

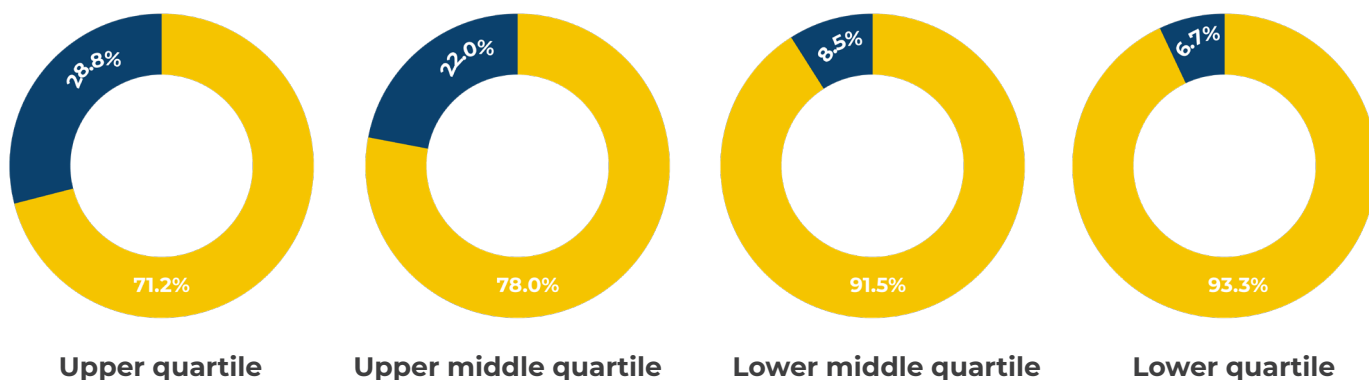
# Gender Pay Gap Report

5 April 2025

Roythornes Solicitors is committed to fairness, transparency, and equality of opportunity across all areas of employment. This report outlines our gender pay gap results for the 2025 snapshot date and provides narrative context to explain the underlying workforce factors contributing to our figures.

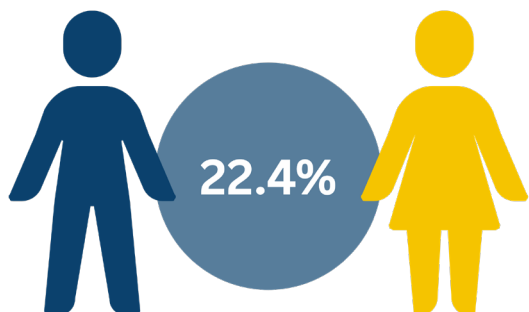
Our gender pay gap is influenced primarily by a high proportion of women in our workforce and the distribution of roles across the firm. Importantly, representation at Partner level remains balanced at 50% female and 50% male.

## Percentage of men and women in each hourly pay quartile



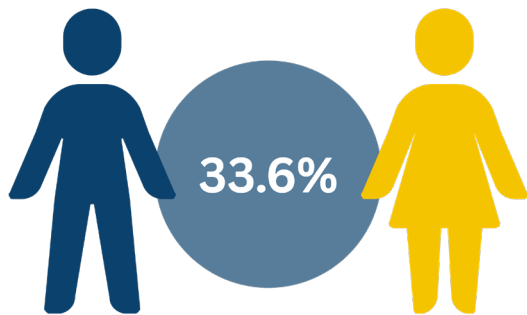
Women are strongly represented across all levels of the firm, including in the highest paid quartile. The firm’s workforce is approximately 80% female overall, and this natural weighting is reflected within each quartile. The lower middle and lower quartiles feature an even higher proportion of female staff, largely due to the concentration of administrative, support, and legal support roles that are predominantly occupied by women.

