

# KENNEDYS GENDER PAY REPORT 2018

The success of Kennedys is due to the quality of its people, and as a growing global law firm we are committed to promoting equality and diversity.

Legislation asks organisations with 250+ employees to publish gender pay information in the UK. The gender pay gap is not measured by reference to equal pay, which looks at men and women performing equal work, but is the measure of the difference between men's and women's average earnings across the UK offices.

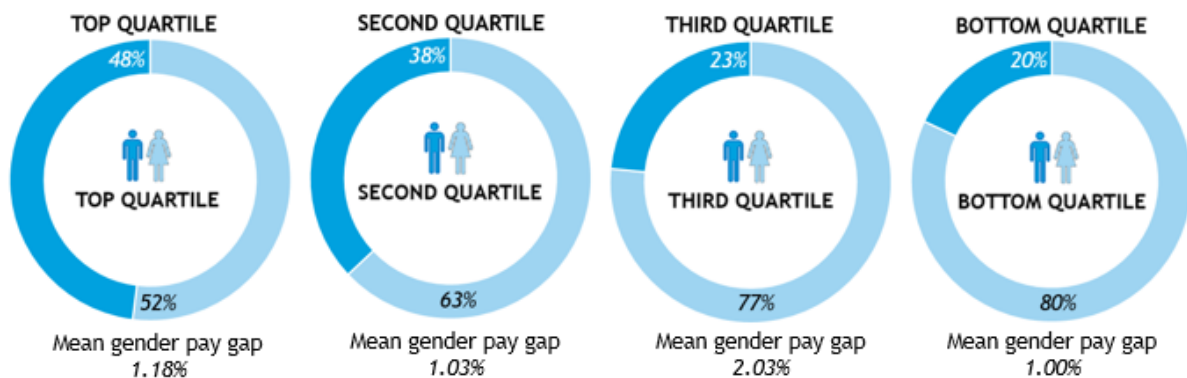
## KENNEDYS GENDER PAY GAP

	Pay Gap	Bonus Gap
Mean	22.9%	-9.7%
Median	26.6%	0.0%

## PROPORTION OF MALES/FEMALES RECEIVING BONUS PAY



## QUARTILE BREAKDOWN



### Definition of terms

Mean: The difference between the mean (average) hourly rate of pay/bonus for all men and women

Median: The difference between the middle rate of pay/bonus for all men and women when hourly rate is ranked in numerical order

Quartiles: Calculated by ranking all employees' hourly pay in numerical order and splitting them into equal groups of four

## REASONS FOR THE GENDER PAY GAP

The Firm's mean gender pay has increased slightly from 2017 by 0.68%, with the median gender pay gap increasing by 0.69%. Whilst it is disappointing not to be closing the gap, the Firm increased headcount from the previous year, with a large percentage of additional roles being those that pay in the lower quartile. Of those roles, the majority of people hired were female. Therefore, similar to 2017, the main contributing factors for the gender pay gap continue to be:

**High number of female secretarial and administrative employees** - We now employ over 170 secretarial and administrative employees across the UK. These roles generally attract lower salaries than lawyer roles. The legal secretarial/administration profession traditionally attracts females almost exclusively, with 94% of employees in this group being female.

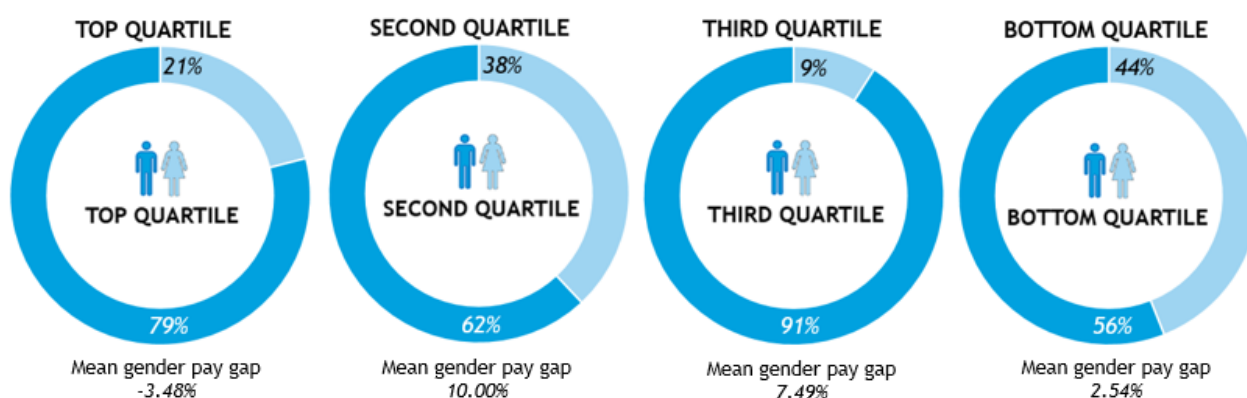
**High number of females joining Kennedys at entry level** - The number of females joining as Trainee Solicitors (66% female), Legal Apprentices (89% female) and Litigation Assistants (71% female) is high. These figures have decreased from last year but these entry level roles still make up a large proportion of our lower quartile pay.

## KENNEDYS PARTNER PAY GAP

Although firms are not currently under any legal obligation to publish additional data other than the gender and bonus pay gap information for employees, this year, we have also reported on our Partner Pay Gap for all UK Partners.

Pay Gap	
Mean	11.5%
Median	-4.1%

## PARTNER QUARTILE BREAKDOWN



## WHAT ARE WE DOING?

We remain committed to addressing the Gender Pay Gap at Kennedys. We continue to drive equality, diversity, inclusion, fairness and transparency throughout the Firm and below are positive actions the Firm have introduced or are continuing to adopt in order to do so:

- Continue to use a fair and objective salary review process which is gender neutral
- In 2018, after reviewing our lawyer bonus scheme, we introduced a more transparent policy
- Continue with objective and competency based promotion processes
- We have recently reviewed our working parent policies and further enhanced our Maternity Pay, Paternity Pay and Adoption Pay in excess of the Statutory requirements
- We promote a culture of flexible working. All lawyers are actively encouraged to 'work from home' one day a week
- We are currently piloting a 'Successful Returners' coaching programme for employees returning to the office after parental leave or long-term absence to help transition back into their role and develop their career at Kennedys

**Nick Thomas, Senior Partner**

“We are proud of our gender diversity, driven by our holistic approach to identifying top talent and using fair and transparent methods for promotion and progression. We fully understand the reasons for our gender pay gap, measured in the fashion required by Government, and will continue with our commitment to ensuring a level playing field for everyone at Kennedys in line with our Core Values.”

## DECLARATION

We confirm that Kennedys gender pay gap calculations are accurate have been carried out in line with the methodology provided in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Nick Thomas**  
Senior Partner

A handwritten signature in black ink, appearing to read 'Nick Thomas'.



**Caroline Wilson**  
HR Director

A handwritten signature in black ink, appearing to read 'Caroline Wilson'.