our Fixed Share and Equity Partners who are self-employed, the data set is healthy. On 05 April 2020, this group comprised of 17 women which is 42.5% of the Partnership.

We believe our approach is fair and we will continue to strive to improve our performance in relation to gender pay equality as we will in respect of our approach to all areas of equality and diversity.

I confirm that the data contained within this report is accurate and meets the requirement of the gender pay gap reporting regulations.

Laura Cieplak
Director of People & Organisational Development

Difference in hourly rate of pay – mean: 27.02%

Difference in hourly rate of pay – median: 41.15%

Difference in bonus pay – mean: 0.00%

Difference in bonus pay – median: 0.00%

Percentage of employees who received bonus pay:

Males who received bonus pay: **0.00%**

Females who received bonus pay: **0.00%**

Employees by pay quartile:

