

UK Gender Pay Gap Report 2022



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 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.

We are pleased to report that for April 2022 our:

- mean hourly pay gap reduced by **7.6%** and median hourly pay gap reduced by **7.6%**.
- mean bonus pay gap reduced by **7.1%** and median bonus pay gap reduced by **27.2%**.
- mean hourly pay gap has, in total, reduced by **18.8%** since reporting requirements were first introduced.

“Best Workplace for Women”

Fortune / Great Place to Work, 2022

“100 Best Companies”

Seramount, 2022



Caroline Bowes
Director
EMEA Human
Resources



Gus Black
Partner and Chair
London Management
Committee



Katrina Phull
Global Diversity,
Equity and Inclusion
Manager

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

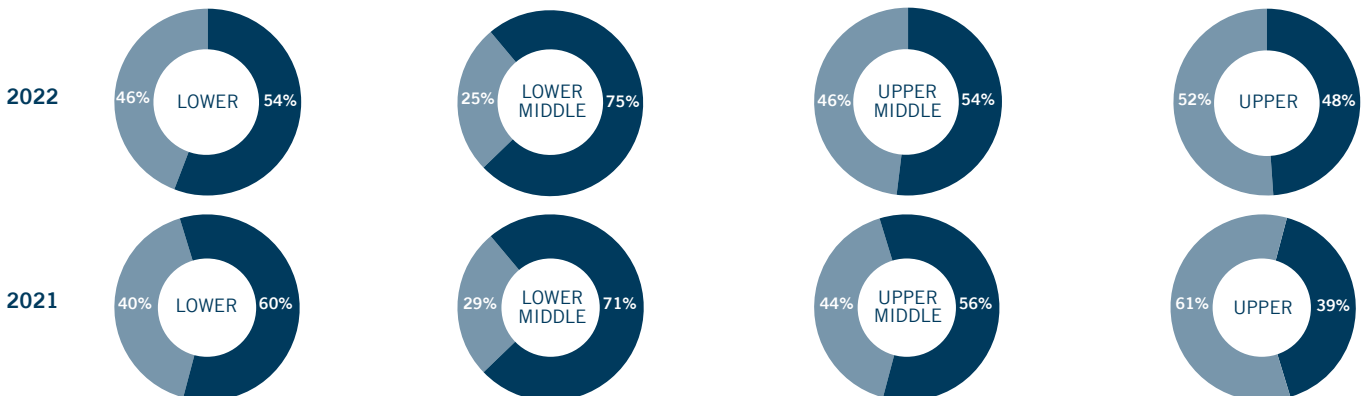
Hourly and bonus pay gap

	2022	2021
Hourly pay gap		
Mean	16%	23.6%
Median	42%	49.6%
Bonus pay gap		
Mean	60%	67.1%
Median	55.2%	82.4%

2022 bonus distribution



Pay quartiles



Understanding the gender pay gap

- 2022 mean and median hourly and bonus pay gaps have decreased compared with 2021. The percentages of women and men receiving a bonus have both increased, and more women than men continue to receive a bonus. Our gender composition by quartile continues to reflect a balanced distribution, save for our lower middle quartile, which includes legal secretarial and business services positions, a higher proportion of which are held by women.
- Our mean bonus pay gap has reduced slightly (-7.1%), but our median bonus pay gap has reduced significantly (-27.2%). This is in part attributable to an exceptional one-time bonus payment to all business professionals, more of whom are women, compared with the prior year when fewer bonuses were awarded. The large bonus percentage gap can be explained by the fact that more women work in business services positions than men, and the bonuses paid to business services positions are generally lower than those paid to lawyers. In addition, more women than men have pro-rated bonuses due to working part-time or being out on leave for part of the year.

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Partner and combined data

	2022		2021	
	Mean	Median	Mean	Median
Partner pay gap	20.3%	30.6%	23.6%	12.3%
Combined partner and employee pay gap	55.2%	56%	49.6%	60.6%

Understanding the gender pay gap

- Our partner gender pay gap information includes London partners only. 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 2022 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, and that is particularly the case 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.

“Top Companies for Executive Women”

Seramount, 2022

“Women Worth Watching in STEM”

Profiles in Diversity Journal, 2022

“Best Companies for Multicultural Women”

Seramount, 2022

“Best Workplaces for Parents”

Great Place to Work, 2022

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While we continue to address and make significant progress in reducing our gender pay gap, we recognise that there is still work to do. We continue to embed, strengthen, and monitor our existing programmes and policies and introduce new ones. Our strategy is to deliver long-term and sustainable results.

- **Global Women’s Initiative** – Our Global Women’s Initiative 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 Sponsorship and Sustained Support programme reflects our commitment to the career development of our female associates, helping them successfully navigate the path to partnership.
- **Mansfield Rule Certification** – Dechert has achieved Mansfield Plus Certification for the fourth consecutive year after completing the Mansfield Rule 5.0 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.
- **Inclusive and 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.
- **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 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 and Rare Recruitment.
- **Mentoring@Dechert** – Dechert has launched a new 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 equitable access to mentors and professional development opportunities.
- **Engaged and Empowered** – Since the implementation of our hybrid ‘Engaged and Empowered’ working model, members of our workforce have the opportunity to work flexibly, while spending at least 50 percent of their time in the office.

“Best Retention of Diverse Talent”

Aspiring Solicitors, 2022

“Best Companies for Dads”

Seramount, 2022

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

Law.com International, 2022