

Kennedys UK Gender Pay Report 2020 and 2021

The success of Kennedys is due to the quality of its people, and as a growing global law firm we are committed to promoting equality and diversity.

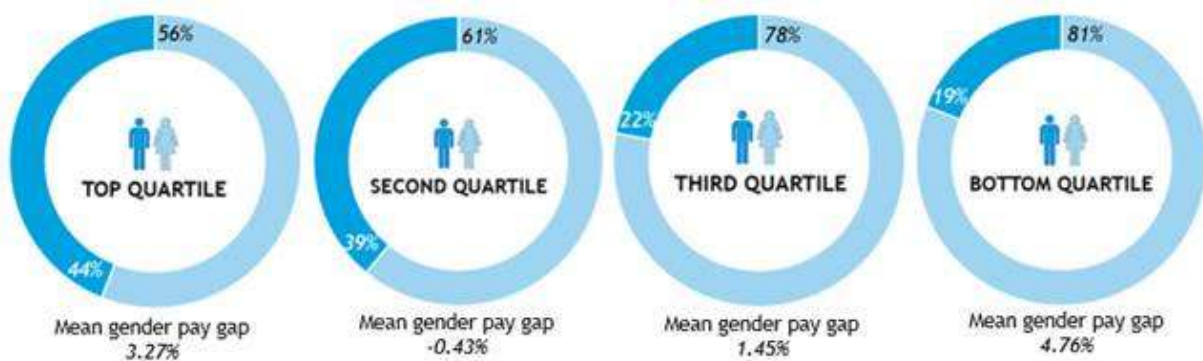
Legislation in the UK asks organisations with 250+ employees to publish gender pay information. The gender pay gap is not measured by reference to equal pay, which looks at men and women performing equal work, but is the measure of the difference between men and women’s average earnings across all UK employees.

2020 Figures

Kennedys Gender pay gap

	Pay Gap	Bonus Gap
Mean	21.83%	9.09%
Median	24.79%	9.09%

Proportion of males/females receiving bonus pay

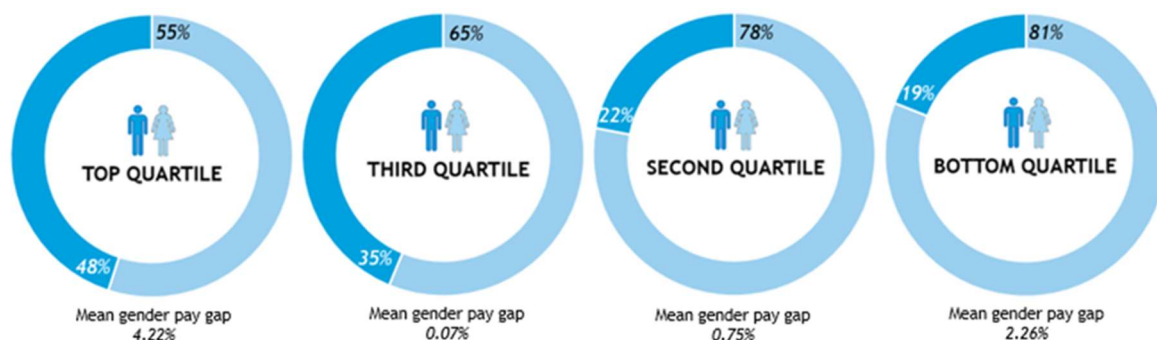


2021 Figures

Kennedys Gender pay gap

	Pay Gap	Bonus Gap
Mean	22.4%	18.3%
Median	25.4%	37.9%

Proportion of males/females receiving bonus pay



Definition of terms

Mean: The difference between the mean (average) hourly rate of pay/bonus for all men and women

Median: The difference between the middle rate of pay/bonus for all men and women when hourly rate is ranked in numerical order

Quartiles: Calculated by ranking all employees' hourly pay in numerical order and splitting them into equal groups of four

Reasons for the gender pay gap

Our mean gender pay gap has risen from 2020 by 0.57%, with the median gender pay gap rising by 0.61%. While we are disappointed to see this slight increase we are continuing to work to improve our gender pay gap. Similar to 2020, the main contributing factors for the gender pay gap continue to be:

High number of female secretarial and administrative employees

We now employ over 120 secretarial and administrative employees across the UK. These roles generally attract lower salaries than legal roles, in line with the legal sector norm. The legal secretarial/administration profession traditionally attracts females almost exclusively. We ensure that our recruitment and selection processes are inclusive and open to all, but we continue to see predominantly females applying for these roles.

