



**PENNINGTONS  
MANCHES  
COOPER**

**UK  
GENDER  
AND  
ETHNICITY  
PAY GAP  
2024**

# INTRODUCTION

As we continue to work towards the goals outlined in our 2023-2026 strategic plan, fostering an inclusive, fair, and equitable workplace remains key to our success.

Our eighth annual UK gender pay gap report, which incorporates our fifth UK ethnicity pay gap report also includes our first disability pay gap report. By providing information that currently goes beyond the requirements set by the UK Workplace Gender Equality Agency, we hope we are demonstrating our ongoing commitment to transparency and responsible business practices.

In the year to April 2024, our average (mean) gender pay gap for all staff decreased slightly to 11.8%, down from 12.0% the previous year. This modest reduction shows our ongoing dedication to closing the gender pay gap, while acknowledging that there is still more to do. Our average (mean) bonus pay gap stands at 18.8%, with a greater number of females receiving bonuses and a higher total bonus spend compared to male employees.

## PARTNER GENDER PAY GAP

We have made progress in reducing our partner gender pay gap to 14.1%, down from 15.0% in 2023. This improvement reflects our commitment to equitable remuneration at all levels of the firm.

## ETHNICITY PAY GAP

Our ethnicity mean pay gap for all staff has widened to 14.0% in 2024, up from 12.9% a year earlier. This increase is due to a more accurate calculation method that excludes employees who have categorised themselves as 'unknown.' Using last year's calculation method, the gap would be 12.7%, indicating a reduction from 2023. We believe this year's calculation provides a clearer representation of the data and will enable more accurate monitoring in future years.

In 2024, we expanded the criteria for participants in our EMpower programme, which is focused on increasing Black and ethnic minority representation, to reach more candidates. We will be paying the participants in line with our vacation scheme. We are members of Women in the City Afro-Caribbean Network (WCAN) and the Black Solicitors Network, which provides annual mentoring and a sponsorship programme for ambitious Black and other minority ethnic lawyers.

## DISABILITY PAY GAP

Our disability mean pay gap is 3.7%. We recognise and embrace the diversity of disability and mental health. Our mission is to provide an inclusive environment and we will continue to work to ensure that this gap is further reduced.

## RETAINING AND SUPPORTING OUR PEOPLE

In addition to remuneration, we understand the importance of supporting our people in balancing their professional roles with their lives outside of work. In 2024 we launched our industry leading Enhanced Family Leave policy, which gives all eligible employees up to 52 weeks of family leave should it be required. This sits alongside our Time Off Support policy designed to help people manage any challenging personal circumstances they may experience. This includes paid fertility leave and up to four weeks of time off for pregnancy loss, irrespective of gender.

Our Pennclosure Gender Pay Group, alongside our other Pennclosure committees, helps us drive forward our inclusion efforts. Looking ahead, Penningtons Manches Cooper remains committed to reducing the firm's gender, ethnicity, and disability pay gaps, and to strengthening our credentials as an inclusive and responsible business.



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# OUR FIGURES

## WHAT IS THE GENDER PAY GAP?

The gender pay gap refers to the difference in the average hourly wage between men and women across a workforce. It is not an assessment of pay differences between men and women who hold the same roles. As a firm, we are committed to equality in pay and, to ensure that individuals in comparable positions are paid fairly, we have robust strategies in place.

The gender pay gap, therefore, offers a company-wide picture. It is illustrated through two key metrics:

### Mean

Mean figures represent an average, i.e. the sum of the compensation of the individuals included in the data, divided by the number of individuals.

### Median

If we rank everyone's individual pay/bonus data from lowest to highest, the median is the value in the middle of that list.

As a result, we have two types of gender pay gap:

- the mean gender pay gap, calculated as the percentage difference between the average male and female hourly pay; and
- the median gender pay gap, which is the percentage difference between the median hourly pay of male and female employees.

## WHAT DOES THE DATA TELL US?

### Gender pay gap

In 2024, on a mean basis, women were on average paid 11.8% less than men.

