

UK Gender Pay Gap Report 2019



Dechert
LLP

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Our culture and our people make us who we are

For Dechert's third year of reporting we are pleased to see a continued narrowing of our overall mean pay gap. This year we have also expanded our reporting to include data on our partners and combined employee and partner figures.

The overall mean pay gap is calculated by reference to an average of what we pay all men and all women in the UK, regardless of their role, status, seniority or performance. It offers no insight as to how we pay people in comparable roles. We set our compensation based on merit. We pay equally for equal work. As such, we have also included the pay gap broken down by pay quartile, which considers the gap amongst more similarly compensated groups of individuals.

We continually strive for ways to make Dechert a desirable place to develop a career, and so have also taken the opportunity in this report to summarise a number of our recent talent initiatives.

These include a focus on enhanced parental leave benefits for all employees, regardless of gender, and clear programmes providing both training and mentoring.

This reporting period has seen us improve diversity both at senior and graduate levels, an area where we continue to receive independent recognition and awards. All our partners share the common objective of leaving the firm in a stronger position tomorrow than it is in today and we will continue to invest in a broad range of initiatives that support the diversity of our current and future talent.



Caroline Bowes
Director
EMEA Human Resources



Gus Black
Partner and Chair
London Management Committee

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Continued progress and recognition

We have seen a total reduction of 8.1 percent in our gender pay gap since reporting requirements were introduced.

While we are making significant progress and actively continue to develop a range of supporting initiatives, we recognise that there is still much work to do. Our strategy is to deliver long-term and sustainable results to continue the progress that has already been made.

Recent supporting initiatives include:

- **Diversity Champions Award** – This incentive recognises employees for their efforts in promoting or increasing diversity and inclusion within the firm.
- **Inclusive Leadership Training** – Following a successful launch in 2018 where all partners were trained through an interactive programme, in 2020 the training has been made mandatory and expanded to all employees globally.
- **Mentoring and Sponsorship** – Our Sponsorship & Sustained Support programme reflects our commitment to the career development of our female associates, helping them successfully navigate the path to partnership. In addition, our Global Women's Initiative continues to deliver an award-winning programme of training and mentoring for associates at all levels throughout the organisation.
- **Inclusive and Enhanced Parental Leave** – Paternity leave has increased from four to 12 weeks enhanced to full pay. Maternity, adoption and shared parental leave have increased to 23 weeks enhanced to full pay. These changes apply to all employees and mean that, regardless of gender, every parent can have the same time off to spend with their families.
- **Agile Working** – We have introduced agile working for all lawyers within the London office. Agile working is in addition to statutory flexible working and helps to improve work-life balance and also de-stigmatise part-time and home-working.
- **Parental Leave Coaching** – Since the introduction of our parental leave coaching programme we have seen 100 percent of our new parents return to the workplace and an improved overall retention rate.
- **Apprenticeships** – In April 2019, Dechert took on our first apprentices within our general office, technical support and secretarial teams. Our objective is to introduce young people with potential, who may not ordinarily have the opportunity to work in the legal industry, promoting social mobility. Apprenticeships also help to increase gender diversity in traditionally non-diverse areas of our population e.g. secretarial, by widening the scope of our talent pool.
- **Mansfield Rule Certification** – Dechert achieved Mansfield Rule 2.0 'Plus' certification in 2019 which means that the firm considers at least 30 percent women, attorneys of colour, LGBTQ+ and lawyers with disabilities for leadership and governance roles, senior partner promotions, formal client pitch opportunities, and senior lateral positions.
- **Diverse Recruitment Practices** – We continue to work with organisations that promote diverse recruitment practices including Aspiring Solicitors, Rare Recruitment, The Law Collective and Vantage.

Recognition in 2019

“Outstanding Firm for Furthering
Diversity and Inclusion”

Chambers European Diversity & Inclusion Awards

“Best International Firm for Talent
Management”

Euromoney European Women in Business Law Awards

“Commendation for Diversity Award”

LawCareers.net Awards

“Winner, All Star Sustained Performance in
Recruiting Outstanding Diverse Talent”

Aspiring Solicitors

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Hourly and bonus pay gap

The information below shows the data that we are required to produce in relation to the 2019-20 reporting year (which combines lawyers and staff but excludes partners).

	2019	2018
Hourly Pay Gap		
Mean	26.7%	28.3%
Median	51.2%	50.0%
Bonus Pay Gap		
Mean	68.8%	73.1%
Median	76.8%	79.6%

In 2019, 74.3 percent of women and 64.8 percent of men received a bonus.

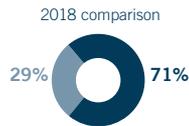
Pay quartiles

As in previous years we have chosen to display our pay gap in each quartile. A negative percentage pay gap indicates a pay gap in favour of women within that quartile.

