

KINGSLEY NAPLEY
WHEN IT MATTERS MOST

Gender Pay Report 2020



At Kingsley Napley LLP, we welcome annual gender pay gap reporting as a mechanism for increasing transparency for gender pay issues.

Whilst the legal obligation to publish our gender pay gap report has been delayed due to the on-going disruption of the COVID-19 pandemic, we are committed to being as open as possible, going beyond the legislative reporting requirements by publishing our 2020 report ahead of the 5 October 2021 deadline, and breaking down our data to show the gender pay gap for our lawyers and partners at each level. We have provided percentage gaps for our employee and partner pay and bonus data. A positive percentage figure represents where there is a gap which favours males and a negative figure one that favours females.

The information provided in this report is based on a snapshot date of 5 April 2020.

Gender breakdown at KN



In order to achieve this, we know that there needs to be a combination of positive actions that promote an inclusive culture, address bias in the workplace, and create an agile and flexible working environment.

Pay data

The tables below show the gaps between the hourly earnings of male and female employees and partners at the snapshot date.

The gap between gross hourly earnings of all male and female employees at the snapshot date:

MEAN	MEDIAN
13.29%	19.25%

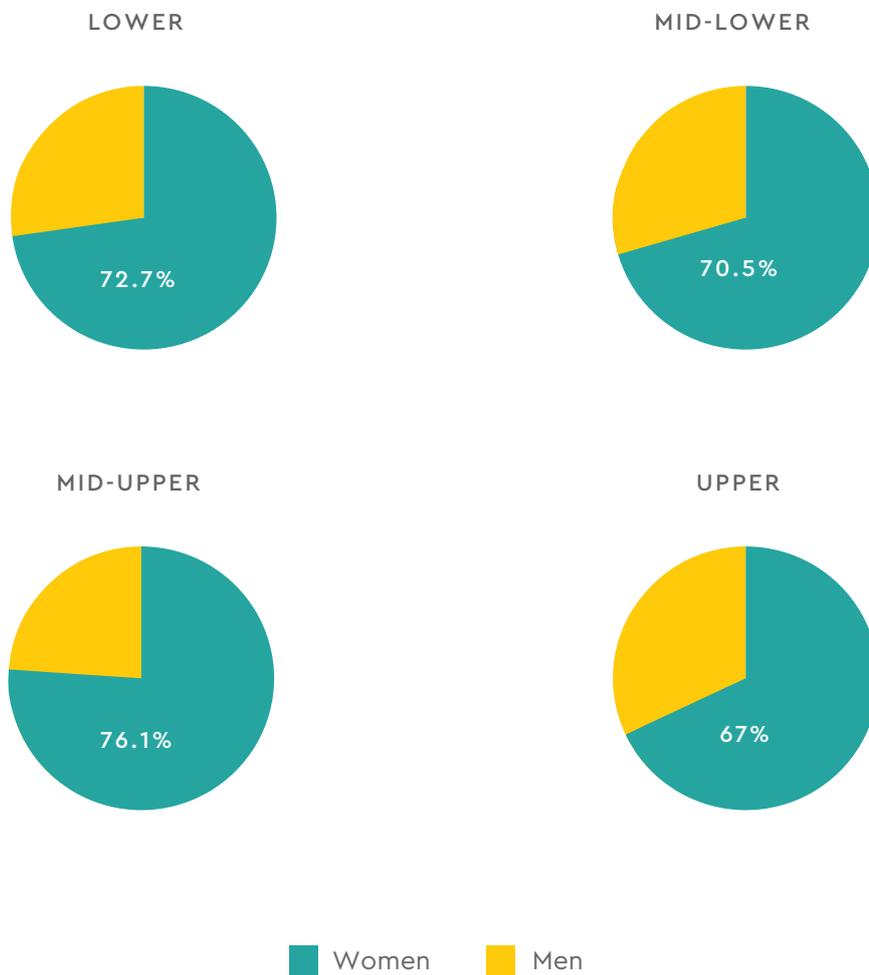
The gap between gross hourly earnings of all male and female employees and partners at the snapshot date:

MEAN	MEDIAN
24.1%	23.9%

We believe that our gender pay gap is caused primarily by the structure of our workforce and the gender split across different roles at the firm. At the time of reporting 94.9% of our secretarial services and administration roles, which are traditionally lower paid roles, were held by females.