## Mean gender pay gap (hourly pay)



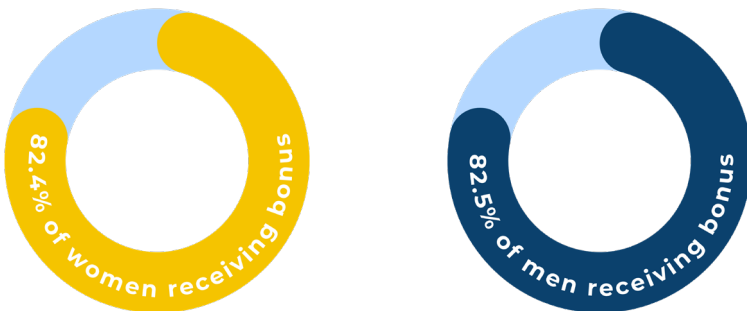
The mean hourly pay gap is influenced by the distribution of women across the lower and lower middle quartiles. While women are well represented at senior levels, a substantial proportion of female employees work in roles with lower hourly rates or on part time contracts.

## Median gender pay gap (hourly pay)



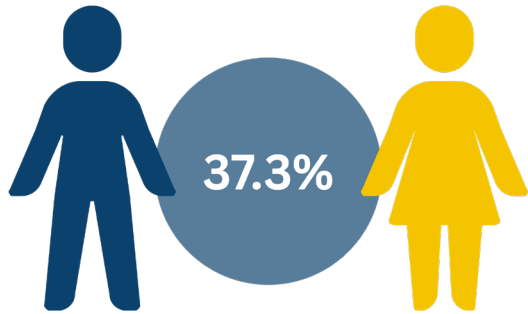
The median gap reflects the midpoint of pay for each gender. Because the majority of our part time and administrative roles are held by women, the midpoint of the female pay distribution falls within these job families, whereas the midpoint for men falls within fee earning or technical roles.

## Percentage of men and women receiving bonus pay



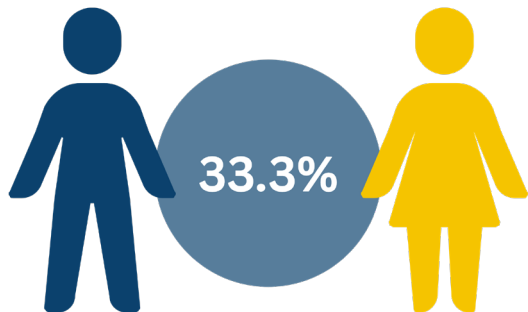
Bonus eligibility and participation are virtually identical for men and women. This demonstrates that access to bonus pay is fair and equitable. However, the value of bonuses (covered in sections 5 and 6) is influenced by job family and seniority, areas where gender representation differs.

## Mean gender pay gap (bonus pay)



Bonus gaps reflect the distribution of men in certain technical, business development or senior level roles where bonus opportunity is structurally higher. Importantly, this is not related to performance or bonus eligibility, which is consistent across genders.

## Median gender pay gap (bonus pay)



The median gap mirrors the mean gap for similar reasons.

# Workforce Context Influencing the Gap

## High proportion of women in the workforce

The firm's overall composition, around 80% women, naturally increases the influence of female dominated roles on gender pay calculations.

## Role distribution patterns

Women are highly represented in legal support and administrative roles, which carry lower pay bands. Although women are well represented at senior and professional levels, especially with a 50/50 gender balance among Partners, the concentration of female staff in lower pay bands creates downward pressure on female averages.

# What we have already done to close the gap

- **Balanced Partner representation:** We are proud to maintain a 50/50 male–female split at Partner level, demonstrating strong progression opportunities for women.
- **Flexible working pathways:** We have introduced enhanced flexible working options that support career progression alongside reduced hours.
- **Leadership development programmes** equally targeted at women and men in fee earning and managerial roles.
- **Recruitment process adjustments** to encourage gender neutral practises, balanced shortlisting and broaden candidate pools.
- **Pay frameworks** that support fair and consistent pay decisions across all roles.

Some actions take time due to:

- Structural changes to occupational distribution require long term efforts in recruitment, mentoring, and role development.
- Promoting women into higher earning technical or specialist roles is a multi year progression pathway.
- Workforce turnover and pipeline development naturally evolve over several reporting cycles.

# In summary

Roythornes Solicitors is committed to reducing its gender pay gap, and we are encouraged by the strong representation of women across all levels, including at Partner level. While our gender pay gap reflects the structural composition of our workforce and men in more technical or senior positions rather than support staff roles, rather than pay inequity. We remain focused on long term actions that support progression for all.

I confirm that the gender pay gap information and data presented in this report are accurate and have been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Gillian Nash-Kennell**  
HR Director