Lower Quartile



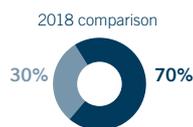
2019 LQ Pay Gap = -14.9%



Lower Middle Quartile



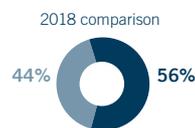
2019 LMQ Pay Gap = 3.0%



Upper Middle Quartile



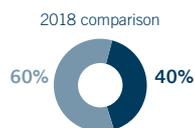
2019 UMQ Pay Gap = 7.3%



Upper Quartile



2019 UQ Pay Gap = 6.9%

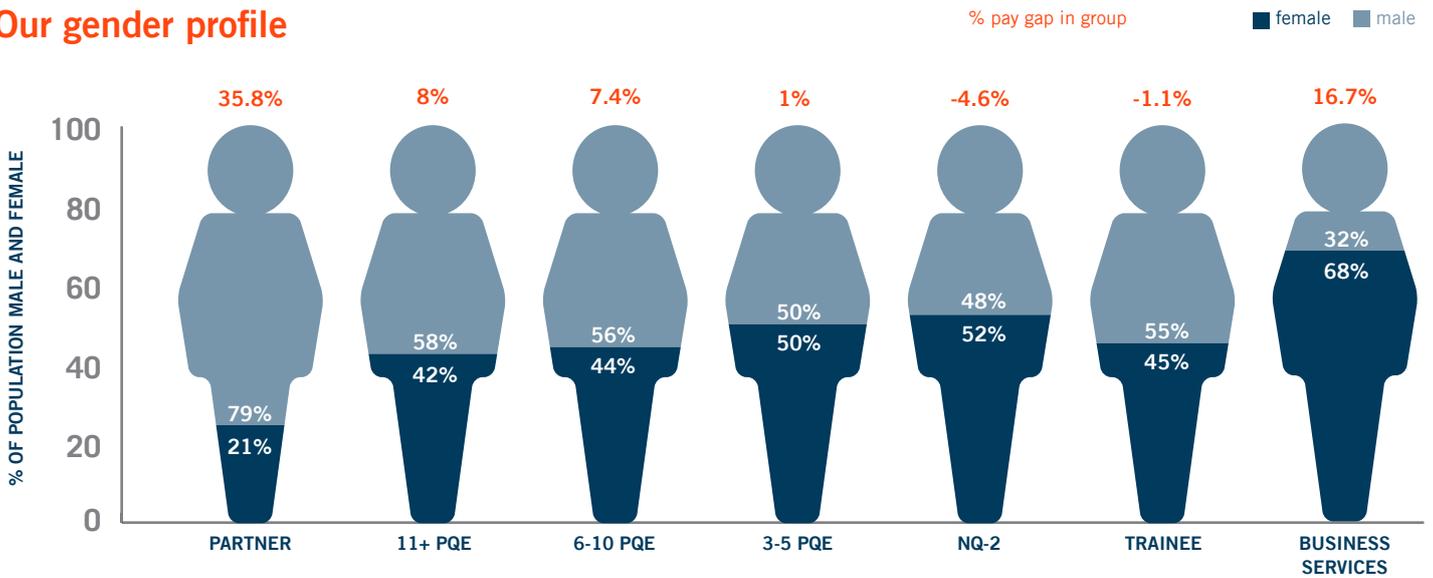


Understanding the gap

- Our overall mean hourly pay gap and both the mean and median bonus pay gaps have narrowed when compared to our 2018 data. This is due to us increasing our proportion of mid and senior level female associates and also our initiatives to increase gender diversity across support functions particularly with the introduction of our apprenticeship programme.
- Our median hourly pay gap has widened marginally. This is due to our associate salaries increasing substantially over the reporting period and because a greater proportion of the male population sit within our associate group.
- Overall, more women and men were paid a bonus in 2019 compared with 2018, however proportionally more women received a bonus in 2019. We were pleased to see our bonus pay gap has slightly narrowed from last year although there is still a large percentage gap. This is largely attributable to 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.
- When breaking down our population into groups of similar level employees, our pay gap significantly narrows to levels below the national average. Since our last report we have seen a greater balance in the groups between the numbers of men and women, particularly in the upper quartile amongst our more senior lawyers.
- We continue to have a narrow pay gap when looking at the individual quartiles indicating a broadly equal spread of pay amongst men and women in each quartile.

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Our gender profile



Partner data

We are pleased to include information on our partner remuneration. This is the first year that we have expanded our reporting to include data on our partners as well as our combined partner and employee pay gap. We believe 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 for the purpose of this report we refer to this as 'pay'. As with our employee pay gap data, our partner pay gap data is based on our London partner population only. For the purpose of this report we have utilised data on partner earnings for the 2019 calendar year and applied the same weekly working hours as were used for calculating our employee pay gap data.

Understanding the gap

- Our mean partner pay gap reflects our greater number of male partners than female, and that proportionally more of our senior partners are men than women. Our lower median pay gap figure reflects our representation of both men and women at all levels within the partnership.
- Both our combined and partner pay gap figures can largely be attributed to the gender split of our population, as seen with the gender profile diagram. We have a smaller percentage population of women amongst our partnership and senior fee earner groups.
- We remain committed to the retention of our senior female talent. Increasing gender diversity at the senior levels should continue to narrow both our partner and combined partner and employee pay gaps over time.

	Mean	Median
Partner pay gap	35.8%	16.6%
Combined partner and employee pay gap	68.8%	60.3%



“We believe that diverse teams who bring different backgrounds and perspectives are key to delivering the highest-quality legal services to our clients.”

Alison Bernard

Chief Talent and Human Resources Officer