

LAW BUSINESS RESEARCH

2020 GENDER PAY GAP REPORT

At Law Business Research, we strive to cultivate an inclusive, friendly environment, built on a foundation of respect. Achieving gender parity is a key component in our Diversity and Inclusion efforts, providing a workplace where people can be themselves and be recognised for their contribution.

This is the second time we have analysed our workforce in this way, and this affords us the opportunity to look back and analyse Law Business Research's progress towards equality.

Gender Pay Explained

The UK government requires all UK companies with 250 or more employees to report their gender pay gap information on an annual basis. The Government Equalities Office has prescribed a set calculation methodology which is used to report the following:

- Comparison of both the average and median hourly rate paid to male and female employees in April 2020, determining the difference between genders
- Analysis of how both genders are represented in each pay quartile, from the lowest paid quartile in our workforce to the highest as of April 2020
- Comparison of the number of bonuses paid to male and female employees from April 2019 to March 2020, and determining the difference between genders
- Comparison of both the average and median bonus amount paid to male and female employees from April 2019 to March 2020 and determining the difference between genders

The intention of the above analysis is to build a comprehensive overview of any potential pay gaps between men and women. Comparing the mean (also known as the average) and the median (also known as the midpoint) values for both the hourly rate and bonus amounts for each gender is crucial to ensure that the data we present complement each other and accurately reflect reality.

It should be noted that the Gender Pay Gap report is different in scope and depth to that of the Equality Act 2010 legislation on the issue of equal pay, which refers to the legal requirement for people carrying out the same or similar work to be paid equally regardless of gender.

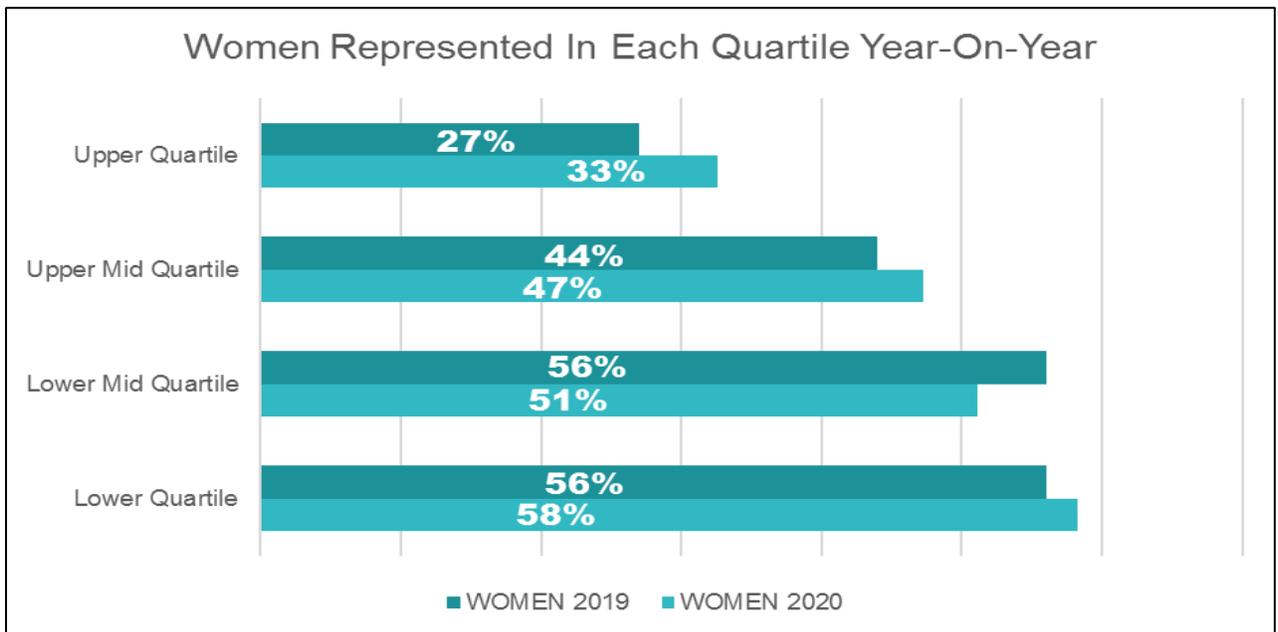
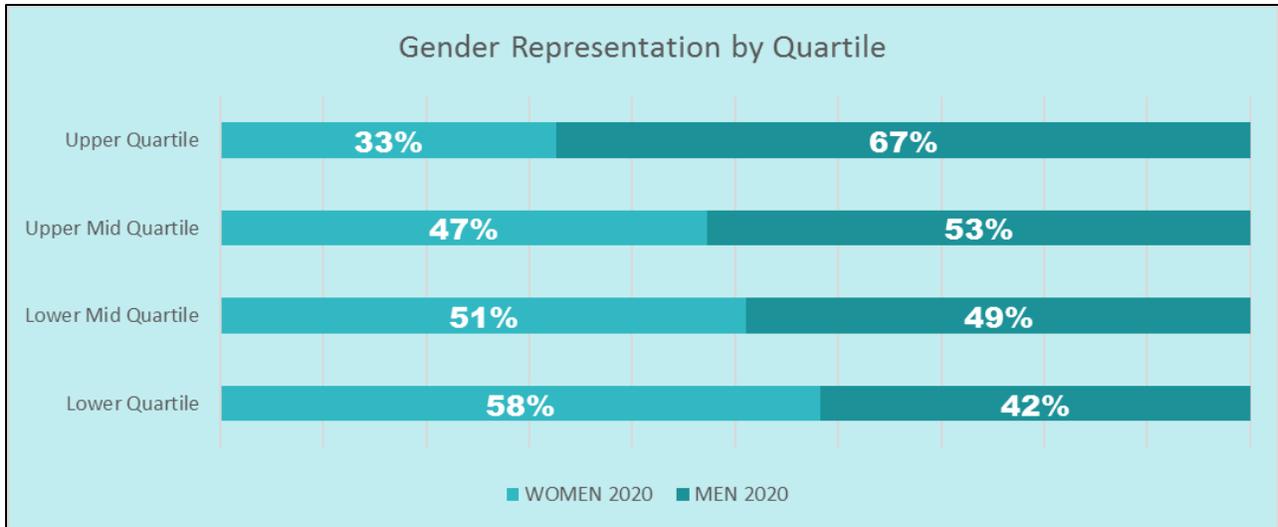
Our Findings

