

DIGBY BROWN
SOLICITORS



Gender Pay Gap Report
2017

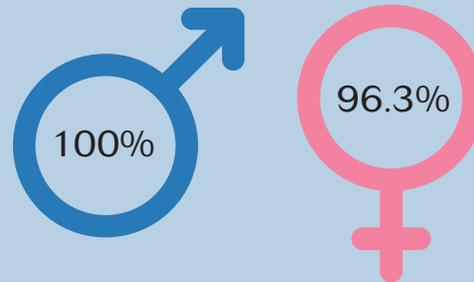
Pay Gap Data

Our statutory key gender Pay gap reportable data covering pay as at April 05, 2017 and bonuses paid in the year to April 05, 2017 is as follows.

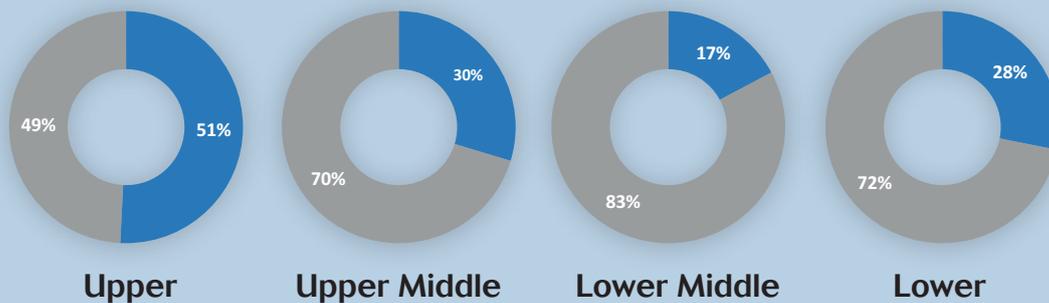
| | | |
|-----------------------|------------------------|----------------------|
| Gender Pay Gap | Median 21.3% | Mean 29.1% |
|-----------------------|------------------------|----------------------|

| | | |
|-----------------------------|------------------------|----------------------|
| Gender Bonus Pay Gap | Median 30.8% | Mean 55.8% |
|-----------------------------|------------------------|----------------------|

Proportion of Females & Males receiving a Bonus Payment



Proportion of Females & Males in each quartile band



■ Female ■ Male

In compiling this report, we have used the prescribed criteria for the calculations and this enables comparisons within industry sectors. The results are within the range for our sector.

When looking at the data it is important to consider the reasons behind the results. Our mean and median pay gaps reflect the higher proportion of females we have in business services and support roles. Our figures also show that when we look at individual job roles there is little indication of gender pay differentials:

| | Male | Female | Mean Gender Pay Gap |
|---------------------|------|--------|---------------------|
| Associate Solicitor | 48% | 52% | -7% |
| Solicitor | 28% | 72% | 2% |
| Paralegal | 32% | 68% | -15% |
| Trainee Solicitor | 39% | 61% | -7% |
| Management | 65% | 35% | 8% |
| Business Services | 38% | 63% | 6% |
| Support | 12% | 88% | -15% |

The biggest source of recruitment, by some margin, of our solicitor group is via the traineeship scheme. Over the last seven years, 74% of the Trainees recruited into the Firm have been female, whilst the retention rate has been 91%. This would suggest that moving forward, as careers develop, an increasing number of women in senior legal roles would have an overall positive effect on the gender pay gap.

Our Commitment

As a Firm, we are determined to maintain a supportive culture aligned to our values, which enables everyone to achieve their potential.

- We want to ensure our reward systems continue to be fair and transparent.
- We see it as vital to provide the training and development opportunities individuals need to improve and develop in their roles.
- We value ideas and encourage individuals to think of ways we can work smarter.
- We seek to take a flexible approach to work with the focus on results for our clients and the firm.

I confirm the data reported is accurate.



Fraser Oliver, Chief Executive
Digby Brown Solicitors
March 2018

Achievements over the review period



Law Firm of the Year

In addition to our top tier ranking in legal 500 and Chambers the firm was awarded 'Law Firm of the Year' at the Scottish Legal awards. This recognises our focus on quality the determination of our staff to produce the best possible results for our clients.



We were delighted to be the first UK law Firm recognised at the highest level of accreditation for Investors in People. We know we need quality people to provide a quality service and we put a lot of effort into building systems and measures that enable high performing teams to deliver.

Revised Pay and Bonus Scheme

We introduced a second bonus opportunity for our business services and support teams and a rating system to ensure the best performers are rewarded at the right level. Everyone in the Firm now has the chance to receive a bonus twice during the year.

Goals and Objectives Initiative

Our appraisal process results in a development plan, however, in order to maintain focus on continuous improvement we implemented a goals and objectives initiative. The initiative ensures regular meetings between employee and supervisor for everyone in the Firm.