MEAN		MEDIAN	
2024	2023	2024	2023
11.8%	12.0%	8.3%	7.1%

Our gender pay gap data is based on UK employee hourly pay as of 5 April 2024. Our data includes lawyers and business service professionals.

### Gender bonus pay gap

In 2024, on a mean basis, women received an average bonus that was 23.2% lower than the bonuses paid to men. This was largely due to an exceptional bonus that was awarded. Overall, a greater number of females received a bonus with a greater total bonus spend compared to our male employees.

MEAN		MEDIAN	
2024	2023	2024	2023
18.8%	21.4%	25.0%	18.8%

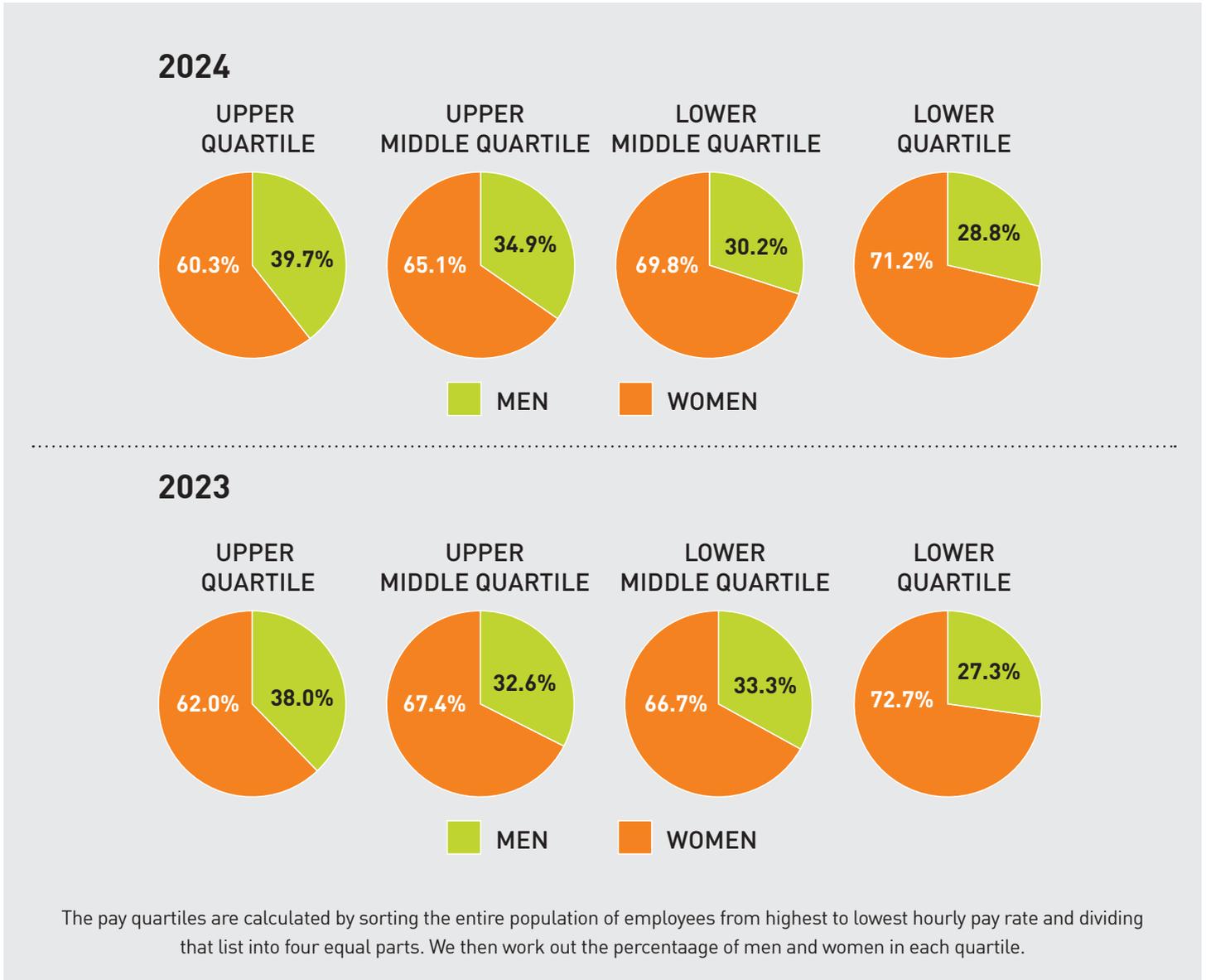
### Proportion of men and women receiving a bonus payment