As you can see from the quartile gender split below, 71.6% of individuals who fell into the lower and lower-mid quartiles were women and the smallest proportion of women are represented in the upper quartile.

The tables below show the distribution of male and female employees in each quartile, based on their hourly earnings at the snapshot date



The tables below show the distribution of male and female employees in each quartile, based on their hourly earnings at the snapshot date

All Associates

MEAN	MEDIAN
3.6%	1.7%

All Partners

MEAN	MEDIAN
3.25%	12.7%

Junior Associates

(NQ UP TO 4 YRS PQE)

MEAN	MEDIAN
1.5%	-2.8%

Fixed Share Equity Partners

MEAN	MEDIAN
2.6%	9.41%

Mid Level Associates

(4 YRS UP TO 7 YRS PQE)

MEAN	MEDIAN
1.3%	2.0%

Full Equity Partners

MEAN	MEDIAN
-8.51%	-11.9%

Senior Associates

(7+ YRS PQE)

MEAN	MEDIAN
5.8%	2.3%

Bonus data

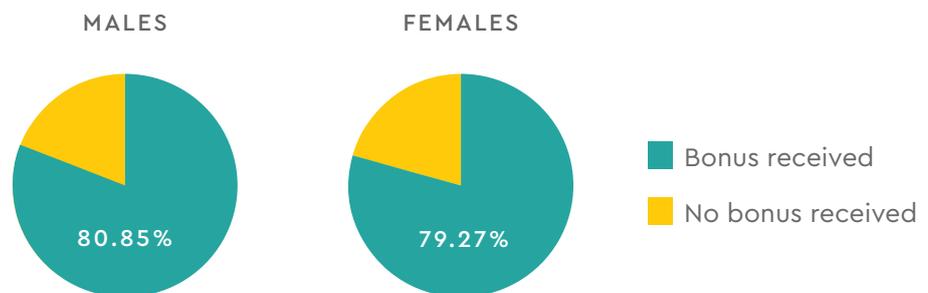
The difference between gross bonus payments made to male and female employees at the snapshot date:

MEAN	MEDIAN
23%	7%

The difference between the gross discretionary performance bonus payments made to male and female employees and partners at the snapshot date:

MEAN	MEDIAN
44.74%	41.67%

Proportion of males and female employees who received a bonus payment at the snapshot date:



The charts below outline the bonus gap for our partners at each level, at the snapshot date:

All Partners

MEAN	MEDIAN
4.22%	-8.63%

Fixed Share Equity Partners

MEAN	MEDIAN
-13.79%	-7.77%

Full Equity Partners

MEAN	MEDIAN
-27.92%	-47.46%

Understanding our results

At Kingsley Napley, we are confident that both men and women are paid equally for performing equivalent roles across both business support and our fee earnings practice areas.

The firm rewards individuals in line with the level of responsibility fulfilled within the business, as well as with the markets that those individuals work within. We take a rigorous and fair approach to remuneration, which includes external salary benchmarking, and the Managing Partner reviewing and approving all pay and bonus awards, to ensure consistency and equal pay across the firm.

Pay Data

As has been observed across the legal and professional services industry, our overall gender pay gap is affected by the distribution of roles at the firm. We have a higher proportion of women working in our secretarial and administrative functions, which generally sit within the lower and lower-mid pay quartiles. At the snapshot date, the secretarial services function was made up of only 5.1% men and the firm had a much higher proportion of women than men working in other administrative roles. These factors, combined with the fact that the distribution of men increases in the mid-upper and upper quartiles shows that proportionally there are more men working in senior management roles at the firm than women, making the gap more prevalent.

Upon analysing the data in further detail, specifically relating to our lawyers at each level, the gender pay gap is much smaller. In one instance, the pay gap actually favours women but it is important that we continue to focus on ensuring that there is as little gap as possible moving forward.

