

Gender Pay Report 2018

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.

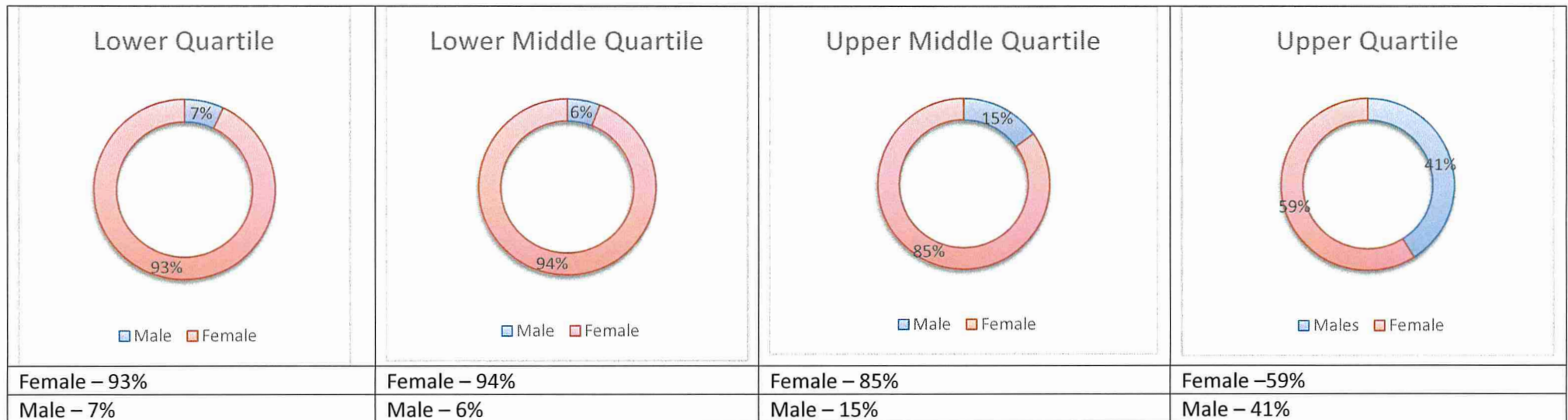
Pay gap – differences between men and women

	Mean	Median
Hourly pay	38.8%	49.9%
Bonus pay	N/A	N/A

This table shows the mean and median gender pay gap based on hourly rates of pay as at the 'snapshot date' 05 April 2018.

Sills & Betteridge LLP did not pay a bonus to any male employees for the preceding 12 months prior to the 'snapshot date'. We therefore do not have a Mean or Median to report for Bonus Pay. 0.5% of the female workforce received a bonus payment in the preceding 12 months prior to the snapshot date.

Pay quartiles

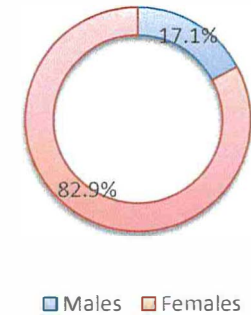


The above image shows the gender distribution at Sills & Betteridge LLP across four equally sized quartiles with the corresponding pay gap within each quartile.

Understanding our Gender Pay Gap

- Sills & Betteridge LLP's gender pay gap of 38.8% is higher than the UK mean gap of 17.9%. There are significant factors that affect this figure. They are: -
 - The overall ratio (see 'Employee Ratio' to the right) shows the disproportionate ratio of males in the workforce as opposed to females.
 - As reported in 2018 for the 2017's Gender Pay Gap, the Firm has a high percentage of roles within secretarial and administration within the lower, lower middle, and upper middle quartiles which are more attractive to females. These roles are often lower paid and/or part time. This has a significant impact on the Firm's overall Gender Pay Gap.
 - The Firm has expanded over recent years by way of merger or acquisition. The percentage of female workers has risen substantially as a result.
 - The demographics shared by a high percentage of law and other professional service firms is a large contributing factor.

Employee Ratio



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 – continuing to adopt a more rigorous approach to our recruitment processes to try to attract more male applicants particularly in the lower, lower middle and upper middle quartile job roles.
- Continuing to promote equal opportunities to both genders for promotion and career development.

Declaration

We confirm that this is an accurate report recorded on the 'snapshot date' – 05 April 2018.

Martyn Hall
Practice Director
March 2019

Alison Hurton
Member Partner
March 2019