In 2024, 32.2% of men, and 37.5% of women in the firm received a bonus payment.

MEN		WOMEN	
2024	2023	2024	2023
32.2%	35.7%	37.5%	37.7%

## Pay quartiles

In 2024, 60.3% of those employees in our upper pay quartile were women. This represents a decrease of 1.7 percentage points from 62% in 2023.



## Firmwide gender pay gap

This figure, which is an additional voluntary disclosure, takes into account the level of remuneration that partners receive, the proportion of women in the UK partnership, and the high proportion of women in our lower quartile population.

In 2024, the mean gender pay gap was 34.1%. This has reduced by 1.3 percentage points from 35.4% in 2023.

MEAN		MEDIAN	
2024	2023	2024	2023
34.1%	35.4%	22.6%	20.3%

## Partner gender pay gap

Our partner gender pay gap is impacted by the level of remuneration that the partners receive and the proportion of women in the UK partnership (40.7% of the total UK partners at the snapshot date are women).

In 2023, the mean partner gender pay gap was 15.0%. This has reduced by a percentage point to 14% in 2024. Additionally, the median partner gender pay gap fell from 13.9% in 2023, to 12.0% in 2024.

MEAN		MEDIAN	
2024	2023	2024	2023
14.0%	15.0%	12.0%	13.9%

## ETHNICITY PAY GAP DATA – ALL EMPLOYEES (EXCLUDING PARTNERS)

The ethnicity pay gap shows the difference in the average pay between employees from ethnic minority backgrounds, compared to white employees. Where there is a positive percentage, this means that the average pay of a white employee is higher than that of an employee from an ethnic minority group.

