

# Gender Pay Gap Report

April 2024

## Foreword

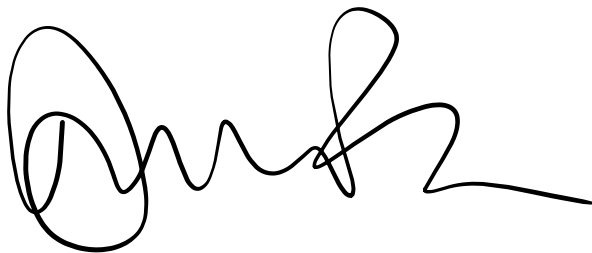
At Devonshires, we are committed to providing equal opportunities in employment and to providing a workplace that fosters the development of our people, is free from discrimination, harassment, and bullying, and where everyone is treated with dignity and respect.

Our EDI objectives stem from our Core Values regarding our people, our clients, and our community.

- Our Clients – To add value to our relationships, we seek to better understand our clients' cultures and aspirations through collaboration and our diverse staff.
- Our People – To be a successful organisation we strive to encourage diversity, provide an inclusive environment where people want to work, and ensure that they are treated fairly.
- Our Community – Fostering partnerships with socially minded organisations to help the disadvantaged and champion causes that we are passionate about.

In January 2024 we were delighted to announce 11 new Partner promotions, six of whom (55%) were women. We know there remains more to do - transparency and accountability are important in incentivising and delivering on this and we are committed to continuing our work in this area. With this in mind, we are publishing our partner data in addition to our employee data which is excluded by the current regulations.

We remain committed to improving our pay gap and will continue to report openly on the steps we take and the results they bring.

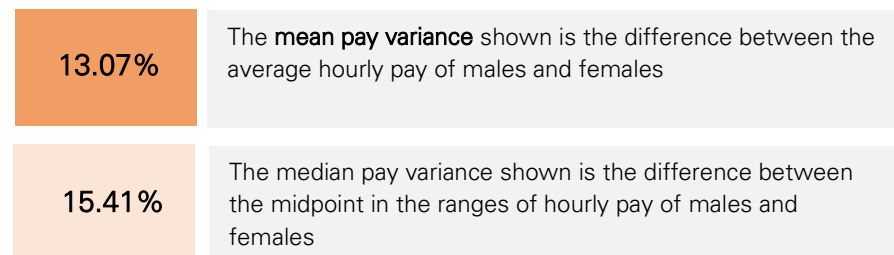
A handwritten signature in black ink, appearing to read 'Duncan Edwards', with a stylized, cursive script.

**Duncan Edwards** | Chief Executive Officer

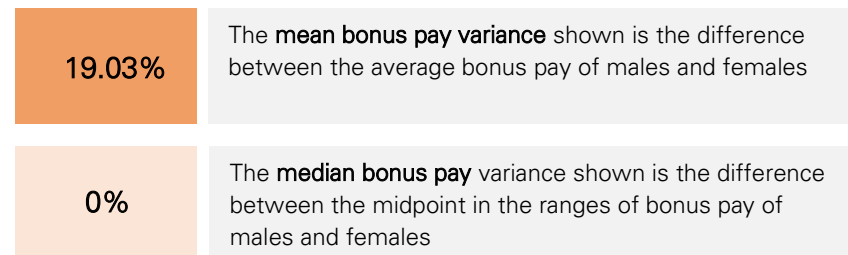
## Statutory Reporting

The analysis below for Devonshires Solicitors LLP is based on the UK government's methodology, using hourly rates of pay as of the snapshot date of 5th April 2023, bonuses paid in the 12 months up to 5th April 2023 and organisation demographics for 5th April 2023.

