



## Gender Pay Gap Report 2025

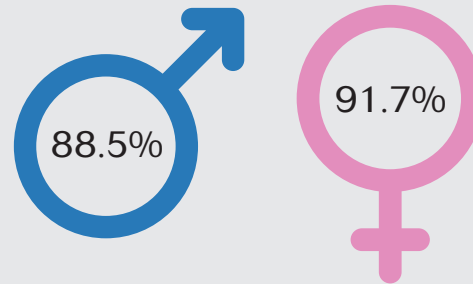
## Pay Gap Data

Our statutory key gender Pay gap reportable data covering pay as at April 05, 2025 and bonuses paid in the year to April 05, 2025 is as follows:

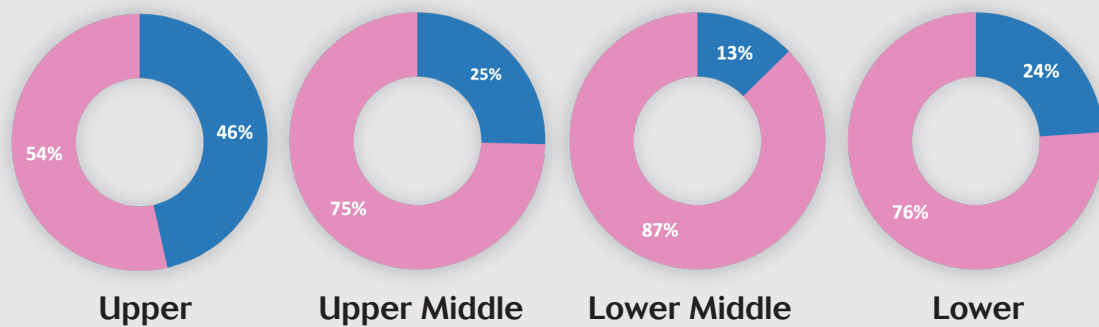
<b>Gender Pay Gap</b>	<b>Median</b> 28.2%	<b>Mean</b> 35.9%
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<b>Gender Bonus Pay Gap</b>	<b>Median</b> 40%	<b>Mean</b> 77.4%
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**Proportion of Females & Males receiving a Bonus Payment**



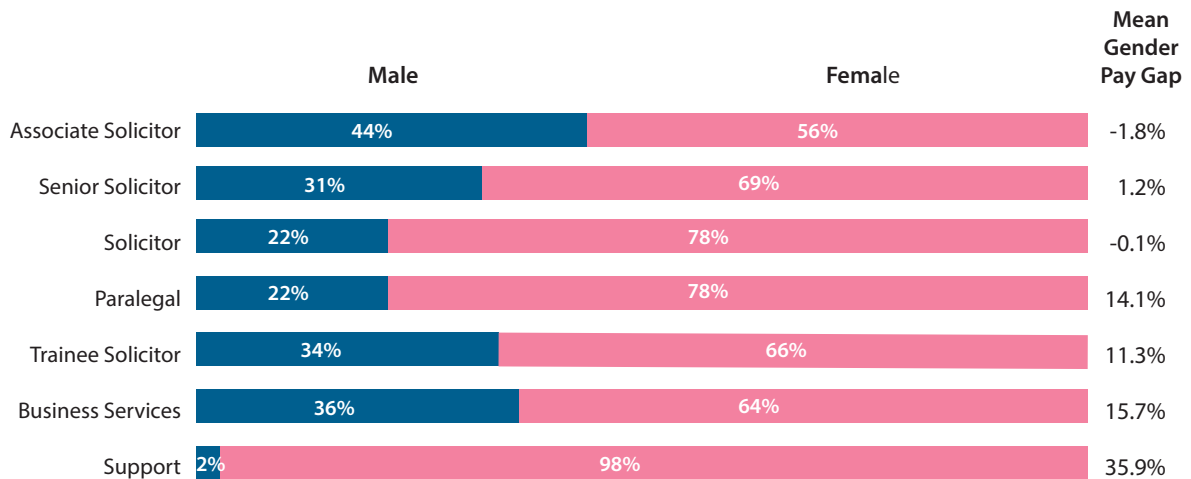
**Proportion of Females & Males in each quartile band**



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 64% of the group are female which is highlighting good progress:



The biggest source of recruitment, by some margin, of our solicitor group is via the traineeship scheme. In the three years, from April 2022 until April 2025, 76% of the trainees recruited into the firm have been female, whilst the retention rate has been 94%. This would suggest that moving forward, as careers develop; an increasing number of women in senior legal roles would have a continued overall positive effect on the gap analysis.

## Our Commitment

As a Firm, we are determined to maintain the supportive culture that aligns to our values and has been fostered throughout the years, whilst also striving to find new ways to support and reward our people – enabling them to achieve their potential and find fulfilment in their role with us.

- . We want to ensure our reward systems continue to be fair and transparent – with the recent enhancement of our legal team bonus scheme and creation of clear promotion criteria acting as examples of how we can do so
- . We are committed to the training and development of our people, utilising our newly launched Digby Brown Academy to help us achieve this goal
- . We will look to drive forward with exciting technological advancements through AI, encouraging our people to embrace and utilise them in the correct manner
- . We continue to place our clients at the heart of all that we do, ensuring the best possible customer service via our Client Experience initiative
- . We are dedicated to enhancing our reporting mechanisms around equal pay and will look to develop action plans for the Gender Pay Gap, as well as looking at ways of reporting on the Disability and Ethnicity Pay Gap
- . We will ensure that our people are given the treatment and professional respect they deserve, through dedicated compliance with the changes introduced in the Employment Rights Act 2025.

I confirm the date reported is accurate.



**Fraser Oliver**, Chief Executive  
Digby Brown Solicitors  
March 2026