

# UK Gender Pay Gap Report 2023

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Dechert  
LLP

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At Dechert, we are committed to making our firm a diverse, equitable and inclusive workplace. All our partners share a common goal – to make the firm stronger tomorrow than it is today, and we continue to invest in a broad range of initiatives that nurture the diversity of our talent.

We are required to report our London office gender pay gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We include partner earnings on a voluntary basis, in addition to mandatory reporting for all employees.

Mean gender pay gap is the percentage difference between the average rate of employee pay for men and women. Median pay gap is the percentage difference between the midpoint rate of pay for men and the midpoint rate of pay for women.

Our gender pay gaps are not due to paying men and women differently for equal and comparable work. They reflect the distribution of men and women across different roles.

**“100 Best Companies”**

*Seramount (formerly Working Mother), 2023*

**“Best Workplaces for Millennials”**

*Great Place to Work, 2023*

**“Top Companies for Executive Women”**

*Seramount, 2023*

**“Women Worth Watching in Leadership”**

*Profiles in Diversity Journal, 2023*

**“Best Law Firms to Work For: UK A-List”**

*Law.com International, 2023*



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The gender pay gap information below includes London employees only and excludes partners.

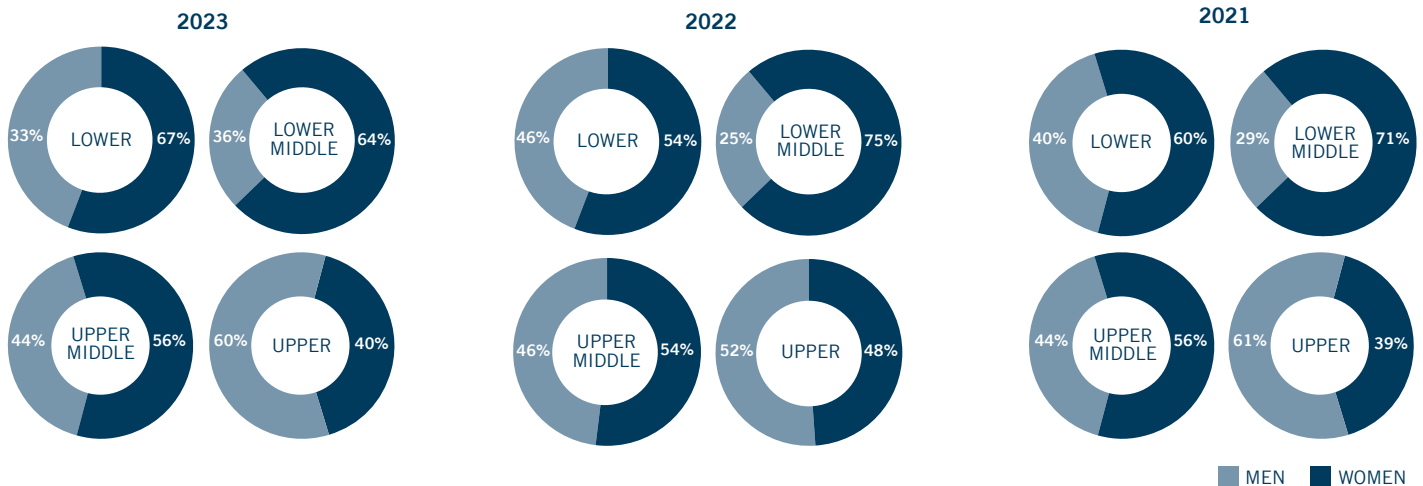
## Hourly and bonus pay gap

	2023	2022	2021
<b>Hourly pay gap</b>			
Mean	26.0%	16.0%	23.6%
Median	59.0%	42.0%	49.6%
<b>Bonus pay gap</b>			
Mean	42.9%	60.0%	67.1%
Median	68.7%	55.2%	82.4%

## Bonus distribution

	2023	2022
<b>Men</b>		
	63.0%	77.0%
<b>Women</b>		
	64.0%	79.7%

## Pay quartiles



### Understanding our gender pay gap

- Our 2023 mean and median pay gap has increased since 2022. However, the decrease in our mean and median hourly pay gap and bonus pay gap in 2022 was in part attributable to an exceptional one-time bonus payment to all Business Service Professionals (BSPs), the majority of whom are women. This one-time bonus was paid to reward efforts during the pandemic in addition to the firm's discretionary annual bonus and was equivalent to one week's pay. This was paid in the April payroll and was therefore included in the mean and median gender pay gap calculations for 2022.
- Another reason for the increase in this year's gender pay gap is that in 2023 we had more women lawyers on family leave who were therefore excluded from the gender pay gap calculations for employees. Some of those were senior associates, who were paid at the upper end of our salary bands. In addition, two women senior

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associates were promoted to partner representing 100% of the partner promotions in London for 2023. Again, these senior associates were paid at the upper end of our salary bands and excluding them from our calculations has had an adverse effect upon our gender pay gap. Our relatively small employee population size means that changes in employees status can have a significant impact on our gender pay gap from year to year.

