

Gender Pay Report 2023



We are pleased to set out Geldards' gender pay report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. All figures in this report relate to the "snapshot date" of 5th April 2022.

As in previous years, as a demonstration of our commitment to transparency and attainment of parity in gender pay, we continue to include figures from previous years in this report to show progress made.

Geldards continues to have an environment where all employees have equal opportunities for

development and progression. And our stated values reinforce this with the commitment that "everyone is respected as an individual, treated fairly and equally" and "given the opportunity and encouraged to develop and thrive both professionally and personally".

We make no distinction on any grounds of gender, race, sexuality or religious beliefs and are confident that we pay employees fairly for the roles they undertake. As an organisation, we are committed to taking all steps possible to close the gender pay gap and being an employer that works for everyone.



Melissa Moran

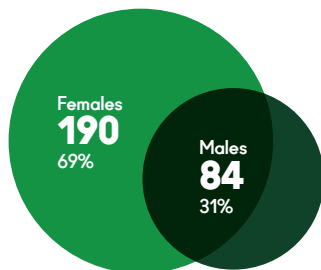
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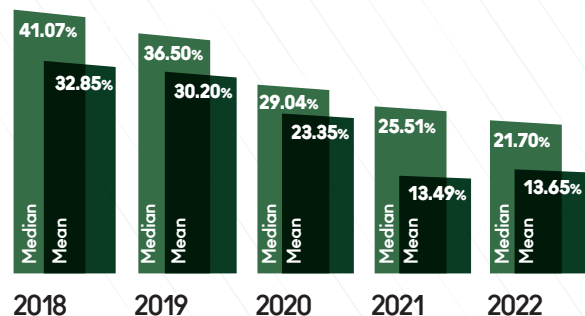
Employees by Gender



Total - 274

Percent of total employees at Geldards by gender, 2022

Gender Pay Gap 2018 - 22



The mean and median gender pay gap based on hourly rates.

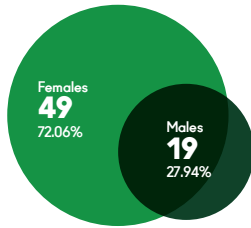
Key

Mean - The "mean" is the most commonly used "average" where all numbers in a range are added together and then divided by the total number of numbers in the range.

Median - The "median" is the "middle" value in a range of numbers. The median is obtained by listing a range of numbers in numerical order from smallest to largest and identifying the middle value.

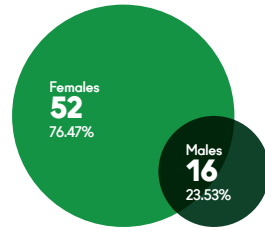
Gender Distribution & Pay Gap by Pay Quartile

Lower Quartile



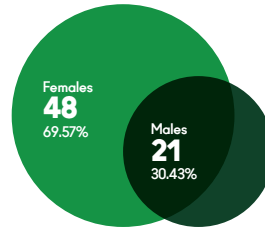
Mean Pay Gap	Median Pay Gap
-1.70%	1.30%

Lower Middle Quartile



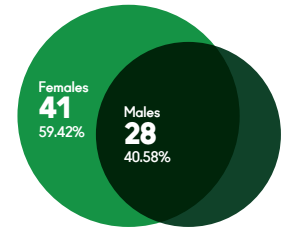
Mean Pay Gap	Median Pay Gap
2.58%	7.47%

Upper Middle Quartile



Mean Pay Gap	Median Pay Gap
-6.00%	-4.49%

Upper Quartile



Mean Pay Gap	Median Pay Gap
-0.58%	8.02%

Pay Gap & Quartile Conclusions 2022

As previously reported, the firm has made strong progress in reducing the gender pay gap since the introduction of reporting in 2018. We remain pleased that this progress has continued across several metrics in 2022. The main progression in the reporting period has been the continued fall in the Median Gap which has now nearly halved over the period shown, matching the same decline in the equivalent Mean calculation.

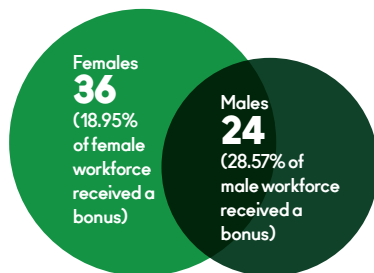
The Quartile calculations shown, once again demonstrate a positive picture with 3 of the 4 Quartiles showing negative Mean Pay Gaps confirming that in these areas, female pay is greater than male pay. Whilst we continue to make progress, the rate of improvement is slowing as we move closer towards achieving gender pay parity. It is important to

state that the slowing of improvement does not reflect any easing of ambition or steps to achieve gender parity by the firm. We believe the progress made is a sign of the success in policies and steps implemented by the firm. Geldards continues to recognise that it is incumbent on the firm to ensure that all policies and procedures are designed to strive for equality & diversity and develop attitudes and behaviours which support this.

The steps introduced in recent years to improve pay parity, including creating clear pay grades for roles, skills-based assessments and unconscious bias training, continue to deliver results and improve performance. The firm's agile working policy also creates greater flexibility, assisting many people (particularly female colleagues) with child and care responsibilities.

Bonus Pay Gap

Bonus Paid in 2022 by Gender:



Mean Bonus Pay Gap	Median Bonus Pay Gap
-21.64%	31.03%

Bonus Pay Gap Conclusions 2022

Disparity in Gender composition across Quartiles continues to impact on the bonus figures with no applicable bonus schemes available for support staff. One major positive change in the reported figures in the year was the move to a negative Mean Bonus Pay Gap meaning that the average figure paid to females was higher than males for the first time.

We anticipate that Bonus payment figures will continue to fluctuate year-on-year due to influencing factors. We shall be looking closely at the proposed move towards team bonuses for legal staff to ensure these do not contain any unintended Gender Pay consequences.