### Ethnicity pay gap

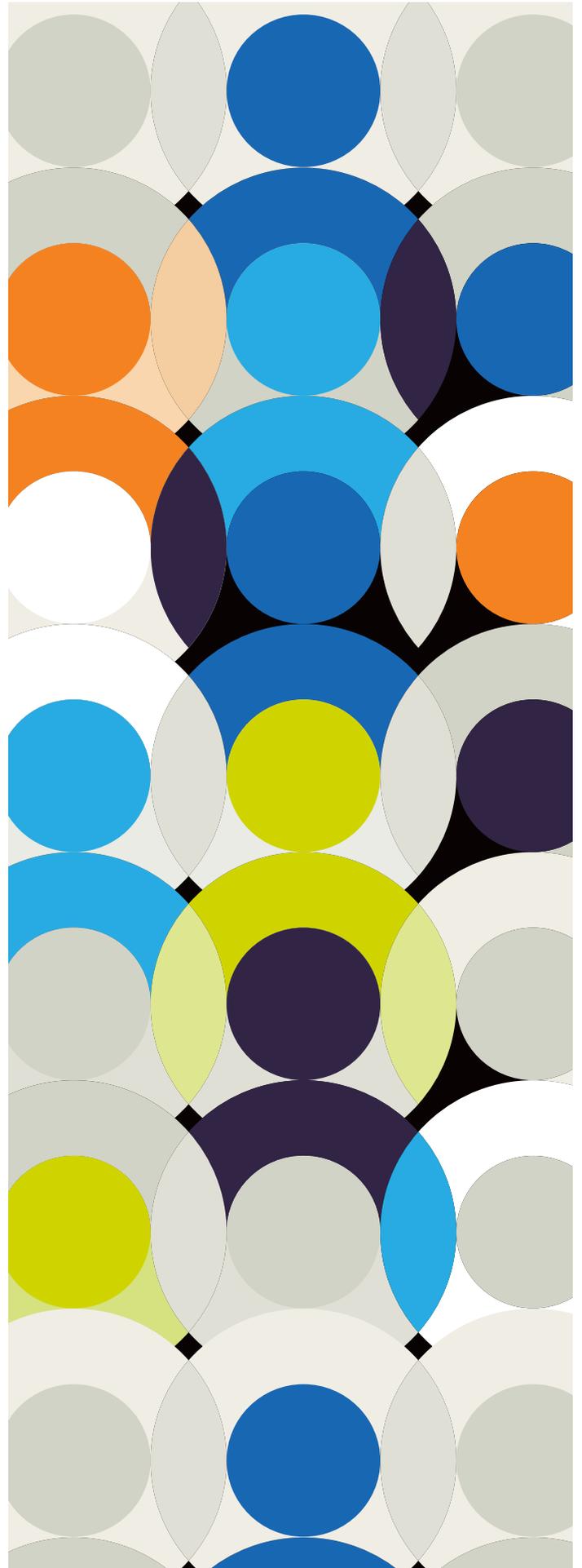
In 2024, on a median basis, employees from ethnic minority backgrounds were paid 28.0% less than white employees. On a mean basis, this has also increased from 12.9% in 2023 to 14.1% in 2024. This is due to how the figures were calculated this year to ensure the data is representative of those employees who report their ethnicity. This will enable clearer year on year analysis in future.

MEAN		MEDIAN	
2024	2023	2024	2023
14.1%	12.9%	28.0%	32.7%

## DISABILITY PAY GAP – ALL EMPLOYEES (EXCLUDING PARTNERS)

The disability pay gap is being reported for the first time this year. It shows that the average pay between those employees who have indicated they have a disability to those employees who do not have a disability is 3.7%.

MEAN		MEDIAN	
2024	2023	2024	2023
3.7%	Not reported	-6.4%	Not reported



# OUR THREE YEAR STRATEGY CONTINUES...

Our diversity, equity and inclusion strategy remains focused on:

- Reducing barriers to entry and improving representation and retention
- Increased and improved training and education
- Continually improving policies
- Adopting a data-driven approach

## Gender balance initiatives

With gender balance at the forefront of decision-making, last year we embarked on a benefits initiative that was designed to empower our people and give them the tools to achieve work-life balance, no matter their personal circumstances and diverse needs. With that in mind, we introduced a package of benefits that includes:

- equalised and enhanced family leave regardless of gender,
- introduction of additional paid and neo-natal leave,
- expanded compassionate leave,
- pregnancy loss – up to four weeks of paid leave,
- fertility support – five days of paid leave, and two days for supporting a partner undergoing treatment; and
- HRT subscription support.

To track the impact of these actions we are introducing a new engagement tool to make our annual employee survey more effective. The new platform will provide us with improved data that will help inform our decision-making as we continue to invest in our people and create a positive environment where we can all achieve our full potential.

## Pennclosure

We continue to work with our Pennclosure Gender Pay Group, which helps drive forward our inclusion efforts, with focus on particular areas of potential change.

## EMpower programme

Our successful EMpower programme is running again in 2025. This programme is part of our commitment to increasing Black and ethnic minority representation in the legal sector. Of the eleven students that participated in the programme in 2024 six students successfully secured a place on one of our 2025 vacation schemes. We hope to see more Empower participants join our firm as the programme continues to develop.

## DEI training

We have been pleased with the success of the learning and training platform we launched in 2024, which we introduced to support everyone at the firm with their individual training needs. Acknowledging that everyone's career journey looks different, in 2025 we will continue to use inrehearsal to develop our DEI offering with the goal of continuing to upskill our people so they are better able to achieve their career goals.





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