

KINGSLEY NAPLEY
WHEN IT MATTERS MOST

Gender Pay Report 2022



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

A positive percentage figure represents where there is a gap which favours males and a negative figure one that favours females.

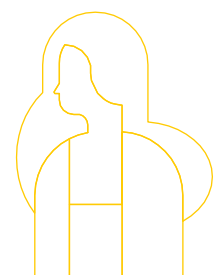
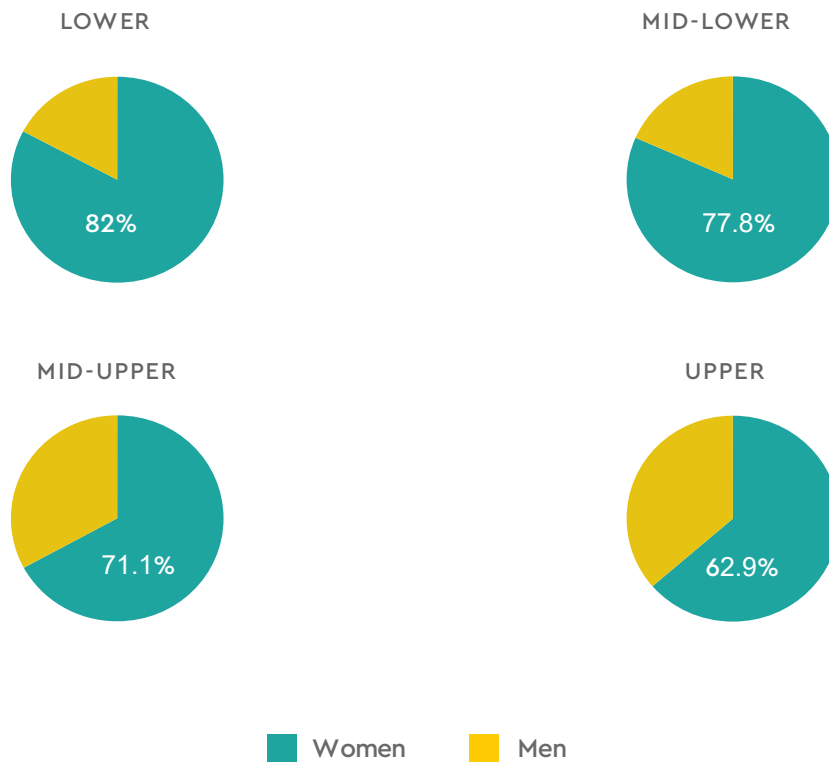
The information provided in this report is based on a snapshot date of 5 April 2022.

Pay Data

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

MEAN	MEDIAN
22.77%	28.35%

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



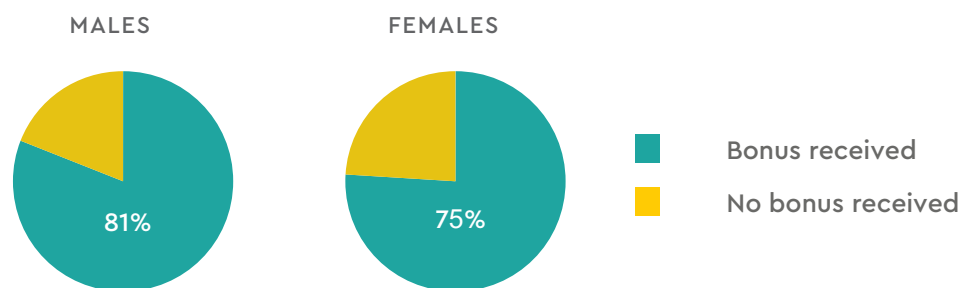
Bonus data

Employee Data

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

MEAN	MEDIAN
61%	25%

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



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.

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 as we have a higher proportion of women working in the lower and lower-mid pay quartiles. This, 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 roles at the firm than women, making the gap more prevalent.

Our internal review will focus on our own internal assessments to ensure we remove any identified barriers for talented women to progress at our firm.

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 median 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 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 the time of writing, the firm is undergoing a rigorous Equity, Diversity and Inclusion review, to ensure that our policies, procedures and processes internally are fit for purpose and achieving what expect them to.

Once the review is complete, we anticipate publishing a far more detailed gender pay report, going beyond the statutory requirements to fully understand why and where our gender pay gap exists so that we can identify where changes need to be made to reduce the gap. We anticipate that this will be published by September 2023.



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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