



O'Neill Patient
SOLICITORS LLP

GENDER PAY GAP REPORT

Relevant Pay Period = April 2017

Relevant Bonus Period = April 2016 to March 2017.

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Accounts Manager and COFA.

Report checked by: Robin Higham

Solicitor and COLP.

Report authorised by: Sue Brown

Managing Partner.

Summary

Under new legislation and in guidance with The Equalities Act (2010) we are required to publish an annual report detailing the difference in pay between Male and Female employees within our business. This report is known as the Gender Pay Gap Report and consists of 6 calculations.

We are pleased to report that we do not have a significant gap in pay between genders which supports our ethos of equality in the workplace. Some of the figures lean slightly towards the Male category. An explanation can be found within the report.

Number of Male Employees: 115

Number of Female Employees: 172

The Calculations:

1. The mean gender pay gap between male and female employees is 6.4%.
2. The median gender pay gap between male and female employees is 9.5%.
3. The mean bonus gender pay gap between male and female employees is -8.9%.
4. The median bonus gender pay gap between male and female employees is 34.0%.
5. The proportion of males and females receiving a bonus payment is 100% Male and 97.7% Female.
6. The proportion of males and females in each quartile pay band:

	Male	Female
Lower quartile band	43.1%	56.9%
Lower middle quartile band	32.8%	67.2%
Upper middle quartile band	47.7%	52.3%
Upper quartile band	40.0%	60.0%

Reference to anomalies:

Calculation number 4 has given a substantially higher figure than the figures in the rest of the report. We have looked into the reasons for this and have found the following points;

1. We have two Consultant Solicitors who are both Male. Both were Partner's of the firm previously but when they retired, became consultants. Given their previous roles and experience, they were remunerated with a higher than average salary and bonus scheme.
2. More of our Female employees work on a part-time basis than Males due to childcare. In the interest of fairness, some of our bonus payments made are on a pro-rata basis for part-time employees. These include Christmas and attendance bonuses. So, with more females working on a part time basis, the average bonus paid is less than the Male average.
3. It is less likely that somebody working part time would have a role with a bonus scheme. As there are more Female part time workers, this is another reason that has caused the anomaly.

We have considered the above points and are looking into how we can offer a more flexible approach towards female part time staff, which will include remote working, to enable them to move into bonus related roles.

I confirm that the data within this report is accurate.

Signed: *S Brown*

Sue Brown
Managing Partner
For and on behalf of O'Neill Patient Solicitors LLP