

April 2021

Russell-Cooke Gender Pay Gap Report

Introduction

We recognise that the existence of a gender pay gap at Russell-Cooke means there is work to be done to ensure the highest status and highest paid role at the firm, that of partner, is genuinely accessible and achievable without undue sacrifice by all women. We also acknowledge the pressure on all parents and carers.

During the past 18 months or so we have invested in improving progress for women at all levels, as well as all parents and carers. We:

- have continued to develop the cohort groups – peer groups across different levels in the firm, providing support, networking opportunities, training and learning and development frameworks to ensure equality of opportunity
- launched a mentoring scheme to allow junior people access to mentoring from those who have attained more senior roles
- set up a monthly online support group for working parents and carers
- set up HRTea, a network for menopausal and peri-menopausal women, providing information, mutual support and, above all, recognition of what they are going through

Furthermore, the appointment of our first female senior office-holder as Joint Managing Partner in February 2021 has provided a positive role-model for women to show that the most senior positions in the firm are available to them.

That many of our most senior and well-known partners are women is reflected in the fact that in January 2021 we were named a top 10 London law firm for gender diversity by the Legal 500, with 54% of our recommended lawyers being women.

We hope to see a continuing positive downward trajectory in the gender pay gap over the next year and will continue to make every effort to ensure genuine equality of pay and opportunity for all at Russell-Cooke.

We have been heartened that, in a recent consultation with our junior associates, we were told that Russell-Cooke’s female partners are ahead of the curve in terms of showing junior colleagues (both female and male) that it is possible for women to manage a very successful work life without sacrificing their home life.

A much lauded example of this is philanthropy partner Pippa Garland’s outstanding piece on Leaving Loudly. It has been shared far and wide, topping the most popular article polls in the legal press and referenced at international conferences. It is a must read for all: [Why I’m leaving loudly – and why you should too | Russell-Cooke.](#)



The information provided in this report is accurate.

**Alison Regan and James Carroll,
Joint Managing Partners**

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Statutory disclosures

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require employers with 250 or more employees to publish their gender pay gap data annually.

In this report we are publishing figures in respect of 2021; the information provided is based on a snapshot date of 5 April 2021.

We are not obliged to publish figures for our partners, as they are not employees. However we have chosen to do so in the interests of transparency.

Gender pay gap

Gender pay gap report (employee figures)

The tables on this page show the mean and median gender pay gaps for employees.

The **mean** figure is calculated from the average calculated arithmetically and can be impacted by outliers of very high or very low hourly pay figures.

The **median** figure is calculated from the middle hourly pay rate when they are put in order, and is therefore less affected by outliers.

The median is generally seen as the more robust measure to use for comparison.

The pay gap – difference between male and female employees in terms of hourly pay

The gender pay gap reflects the average hourly pay of all females compared to the average of all males, and is expressed as a percentage relative to the male average in each group.

The table below shows our gender pay gap for 2021.

Based on the statutory reporting requirements, the firm's gender pay gap data as at 5 April 2021 was as follows:

	Mean	Median
Hourly pay:	13.2%	20.5%

We are pleased to see the picture shows a positive trend with the pay gap reducing year on year when comparing 2021 against 2020. There was a **2.4%** reduction in the mean pay gap and a **2.1%** reduction in the median pay gap when viewing figures from year to year.

Why do we still have a gender pay gap? We are not comparing like with like. Historically the most senior and highly paid roles at the firm (ie. the partners) were held by men. Equally, the most lowly paid admin roles (ie. the executive assistants/EAs) were held by women (and still are). Whilst the partner gender balance is gradually changing, the EA gender balance remains predominantly female. We are confident that we give equal pay for equal work. Where we have work to do is on ensuring that women reach the most highly paid and senior roles (in the partnership) in the same numbers as do men.

It should be noted that there will be inevitable fluctuations from year to year caused by:

- turnover
- promotions (from senior associate to partner)
- part-time workers (the majority of whom are female)
- maternity leave

The pay gap – differences between men and women in terms of bonus payments

Bonus payments apply to employees only.

Bonus pay gap

	Mean	Median
Bonus paid:	12.7%	29.5%

	Female	Male
Proportion of employees receiving bonus	99.5%	98.4%

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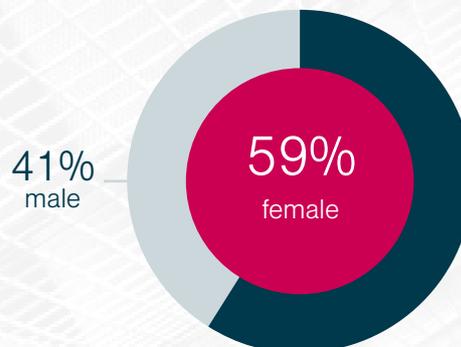
Gender distribution

The statutory data consists of 331 employees as at 5 April 2021; partners are not included. 69% of that population was female. There were in total 174 qualified lawyers (excluding partners) and 57% of these were female. There were 62 partners on that date of whom 39% were female.

