

2020 Gender Pay Gap Report

Taking an Inclusive Approach

As part of our commitment to transparency, the firm has elected to provide pay gap data for employees, partners and ethnic minorities.

Acknowledging that the legacy of the global pandemic will likely be hardest felt by women and minorities, we have intensified our focus on the recruitment, retention and advancement of female employees, female partners and ethnic minorities as a strategic and operational priority.

We are pleased to see positive trends in our ethnicity pay gap data and recognise that tackling the gender pay gap is a long-term strategy.



Jonathan Jones
European Managing Partner



As with all organisations, we now have four years data, which helps us track trends and develop our programmes. It is a journey and we are working hard with our advancing women's task force, as well as our diverse resource groups to develop a culture that is rich in diversity, instinctively inclusive and recognised as fair and transparent.

Below is our Gender Pay Gap report in compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

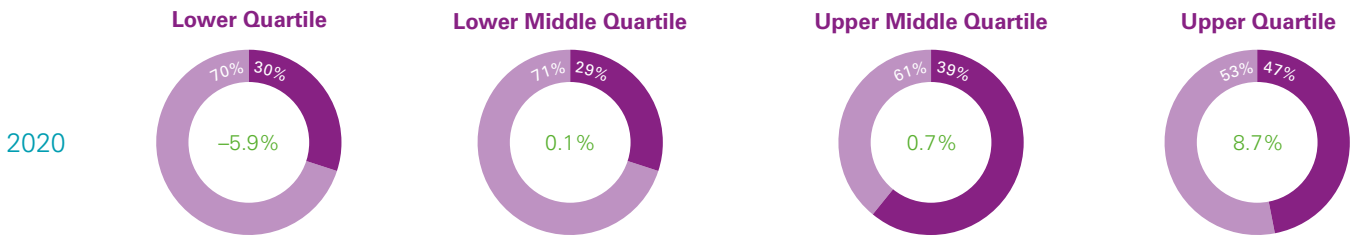
Employees Pay Gap

	Mean	Median
2020	18.7%	18.5%
2019	17%	16.1%
2018	22.9%	14.5%

Employees Bonus Gap

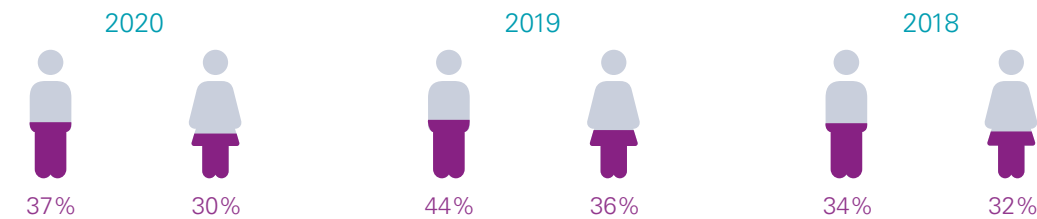
	Mean	Median
2020	43.7%	46.4%
2019	46%	50%
2018	58.4%	60%