Bonus Data

At Kingsley Napley we pride ourselves on providing an equal opportunity to both men and women to receive a bonus award, and believe that the main reason for the mean gap in bonus awards is due to the fact that the bonus data is assessed on the total sum awarded and pro-rated amounts are not taken into consideration.

The individuals who are most impacted by this are those who took a period of parental leave, had a flexible working arrangement in place or joined part way through the relevant bonus year, as their awards were made on a pro-rated basis. 90.7% of our 12.2% part time employees are female,

and during the year which the bonuses were awarded over 3% of our female employees had taken parental leave.

In a firm with such a high proportion of women (who are impacted the most by the way that bonuses are allocated), we hope that in the future more men will take advantage of the firm's shared parental leave policy (which matches our maternity leave pay policy), flexible working and agile working policies, to help reduce our bonus pay gap.

Looking forward

At Kingsley Napley, we are committed to creating and maintaining a diverse workforce in all areas and at all levels of the firm. We recognise the many business benefits of doing so, including greater innovation and creativity, happier and more engaged teams, and an appreciation of alternative viewpoints, which all lead to increased productivity and contribution to the firm.

The firm's people strategy and diversity and inclusion plan focuses on ensuring that our working environment allows us to realise potential around the firm, and to provide a workplace that enables individuals to work in an agile way. We continue to develop our inclusive leadership strategy, and focus our efforts on addressing any unconscious bias throughout our recruitment and career development processes.

We are committed to creating an agile work environment, which will better support our people's wellbeing as well as productivity. There has been an enhanced need for flexible working due to the on-going pandemic and Kingsley Napley's office move in Q3 of 2021. In light of this, we will continue to improve our flexible working policies whilst introducing agile working to make it more accessible to those who require greater flexibility to collaborate with their colleagues and clients successfully when away from the office. The firm will be encouraging employees to work in a way that suits them as well as the firm and we believe this will continue to enhance wellbeing and the work life balance.

Today, over 70% of our workforce is female and we want to continue supporting our talented female employees throughout their careers at Kingsley Napley. We champion female role models across the firm as part of our firm's diversity and inclusion initiatives and use their insight and experience wherever possible to reinforce this. We also seek to understand the challenges faced by all firm

members at times of significant career transition, and try to ensure that appropriate support is in place for them.

We provide coaching and guidance to our women in the run up to, and throughout their maternity leave, as well as on their return to work, and work to educate our current leaders to give support and encouragement where it is needed. The HR team work closely with our Families responsible business committee group to develop and introduce new initiatives. We have recently produced parental leave packs and manager guidance to ensure a consistent, firm wide approach. We are always looking for new ideas to develop this area of support and to ensure we deliver a consistency firm wide approach.

We believe that our internal processes and procedures relating to pay and progression are fair and robust, but we will continue to challenge ourselves and the decisions made moving forwards, in light of the findings in this report.



Linda Woolley
MANAGING PARTNER

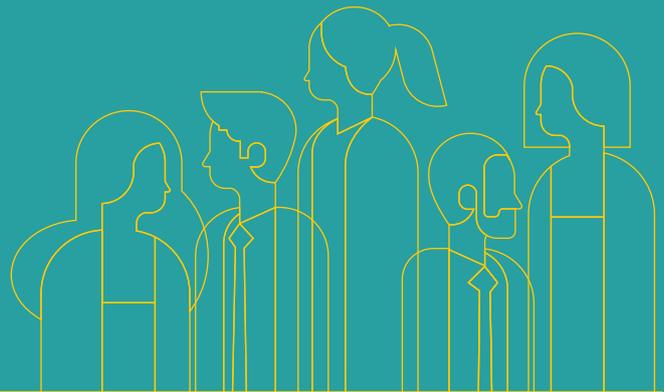


Jemimah Cook
HR DIRECTOR

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

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Kingsley Napley is an internationally recognised law firm based in central London. Our wide range of expertise means that we can provide support for our clients in all areas of their business and private life. Many of our lawyers are leaders in their field and our practice areas are highly ranked by the legal directories. We are known for combining creative solutions with pragmatism and a friendly, sensitive approach. The relationship between lawyer and client is key. We work hard to match clients with lawyers who have the right mix of skills, experience and approach in order to achieve the best possible outcome.

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