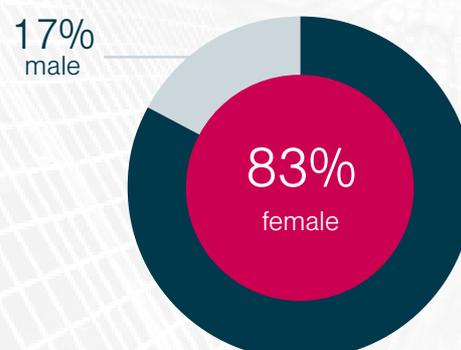
Russell-Cooke has for a long time been a majority female firm, both when taking into account all staff and when analysing qualified lawyer numbers. Only at partner level does the percentage of females fall below 50%.

Proportion of females and males in each hourly pay quartile.

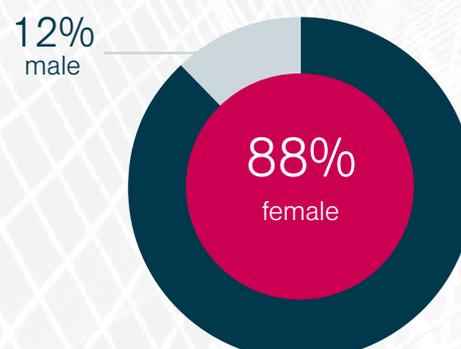
Top quartile:



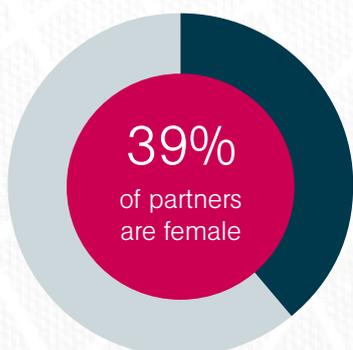
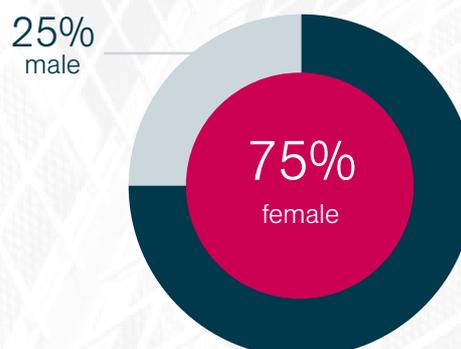
Upper middle:



Lower middle:



Bottom quartile:



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Overall women represent 69% of employees, excluding the partner population, and are well represented across all pay quartiles. However there is a significantly higher proportion of women in the lower paid quartile where there are likely to be more administrative and low-skilled roles as well as more part-time roles which are almost entirely staffed by women.

Quartiles	Mean	Median
Upper	0	1%
Upper middle	0	0
Lower middle	1%	2%
Lower	-6%	-9%

The charts above show the gender pay gap distribution when looked at through four equally sized hourly pay quartiles. At the upper end of the pay scale the gender pay gap has almost been neutralised, meaning that the higher paid members of staff who tend to be lawyers or the most senior members of business services are being paid equally. In fact at the lowest end of the pay quartiles there is a negative pay gap meaning women are paid more than men. However the fact that women represent such a significant proportion of this group is what drives the firm's pay gap overall – it is not amongst the lawyers but amongst business services staff.

Partner pay gap

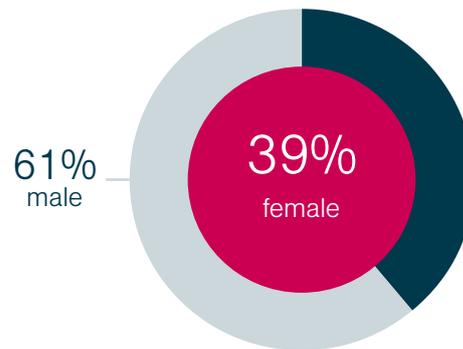
The statutory reporting requirements only include employees so partners are excluded. At the relevant time for this calculation, the firm had 62 partners. All are equity partners.

The gender pay gap for partners, based on total profit share was as follows:

	Mean	Median
2021	15.5%	26.7%

The difference in partner remuneration reflects a greater proportion of the longest serving partners (those who were promoted in the latter decades of the 20th century) being male, a situation that is changing as that cohort of partners gradually retires.

Proportion of female to male partners



[russell-cooke.co.uk](https://www.russell-cooke.co.uk)



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