

We are pleased to report Sills & Betteridge LLP's gender pay report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

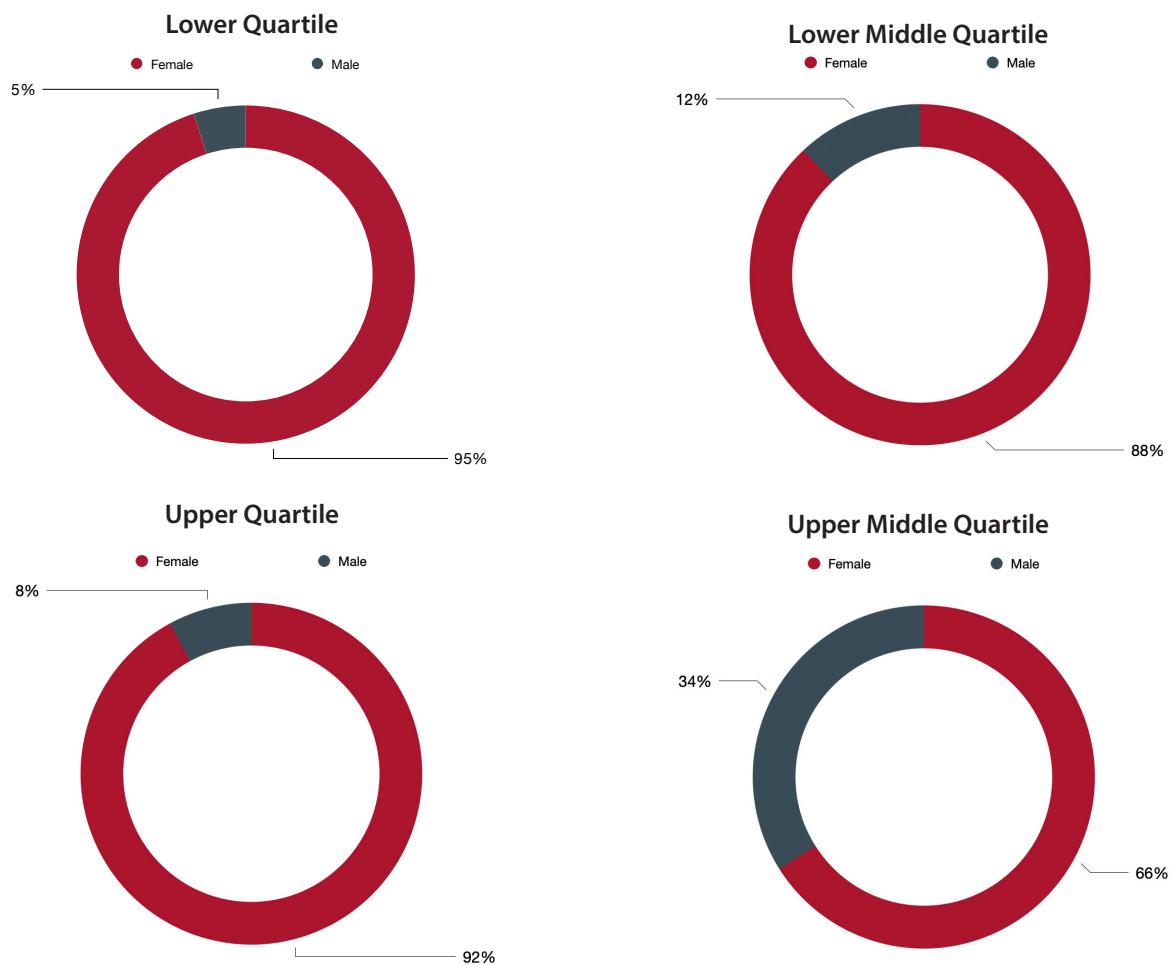
The Firm is committed to promoting equal opportunities to all employees regardless of gender.

## Pay gap between men and women

	Mean	Median
Hourly Pay	38.9%	44.8%
Bonus Pay	86.6%	50%

This table shows the mean and median gender pay gap based on hourly rates of pay as at the 'snapshot date' 05 April 2020.