Employees Pay Quartiles



Key Men Women Pay Gap

Proportion of Men and Women Employees Who Received a Bonus

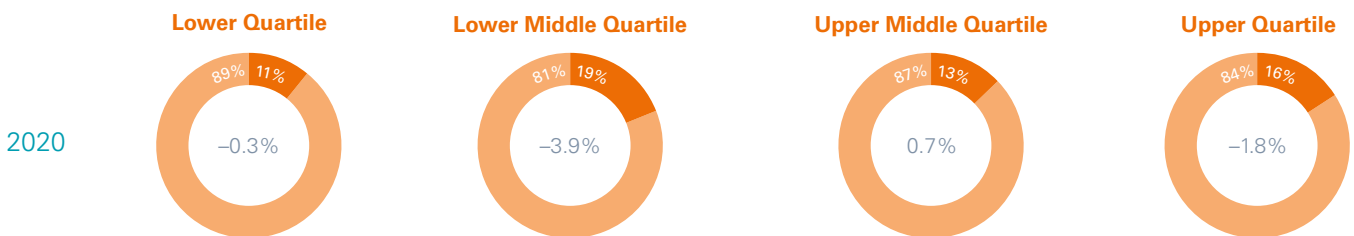


Ethnic Minority Pay Gap Data

Employees Pay Gap

	Mean	Median
2020	-4.8%	-1.6%
2019	-8.4%	6.2%

Employees Pay Quartiles



Key BAME Non-BAME Pay Gap

Partner Pay Gap Data

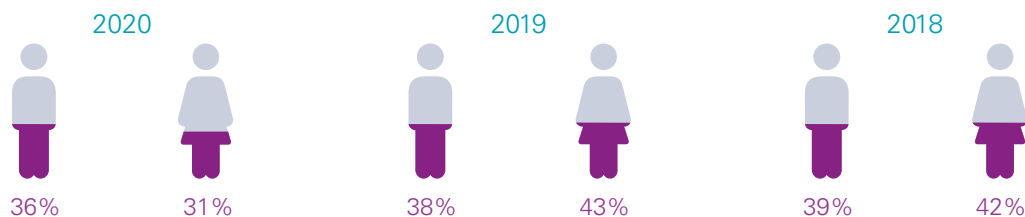
Partners Pay Gap

	Mean	Median
2020	2.1%	7.8%
2019	-6.3%	-0.1%
2018	6.5%	13%

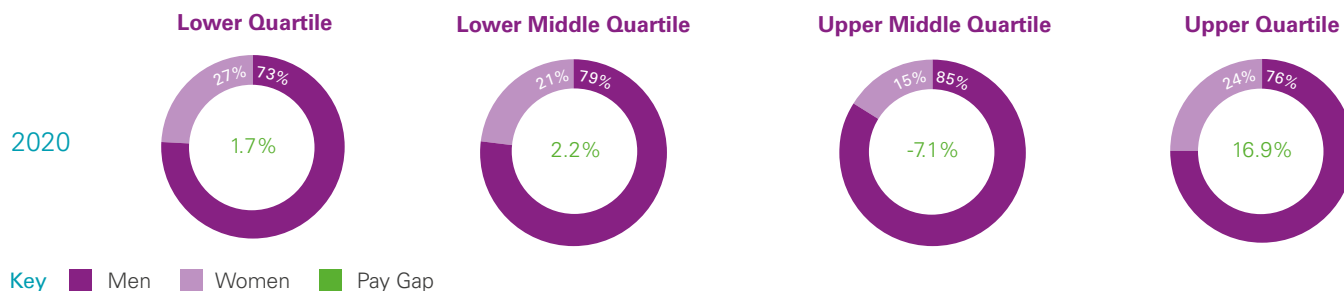
Partners Bonus Gap

	Mean	Median
2020	45%	40%
2019	29.4%	0%
2018	16.4%	0%

Proportion of Men and Women Partners Who Received a Bonus



Partners Pay Quartiles



Statement of Accuracy

We confirm that the data reported here is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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Our Commitment

We strive to provide an inclusive and motivating environment of equal opportunity and fairness where everyone's talents are utilised to deliver outstanding client service.

We have in place a variety of frameworks including our Inclusion and Diversity programme, Advancing Women's Taskforce, Advancing Black and Diverse Professionals Taskforce, Women's Enterprise and MyWellbeing programme, all of which will, both directly and indirectly, contribute to long-term and sustainable change in our demographics.

This has been further enhanced by the introduction of a leadership programme "Aspire" aimed at developing future partners through training, coaching and mentorship opportunities, as well as a comprehensive year-long programme of ongoing support for newly promoted partners to ensure their successful transition.

Consequently, over the next three to five years, we expect to see an increase in females, ethnic minorities and other diverse groups progressing through the firm, into partnership and advancing into global leadership and Board positions.



INCLUSION & DIVERSITY

The six pillars that make up our I&D framework (Gender, Multicultural, Accessibility, LGBT+, Social Mobility and Age) provide opportunities for networking, mentoring, support and professional development for lawyers and staff. Led by partner sponsors, each diversity pillar has a well-developed action plan, with an active and engaged employee resource group driving meaningful initiatives.



An Advancing Women's Taskforce was set up by the Global Board to review our existing frameworks and policies relating to the recruitment, advancement and reward of females in the firm. They work closely with, and have embraced the work of our very established Women's Enterprise network.

The cross-office and multi-functional task force, comprises 12 partners, including Global Board members and partners from a variety of geographies and practice groups. The chairman of our firm, alongside the chair and vice chairs of the task force, have spoken at many of our offices and attended meetings with people at all levels of the firm, to emphasise the importance and priority of this work.

Advancing Black and Diverse Professionals Taskforce

Reporting directly to the Global Board, this cross-office and multifunctional task force is reviewing and implementing policies to address issues that impair the advancement of ethnic minority lawyers and employees.



MYWELLBEING

Our global "MyWellbeing" programme supports the daily and long-term wellbeing of all of our people in their health, family, career, finances and community, creating an environment where people feel empowered to talk more openly and receive the support they need.

We recognise that offering well-regarded family care support is important to addressing gender balance, including maternity, paternity and shared parental leave, carers, flexible working and salary sacrifice arrangements.