### Hourly pay

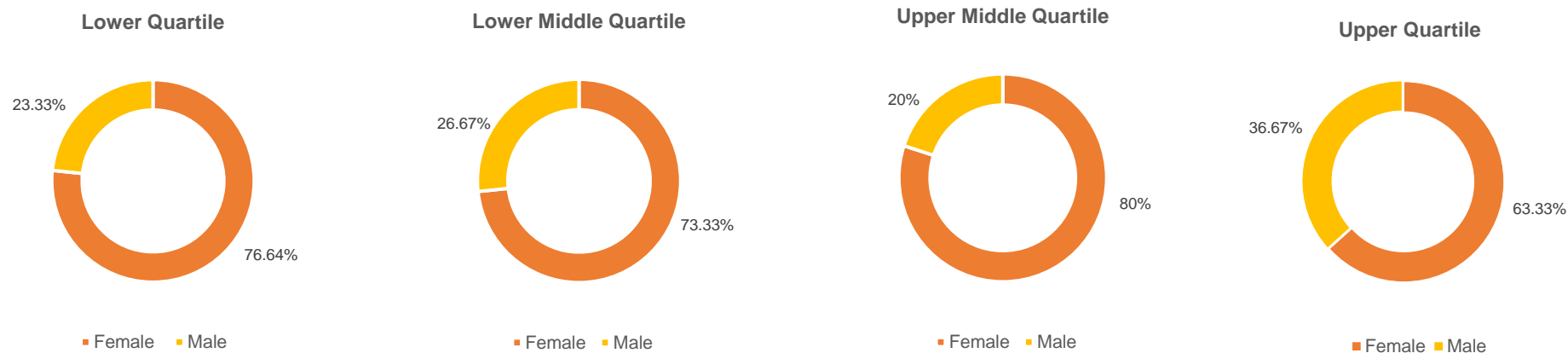


### Bonus pay



### Proportion of males and females in each quartile band

The below analysis shows our employee population in order of hourly pay from the lowest to the highest, and then divided into four equal population sizes to show how the distribution of males and females varies according to each pay quartile.



## Percentage of employees who received a bonus

Proportion of **males** who received a bonus **70.31%**

Proportion of **females** who received a bonus **60.80%**

## Understanding the gender pay gap

The government's gender pay gap analysis measures the difference between the average male pay and the average female pay as a proportion of the average male pay within an organisation. This therefore reflects the distribution and relative proportion of men and women across all roles within an organisation. It doesn't account for other factors that influence pay such as job title.

## Partner earnings gap

Gender reporting on the partnership group is not required as part of the compulsory gender pay gap reporting, however we choose to publish our partner earnings gap in line with best practice. In April 2023, we had 48 partners at Devonshires, of whom 41.67% were female.

## Equity partnership

Our Equity Partners are not paid a salary, instead they receive a share of the firm's profits. We therefore have referred to this as an earnings gap, rather than a pay gap due to the nature of partner remuneration. We have followed the approach recommended by The Law Society when calculating our partner pay gap in the absence of government guidance.

Based on partners' total profit share (including bonus) for the FY ended 22/23, our partner pay gap is:

Mean Partner Earnings Gap	Median Partner Earnings Gap
- 12.88%	- 75.01%

Our female equity partners receive on average, higher pay than our male equity partners however, we have significantly more men within the equity partnership. We continue to be committed to increasing our female representation at equity partner level.

## Salaried partnership

Mean Partner Earnings Gap	Median Partner Earnings Gap	Mean Partner Bonus Gap	Median Partner Bonus Gap
16.76%	18.26%	35.09%	42.68%

## Next steps

Devonshires undertake additional analysis of pay by job title to ensure that we are paying people fairly for the same roles regardless of gender. Our female employees continue to be well represented in the upper quartiles demonstrating our commitment to ensuring females reach senior positions. Although, we acknowledge that there is always more we can do to improve in this area. We are committed to continuing our work in this area, some examples of ways in which we will continue to do this includes:

- Continuing to view diversity and equal opportunity as high priority and continuing to build on a culture where colleagues can realise their full potential.
- Reviewing our recruitment processes to continue to ensure inclusivity for all candidates.
- Continuing to focus on ensuring women have the same opportunities for mid/senior roles as men.
- Continually review our policies, processes, and procedures to ensure we put in place additional support for our people.

