

Ashtons Legal
Gender Pay Report
2018

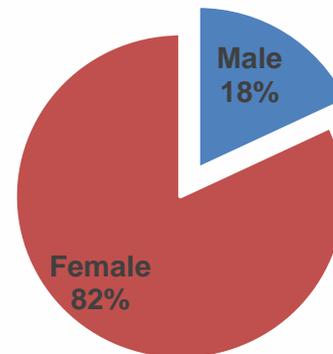
Ashtons Legal Gender Pay Gap

Since April 2017 UK employers with more than 250 employees have been required to publish data on their gender pay gap. The gender pay gap is the difference between men and women's average earnings within an organisation, expressed as a percentage of men's earnings (which are nationally higher).

The table below shows the firm's overall median and mean gender pay gap and bonus gap based on hourly rates of pay as at the snapshot date of 5 April 2018, and bonuses paid in the year to 5 April 2018.

On 5 April 2018 Ashtons Legal had 306 relevant employees.

Gender Headcount Breakdown



■ Male ■ Female

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	Median	Mean
Gender pay gap	43%	39%
Gender bonus pay gap	0%	47%
The proportion of males and females receiving a bonus payment	93%  Male	95%  Female

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Proportion of males and females in each quartile band

Quartile	 Male	 Female
Upper	41%	59%
Upper Middle	14%	86%
Lower Middle	8%	92%
Lower	8%	92%

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Review of our data

Once we collected the data for all of our employees, we wanted to understand if there has been any progress in reducing our gender pay gap and the reasons why we have a gender pay gap. Again, in 2018, we had a disproportionate female to male ratio at the firm, with 82% of our workforce being female and 18% being male. As previously, understanding the roles people hold at Ashtons explains this. There is a larger percentage of males in senior positions in the firm than in more junior roles, while there is a greater percentage of female employees across all quartiles.

The data shows us that male and female employees have equal access to bonuses, with the median being 0%. There is still a gap in terms of the mean (the total of all of bonuses divided by the number of individuals), although this has reduced since the previous report. The gap is unsurprising as we continue to have a higher proportion of men in senior positions than women and the majority of our bonuses are paid on percentage of basic salary.

When we review the quartiles (our data divided into four equal parts), our results are very similar to other professional services firms. The good news is we continue to have a greater number of females across all quartiles, including those in the higher pay bands.

We are making small improvements year on year and this is a trend we hope to continue.

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What are we doing about our gender pay gap?

We will continually monitor our gender pay gap in order to help us identify and, where possible, improve our pay gap. We have introduced pay bands to ensure that all decisions about pay are made fairly and in keeping with our commitment and we are continually working on this to take it to the next stage of development.

As a firm, we offer a number of training courses internally, which are open to our employees to attend, this will allow our employees to gain the leadership skills required to progress in our firm, with no gender bias. This has more recently been opened up to employees in support roles as well as those in legal teams.

We are also continually looking at different ways of working.

Our culture and working environment

As a firm, we put employees at the heart of everything we do, which is why 'To be a great place to work' is one for the firm's objectives. We strive to offer our employees the right culture and working environment. We have taken huge strides in offering flexible working to staff and are working on developing this even further. We remain committed to embedding this culture into the firm, and continually working at how employees can achieve their most desired work-life balance. We have recently undertaken a review of our IT infrastructure to allow more flexibility for our staff. We also provide a generous and supportive package for mothers, fathers, partners and adopters which include enhanced maternity pay. Our aim is to create a working environment where everyone can be themselves at work and are able to thrive, develop and succeed.