Duncan Lewis
Solicitors

GENDER PAY GAP

As of 5 April 2022

Date of Report – 3 April 2023

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OVERVIEW

The gender pay gap legislation introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers which are in scope annually.

GENDER PAY GAP REPORTING EXPLAINED

The gender pay gap ("GPG") shows the difference in the average hourly rate of pay between women and men in an organisation (at a single point in time), expressed as a percentage of the average male earnings.

The Gender Pay Gap is different to equal pay. Equal pay deals with the pay differences between men and women performing equal work, or work of equal value. The Gender pay gap is a measure across all jobs in the company, not of the difference in pay between men and women for doing the same job. It does not take into account people's roles or seniority.

The reporting of gender pay revealed the following limitations: (i) a lack of comparison in relation to comparable job roles/title(s); and (ii) furthermore, the calculations fail to take into account intangible aspects which affect salary such as qualifications, employment experience and personal skills.

Taking a 'snapshot' of this data on a set date, masks the fluidity of gender pay gaps, which can fluctuate from month to month and across pay quartiles depending on changes to headcount.

Mean calculation

The ‘mean calculation’ is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between the mean male pay and mean female pay.

Median calculation

The ‘median calculation’ is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gender gap is calculated based on the difference between the middle employee in the range of male wages and the middle employee in the range of female wages.

GENDER PAY GAP DATA

This report is based on a snapshot of Duncan Lewis’ entire workforce on 5 April 2022 and in addition, takes into consideration full time and part time employees. On this day, across the Duncan Lewis workforce, the company’s female/male proportion count was 71% to 29% [2021: F: 75% M: 25%]. This shows a 4% increase in the male workforce from the previous year snapshot.

MEAN GENDER PAY GAP

All employees (full time and part time)

The male to female mean **gender pay-gap for 5 April 2022 was 8%** which means that men on average earn 8% more per hour than women. In monetary terms, the mean hourly difference in ordinary pay is £1.47.

Full time employees

The gap is smaller when considering only full-time employees. The mean gender pay-gap is 3%; meaning in monetary terms the mean hourly difference in ordinary pay is £0.56.

Part time employees

In part time employees, the reported mean is -15% which means that part time female employees on average hourly earn 15% more than their counterpart male employees. However, this somehow large pay gap could be explained by the fact that there are 84% females working part time compared to 16% part time male employees.

Median Gender Pay Gap

All employees (full time and part time)

For 5 April 2022, the median gender pay gap reported was 22% in favour of men. Although industry average for 2022 is 14.9%, this reported pay gap is not unexpected in light of the fact that the company's most senior position (CEO) is held by a male and the company is (29% male) predominantly female. This will naturally result in the reporting of male pay to be more susceptible to greater swing changes to the median gender pay gap. 67% of the top salary quartile is paid to women.

Full time employees

The median GPG for full time employees, is 9% which is slightly higher that the Office National Statistic's reported figure of 8.3%.

Part time employees

The median GPG for part-time employees, is 3%.

ONS STATISTICS

In accordance with the Office for National Statistics for October 2022[1], the gender pay gap for median gross hourly rate earnings in the UK of full-time employees increased to 8.3%, up from 7.7% in 2021 and among all employees, the gender pay gap was 14.9%.

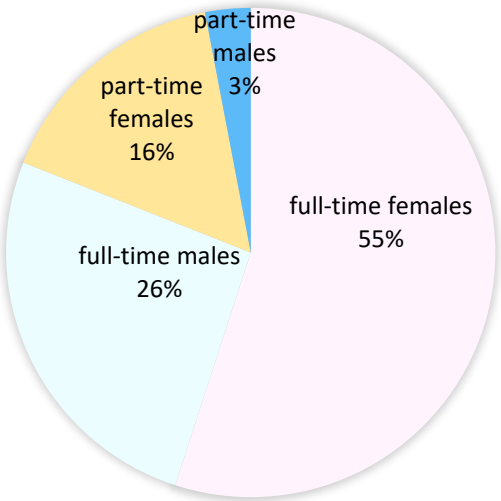
PAY QUARTILE REPRESENTATION

A pay quartile represents a quarter, or 25% of the workforce, ranked by pay. The pay quartiles are then broken down by gender. With the top quartile being 25% of the highest paid employees and the lower quartile the 25% of the lowest paid employees the quartiles represent the percentage comparison of male and female employees.

In relation to Duncan Lewis' entire workforce (71% female and 29% male), the report found:

Top salary quartile:	33% men and 67% women (2021: 32%, 68%)
Upper middle salary quartile:	30% men and 70% women (2021: 22%, 78%)
Lower middle salary quartile:	28% men and 72% women (2021: 32%, 68%)
Lower salary quartile:	25% men and 75% women (2021: 15%, 85%)

[1] Latest data available by ONS is October 2022.



Analysis & Next Steps

Although the Company's median gender pay was 22% as of 5 April 2022, we have noted in this report reasons for why the male median line will be distorted as a result. We are pleased to see that the mean gender pay-gap was only 8% (in line with industry average) and that the Company's pay quartile analysis is broadly consistent with the male to female workforce.

As of April 2022, women accounted for 67% and 70% of the Company's top two pay quartiles respectively.

Duncan Lewis is committed to the fair treatment and pay of all its employees regardless of gender. The Company understands the importance of equality and are committed to representing an equal ethos and culture.

The Company is accredited by the Investors in People at Gold Standard and implements a number of family-friendly flexible working policies. A significant number of the Company's staff hybrid-work. In the last 12 months up to 5 April 2022, 78 employees (both male and female) were being supported with at least one form of flexible working (incl. Part Time, Adjusted Hours, Compressed Hours).

Our processes in recruitment, internal development and expansion will continue focus on gender pay equality.

I, Jason Bruce (Practice Director) confirm that the Gender Pay Gap information that we have disclosed in this report is accurate for 5 April 2022.

Jason Bruce

Jason Bruce (Practice Director)

03/04/2022