

DIGBY BROWN
SOLICITORS



Gender Pay Gap Report
2018

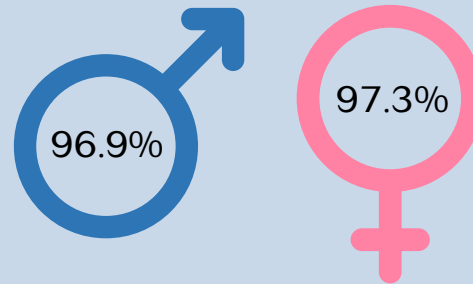
Pay Gap Data

Our statutory key gender Pay gap reportable data covering pay as at April 05, 2018 and bonuses paid in the year to April 05, 2018 is as follows.

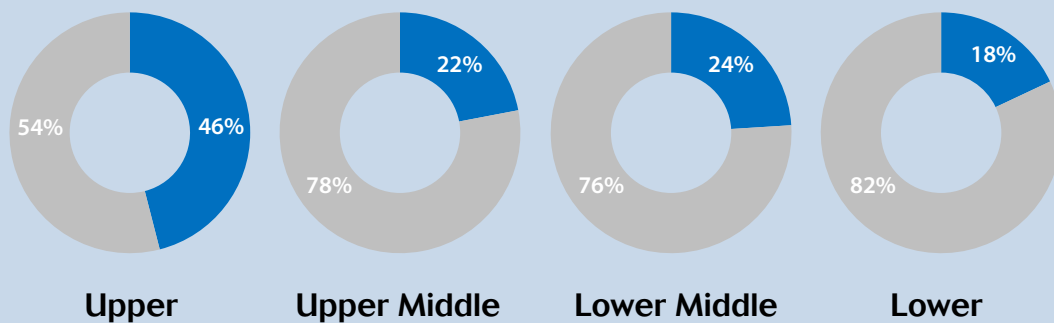
	Median	Mean
Gender Pay Gap	23.6%	31.3%

	Median	Mean
Gender Bonus Pay Gap	41.4%	49.1%

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	47%	53%	-4.1%
Solicitor	25%	75%	4.3%
Paralegal	17%	83%	-3%
Trainee Solicitor	40%	60%	4.3%
Business Services	35%	65%	16%
Support	11%	89%	-17%

The biggest source of recruitment of our solicitor group is via the traineeship scheme. Over the last seven years, 72% of the Trainees recruited into the Firm have been female, whilst the retention rate has been 89%. 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 2019

Achievements over the review period



Ranked Band 1 in Personal Injury for 14 years in a row by Chambers UK. Ranked Tier 1 solely in Personal Injury for 5 years in a row by Legal 500.



The firm was awarded 'Law Firm of the Year' at the Scottish Legal Awards - that is now 4 times in the last 5 years (we didn't enter in 2017). This recognises our focus on quality and the determination of our staff to produce the best possible results for clients.



In addition to being awarded 'Law Firm of the Year' at the Scottish Legal Awards the firm was also awarded the 'Community Contribution Award' for the fifth time. This recognised the hard work of our staff across our seven offices in helping others.



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.