



Gender Pay Gap Report  
2020

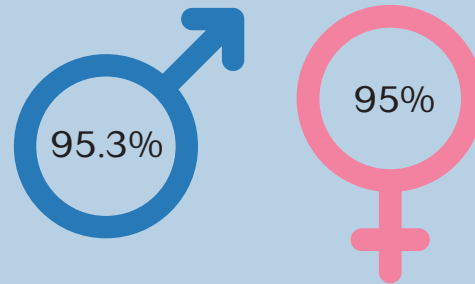
## Pay Gap Data

Our statutory key gender Pay gap reportable data covering pay as at April 05, 2020 and bonuses paid in the year to April 05, 2020 is as follows:

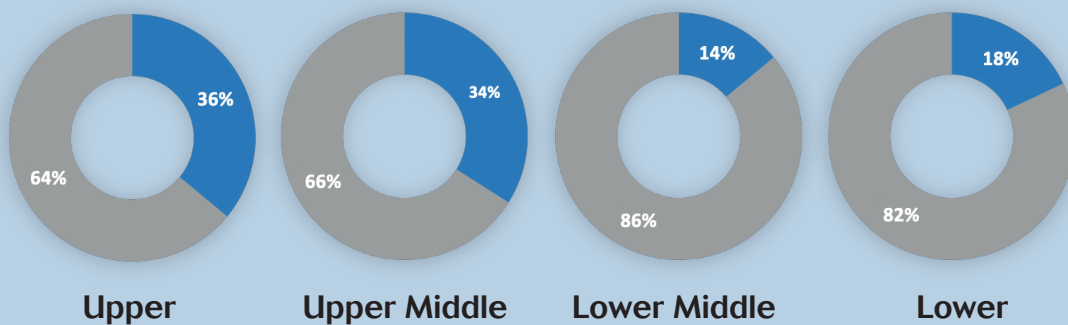
	<b>Median</b>	<b>Mean</b>
<b>Gender Pay Gap</b>	18.2%	30.9%

	<b>Median</b>	<b>Mean</b>
<b>Gender Bonus Pay Gap</b>	25.3%	60.5%

**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, whilst within the range for our sector, show that we have opportunity for improvement and that is a challenge we are determined to meet.

When looking at the data it is important to consider the reasons behind the results, as they will be key in deciding on actions and trends to forecast how the position is likely to evolve. 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 no indication of gender pay differentials. Despite this, in the higher paid half of the firm c 65% of the group are female which is highlighting good progress:

	Male	Female	Mean Gender Pay Gap
Associate Solicitor	27%	73%	2.6%
Solicitor	35%	65%	5.6%
Paralegal	19%	81%	-1.9%
Trainee Solicitor	31%	69%	-3.7%
Business Services	35%	65%	23.1%
Support	9%	91%	-20.8%

The biggest source of recruitment, by some margin, of our solicitor group is via the traineeship scheme. Over the last nine years, 64% of the Trainees recruited into the Firm have been female, whilst the retention rate has been 74%. 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 gap analysis.

## 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
- We are adopting a hybrid working philosophy effective October 2021.

I confirm the data reported is accurate.



Fraser Oliver, Chief Executive  
Digby Brown Solicitors  
October 2021

## Achievements over the review period



Ranked Band 1 in Personal Injury for 15 years in a row by Chambers UK. Ranked Tier 1 for 14 years in a row by Legal 500.



The firm was awarded 'Community Contribution Award' for the sixth time. This recognised the hard work of our staff across our seven offices in helping others.

### INVESTORS IN PEOPLE® We invest in people Platinum

Digby Brown Solicitors was awarded Platinum Level Accreditation from Investors in People (IiP) for the second time in a row. The prestigious rankings are conducted every three years with platinum, gold, silver and standard bandings where only 3% of UK businesses ever achieve platinum.

Digby Brown became the first UK law firm to achieve platinum in 2016.



### IT MATTERS WHAT WE DO

- Clients come first
- We make a difference
- We strive for excellence in everything we do
- We help people through our expertise to recover full and proper compensation.



### WE ARE FAIR

- We demonstrate expertise in the law to provide access to justice
- We understand our client's issues and give them the best advice and help
- We support our people, charities and local communities.



### WE CARE FOR TODAY & THE FUTURE

- We innovate and adapt to stay ahead
- We are the market leader in Scotland in our chosen field
- We achieve unrivalled results for our clients
- We share our knowledge with each other.



### ONE TEAM

- We are a group of strong individuals and teams unified by a clear and common purpose.  
No exceptions!