- Our gender composition by quartile continues to reflect a balanced distribution, save for our lower and lower middle quartile, which includes legal secretarial and BSPs positions, a higher proportion of which are held by women.

## Partner and combined data

	2023		2022		2021	
	Mean	Median	Mean	Median	Mean	Median
Partner pay gap	17.0%	21.4%	20.3%	30.6%	23.6%	12.3%
Combined partner and employee pay gap	52.2%	62.6%	55.2%	56.0%	49.6%	60.6%

## Understanding our gender pay gap

- Our partner gender pay gap information relates to London partners only. Our partner gender pay gap in 2023 has decreased when compared to 2022. We have also provided data on our combined partner and employee pay gap. We believe that the inclusion of this data provides a more comprehensive view across our entire workforce.
- Partners do not receive a salary and instead receive a share of profit. However, in this report, we refer to this profit share as 'pay'. For the purposes of this report, we have utilised data on partner earnings for the 2023 calendar year and applied the same weekly working hours as were used in calculating our employee pay gap data.
- Our mean and median partner pay gaps reflect the fact that more of our partners are men, particularly among our more senior partners. Both our combined and partner pay gap figures can largely be attributed to the gender split of our workforce: we have a smaller percentage population of women amongst our partnership and senior fee earner groups.
- We remain committed to the retention of senior female talent. Increasing gender diversity at the senior levels should continue to narrow both partner and combined partner and employee pay gaps over time.

“International Firm of the Year for Diverse Women Lawyers (Europe)”

*Euromoney, 2023*

“Women Worth Watching in STEM”

*Profiles in Diversity Journal, 2023*

Only law firm ranked “Elite” in all categories

*Chambers Associate, 2023*

Top 10 “Best Law Firms to Work For”

*Vault, 2023*

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As we address our gender pay gap, we recognise that there is still work to be done. We continue to embed, strengthen and monitor our existing global and local talent programmes and policies, and introduce new ones. Our strategy is to deliver long-term and sustainable results towards achieving a more gender-balanced workforce across the various levels and roles.

**Global Women's Initiative** – Our Global Women's Initiative (GWI) empowers women to succeed by fostering an environment that provides opportunities for their development, advancement and leadership, and delivers an award-winning programme of training and mentoring. In particular, our Nurturing Excellence and Expertise for Tomorrow (NEXT) initiative reinforces our commitment to the career development of our female associates, counsel and national partners, by providing programmes to help them successfully navigate the next steps in their career. We have a particularly active GWI Chapter in London, with a committee that currently comprises around 25 female members from the London office from trainee to partner. During this reporting year the GWI arranged training for our female employees, including sessions on “How to excel in your career with confidence” by Joy Burnford (author of *Don't Fix Women: The practical path to gender equality at work*) and “Overcoming barriers to success” by Fiona Rice.

**Mansfield Rule Certification** – Dechert has achieved Mansfield Plus Certification for the fourth consecutive year after completing the Mansfield Rule 6.0 twelve-month certification programme. Dechert was also one of fourteen firms to participate in the inaugural Mansfield UK Pilot, and we are proud to have achieved Mansfield Plus Certification for this programme as well. This certification confirms that Dechert has affirmatively considered at least 30 percent women, lawyers of colour and LGBTQ+ lawyers for leadership and governance roles, equity partner promotions, formal client pitch opportunities and lateral positions. In addition, Dechert achieved Mansfield “Plus” status for reaching 30 percent diverse lawyer representation in a notable number of current leadership roles and committees.

**Enhanced Parental Leave** – We offer maternity, adoption and shared parental leave enhanced to 23 weeks at full pay as well as paternity leave enhanced to 12 weeks at full pay. These enhanced benefits apply to all employees, meaning every new parent has paid time off to spend with their families.

**The firm offers fertility healthcare and inclusive family-forming benefits to firm personnel** – This benefits programme helps with costs of services related to in vitro fertilization, egg freezing, sperm freezing, adoption, gestational surrogacy, pregnancy, menopause and certain other services.

**Backup Care** – We offer firm-paid emergency backup care for working parents and carers.

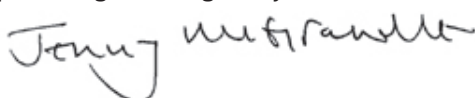
**Parental Leave Coaching** – Since the introduction of our parental leave coaching programme, we continue to see nearly 100 percent of our new parents return to the workplace.

**Diverse Recruitment Practices** – We continue to work with organisations that promote diverse recruitment practices including Aspiring Solicitors, Rare Recruitment and 10,000 Black Interns

**Mentoring@Dechert** – To enhance our mentoring efforts, Dechert launched Mentoring@Dechert, a firm-wide mentoring programme, where associates are matched with a partner who is invested in their professional development. The programme is designed to provide all associates with equitable access to mentors and professional development opportunities. We have also launched the mentoring programme for BSPs this year.

**Engaged and Empowered** – Since the implementation of our hybrid ‘Engaged and Empowered’ working model, members of our workforce have the opportunity to work from home up to two days per week.

This statement confirms that the published information is accurate at the time of publishing and is signed by:



**Jennifer McGrandle**  
Director  
Human Resources, EMEA