- Overall, we still have significant challenges to overcome, but the majority of the results of our analysis for 2020 are positive.
- Firstly, 2020's analysis reveals an overall hourly rate gap of 14.1% and a bonus pay gap of 43.7% (both by median). Compared to the previous year's hourly rate and bonus pay gaps of 21.5% and 76.7% respectively, this is a significant improvement on both fronts.
- Our pay quartile analysis also shows an improvement. 33% of our highest paid quartile are women, compared with only 27% last year.

- 14.4% fewer women were paid bonuses compared to men. This is the only key metric to have shown a detriment since the previous year, when this gap was 11.5%. Further analysis will be undertaken in the coming months to ensure we are in a better position next year.

Pay and Bonus Gap Statistics

Analysis	By Median	By Mean
Hourly Pay Gap 2019	21.50%	25.90%
Hourly Pay Gap 2020	14.10%	23.10%
Movement	34.40%	10.80%
Bonus Pay Gap 2019	76.70%	66.00%
Bonus Pay Gap 2020	43.70%	47.50%
Movement	43.00%	28.00%
Difference in Proportion of Gender Receiving Bonus 2019	11.50%	
Difference in Proportion of Gender Receiving Bonus 2020	14.40%	
Movement	-25.00%	



What Law Business Research is Doing Now

As we issue this statement, our goal is to build on the momentum we created this time last year, to realise our vision of a diverse workforce that best represents our culture, and to assess how we fit in a global community that takes equality and fairness seriously.

- Talent and career management programmes
 - Active monitoring of our female talent and pipeline for senior roles
 - Mentoring and Hi-Potential programmes
 - Launch of transparent career frameworks

- Recruitment and training
 - Recruitment skills training for interviewers and assessors
 - Use of gender-neutral language in our recruitment advertising
 - Implementation of blind hiring processes
- Diversity and inclusion initiatives
 - Continue to improve our diversity and inclusion agenda by supporting our [LGBT+](#), [Women](#) and [DRIVE](#) networks to create change within our organisation
 - Digital Diversity and Inclusion training available to all employees
- Accountability
 - Annual survey of employees to understand the issues that our female employees face at work
 - Diversity and Inclusion data monitoring, analysis and reporting to identify gender related anomalies and track our progress to address them

The actions we have implemented over the past year are taking us in the right direction, but there is still lots more to do in closing the pay gap. This remains a top priority for us and we continue face this challenge ahead on with a sustained, pro-active approach. We are confident that our continued efforts will bring about meaningful change.

Nick Brailey

CEO, Law Business Research