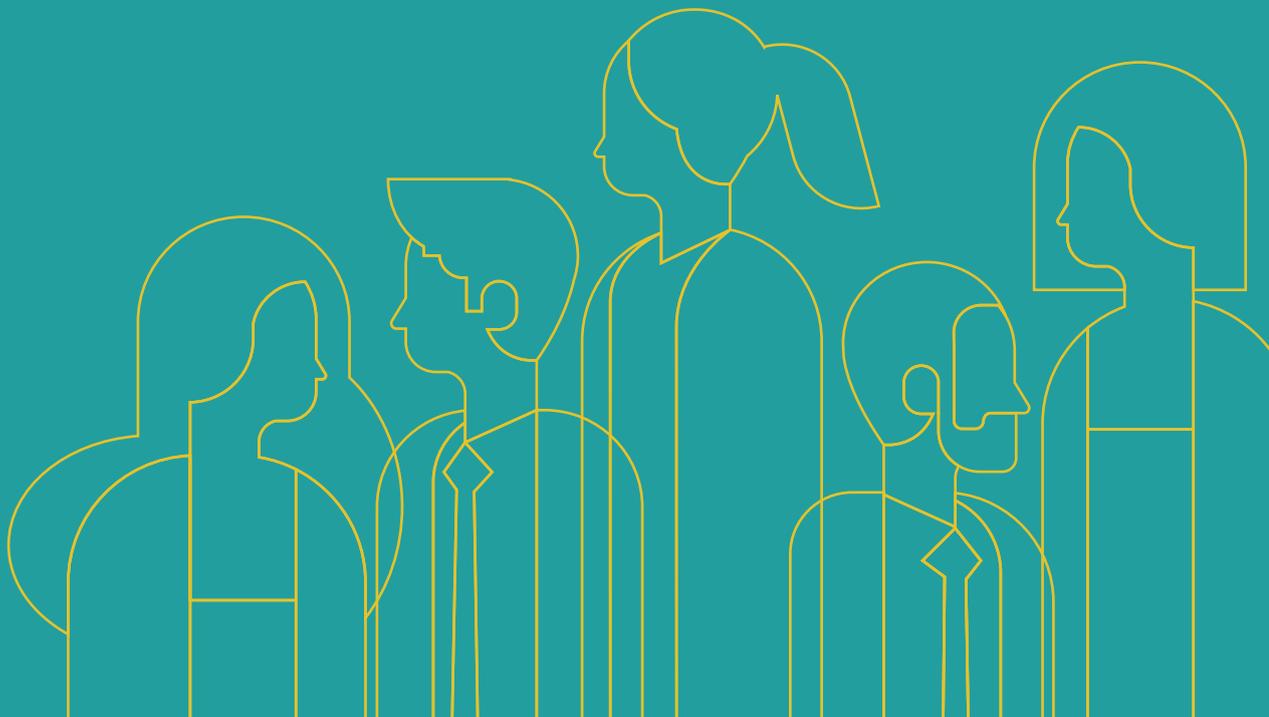


KINGSLEY NAPLEY
WHEN IT MATTERS MOST

Gender Pay Report 2021



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

We are committed to being as open as possible, going beyond the legislative reporting requirements by breaking down our data to show the gender pay gap for our lawyers and partners, as well as our business support teams.

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 2021.

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

MEAN	MEDIAN
22.25%	28.66%

The tables below show the gender pay gap for our Associates, Partners and Business Support members, based on their hourly earnings at the snapshot date

All Associates

MEAN	MEDIAN
1.6%	-0.6%

All Partners

MEAN	MEDIAN
22.16%	13.39%

Junior Associates

(NQ UP TO 4 YRS PQE)

MEAN	MEDIAN
-0.5%	-3.3%

Fixed Share Equity Partners

MEAN	MEDIAN
12.93%	17.54%

Mid Level Associates

(4 YRS UP TO 7 YRS PQE)

MEAN	MEDIAN
-0.1%	3.3%

Full Equity Partners

MEAN	MEDIAN
3.43%	0.80%

Senior Associates

(7+ YRS PQE)