High number of females joining the profession at entry level

As promised in our 2018 and 2019 reports, we have overhauled the way we attract and recruit trainees and apprentices in the anticipation that this will give a better balance at entry level moving forwards. As of April 2021 we recorded: Trainee Solicitors (74% female), Legal Apprentices (77% female) and Litigation Assistants (78% female).

Reasons for the bonus pay gap

Our mean bonus pay gap from 2020 to 2021 has changed from 9.09% to 18.28%, with the median moving from 9.09% to 37.99%. Main contributing factors include:

Females make up the majority of our lowest paid fee earning population

76% of our more junior lawyers that are eligible for a bonus are female. This skews the figures as they are understandably earning lower salaries, because they are junior lawyers, so this directly translates into lower bonus payments.

Working patterns and part time workers

There are 43 part timers who received bonuses in 2021 of whom 79% are female. That in turn means they receive a lower bonus than male counterparts who work full time. In the same vein, females returning from maternity leave will also receive a lower bonus payment than their male counterparts who will typically have worked for a full year while they will not have done.

Kennedys Partner pay gap

Although firms are not currently under any legal obligation to publish additional data other than the gender and bonus pay gap information for employees, we are continuing to report on our Partner Pay Gap for all our UK Partners.

Overall, Kennedys' UK Partnership is 32% female. Of our Equity A Partners, 25% are female and of our Equity B Partners, 38% are female.

2020	Pay Gap	2021	Pay Gap
Mean	21.7%	Mean	24.0%
Median	37.9%	Median	25.6%

What are we doing?

We remain committed to addressing the Gender Pay Gap at Kennedys. We continue to drive equality, diversity, inclusion, fairness and transparency throughout the firm and below are the positive actions that we continue to take:

- We conducted a firm wide salary review in November 2020 partly to show our commitment to closing the gender pay gap as well as paying lawyer and director bonuses. We continue to use a fair and objective salary review process which is gender neutral.
- We continue to regularly review and monitor promotion processes. those promoted to Senior Associate in 2020, 60% were female, in 2021, 56% were female. Of those promoted to Legal Director in 2021, 65% were female.
- Review and monitor the career path for females from Equity B partnership to Equity A partnership to reduce the partner pay gap over time.
- Conducting focus groups with our employees to gather data on what they want their working lives to look like. We have created a new hybrid working policy that will promote true flexible working while anticipating the changes around home and office working.
- Commitment to continuously review what, if any, the impacts are on the gender pay gap as a result of increased flexibility and home working.

- In 2019 we introduced ‘Successful Returners’, a coaching programme for people returning to the office after parental leave or long-term absence to help transition back into their role and help develop their career at Kennedys. Since its launch 89% of females who have gone on maternity leave have signed up to the programme and received coaching to support and guide them before, during and after their maternity leave.
- We have introduced paid emergency leave to support those who are affected by COVID-19 related matters. At the time of writing, 78% of those who have taken paid emergency leave are female. 45% of females have taken more than one day of paid emergency leave at a time, with 43% of males taking the same. This tells us that although the majority of uptake is by females, both male and female employees have taken the leave for similar durations of time.

“Over the past 12 months, we have continued to make strides in improving our diversity. We have established both regional and global Diversity and Inclusion advisory groups and recently welcomed a global Diversity and Inclusion Manager to the firm. We have also introduced a Regional Managing Partner role of which 50% are female giving us broader representation across key demographics. To complement the current climate, we implemented a virtual work experience program with over 5000 students taking part from more than 100 countries, allowing those who would not normally be able to access our work experience program to be able to understand and learn how a law firm works. This will further enhance our ability to attract people from all backgrounds.”

Nick Thomas, Senior Partner

Declaration

We confirm that Kennedys’ gender pay gap calculations are accurate have been carried out in line with the methodology provided in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



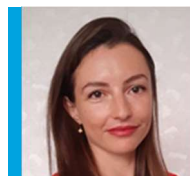
Nick Thomas
Senior Partner



Suzanne Liversidge
Global Managing Partner



Caroline Wilson
Global HR Director



Marianne Blattès
Diversity & Inclusion Manager