## Pay Quartiles



The above image shows the gender distribution at Sills & Betteridge LLP across four equally sized quartiles.

## Understanding our Gender Pay Gap

Sills & Betteridge LLP's gender pay gap of 38.9% is higher than the UK mean gap of 15.5%. There are a number of significant factors that affect this figure, two of which are:-

- The overall ratio, like many Law Firms (see 'Employee Ratio' to the right) shows the disproportionate ratio of males in the workforce as opposed to females.
- The vacancies continue to be predominantly support roles which appeal to females in this sector for reasons beyond our control i.e. administrative, legal secretary and receptionists which are historically lower paid roles.

The lower quartile has remained the same in terms of male to female ratio however we are pleased to report a 3% increase in the male to female ratio in the lower middle quartile from our 2019 report.

The Pandemic has played a part in affecting the figures this year for Sills & Betteridge LLP as on the snapshot date there was a lot of uncertainty in the sector as to how the Firm was going to perform whilst in a lock down scenario. The Firm Furloughed a third of its employees and therefore those people are not full pay relevant employees for the basis of the Gender Pay Report.

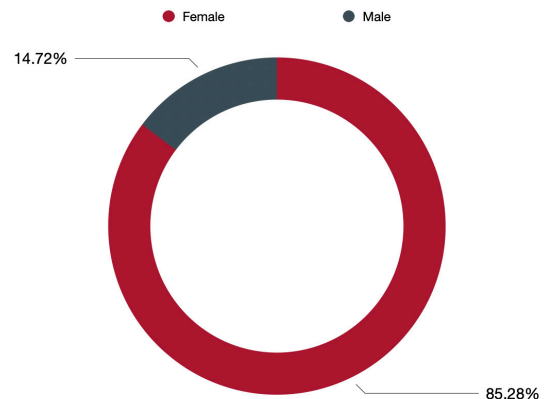
Sills & Betteridge LLP's gender bonus pay gap has reduced considerably since 2019 from 98.61% mean to 82.9% and from a 95.42% median to 79.7%. The proportion of males who received a bonus in the Firm is 25% and women 10.07% in comparison to the full workforce. A lot more bonus' were paid for the snapshot date in 2020 than the previous year mainly due to the Stamp Duty Land Tax Holiday leading to the buoyant property market and increased workloads within the Conveyancing Department.

## Plans for the future

We recognise that we have more work to do to achieve greater gender balance at all levels of the Firm. This will take time but we are committed to reducing the gender pay gap. The following steps will be taken:-

- Recruitment – The Firm has appointed a Recruitment Officer to work solely on recruitment for the Firm whose expertise should aid the Firm with its recruitment processes to attract a more diverse workforce wherever possible.
- Training and Development/Promotion of existing employees – The Firm has appointed someone within HR to be responsible for Training and Development. The Firm's plan is to promote from within by enhancing training and development across the Firm. The focus will be on developing a training programme for people who sit in the lower quartile and middle lower quartile ranges (who are generally women) into the higher quartile range (which tend to be taken by males). Not only will this help reduce our Gender Pay Gap but it will also increase staff retention.

Employee Ratio



- Flexible working policies have never been more important. During lockdown almost 100% of the workforce were working from home, a complete change to the way in which Sills & Betteridge LLP has ever worked before. The Firm has recognised that this important to employees and has proved to work over the past 18 months or so. As a result the Firm has introduced a permanent Home Working Policy for hybrid working. This can be used to retain current employees for a better work life balance but can also be used a recruitment tool to attract future employees to the Firm.
- The Firm has strengthened its leadership and management by introducing a leadership team to deal with expansion amongst other things at Sills & Betteridge LLP. There will be a focus on trying to improve the Gender Pay Gap for the forthcoming year for the leadership team.

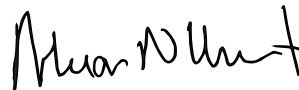
## Declaration

---

We confirm that this is an accurate report recorded on the 'snapshot date' – 05 April 2020.



Martyn Hall  
Chief Executive/Member Partner  
October 2021



Alison Hurton  
Member Partner  
October 2021