MEAN	MEDIAN
-1.2%	-3.3%

Business Support

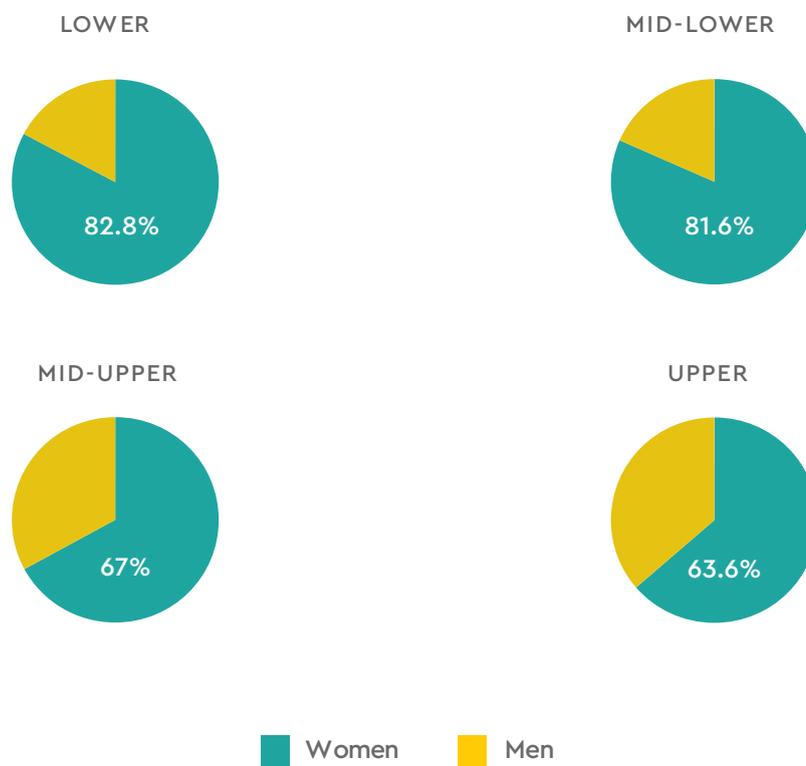
MEAN	MEDIAN
28.28%	28.77%

We have not included our Secretarial Services pay gap, as 100% of the function were female at the snapshot date.

We believe that our firmwide gender pay gap is caused primarily by the structure of our workforce and the gender split across different roles, primarily within our secretarial services and business support functions.

As you can see from the quartile gender split below, 82.1% 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



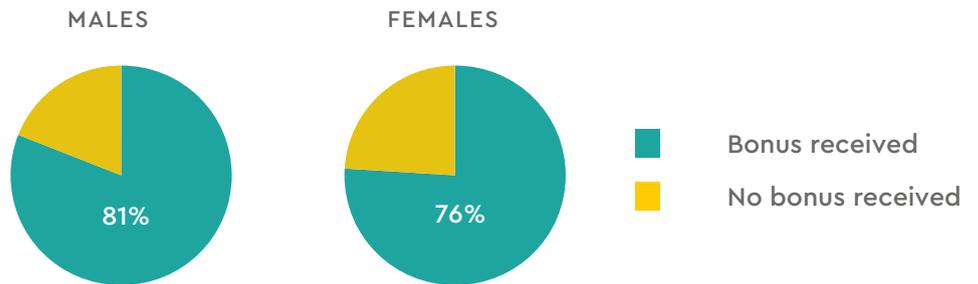
Bonus data

Employee Data

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

MEAN	MEDIAN
43.09%	24.71%

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



Partners Data

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

All Partners

MEAN	MEDIAN
23.18%	0.67%

Fixed Share Equity Partners

MEAN	MEDIAN
18.79%	2.55%

Full Equity Partners

MEAN	MEDIAN
-6.06%	0.77%

Understanding our results

At Kingsley Napley, we are confident that both men and women are paid equally for performing equivalent roles across the firm.

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, on the whole, affected by the distribution of roles at the firm. We have a higher proportion of women working in our secretarial function and administrative roles, which generally sit within the lower and lower-mid pay quartiles.

At the snapshot date, the secretarial services function was made up of 100% women 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 higher paid, senior management, roles at the firm than women, making the gap more prevalent.

Upon analysing the data in further detail, it is apparent that our gender pay gap is much smaller or inverted for our partners and lawyers, but is more pronounced when reviewing our business support data in isolation. This highlights the need for the firm to focus our equal pay efforts on our business support teams, to ensure that women are championed, promoted and rewarded for the roles that they perform. The HR team will be conducting a thorough review of business support bonus allocations, to explore our results and understand the reasons for the gap.

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.

In the period that the firm's discretionary bonus awards are made, 88% of our 17% part time employees were female, and during the year which the bonuses were awarded 10.5% of our female employees took parental leave. Additionally, of those individuals who joined the firm between May and December (and therefore did not qualify for a bonus) 67% were female, which explains why a lower proportion of women received a bonus when compared with men.

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 to Bonhill Street in the summer of 2021.

In September 2021, we introduced agile working to the firm, to give everyone at the firm the opportunity to work in the way that suits them, as well as the firm, and believe that this will enhance wellbeing and the work life balance of all of our firm members.

Today, 71% of our workforce is female and we want to continue supporting our talented female firm members 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 to develop and introduce new initiatives, and in the last year we have increased our parental pay policies, introduced a pregnancy loss policy, provided support to those going through the menopause and to firm members experiencing domestic violence. We will also be looking at how to support those experiencing fertility issues in the coming months and will consistently review our benefits, wellbeing and flexible working offerings.

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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