

Goodwin Pay Gap Report 2022



GOODWIN

Introduction

This is Goodwin's UK pay gap report for 2022.

For the first time, we are sharing our gender pay gap data and going beyond the statutory requirements by voluntarily including ethnicity pay gap reporting. We remain committed to continue reviewing our criteria for pay gap reporting.

Diversity, Equity & Inclusion (DEI) is at the forefront of our firm strategy, woven into the fabric of how we do business with our clients and how we create a positive experience for all of our people, ensuring we attract and retain the best talent.

Our approach to DEI focuses on a two-pronged approach: equity in our systems and centering the lived experiences of those from historically excluded and marginalised populations. A crucial part of identifying inequity is to understand the pay gap and to take steps to close it.

We are pleased to be transparent about where we are at and to have a mechanism to be held accountable on our actions to close the gap. Many of our DEI initiatives and on-going work are included at the end of this report.

We confirm the data in this report is accurate.



A handwritten signature in black ink, appearing to read 'Gemma Roberts'.

Gemma Roberts
Partner
London Office
Co-Chairs



A handwritten signature in black ink, appearing to read 'Ajay Pathak'.

Ajay Pathak
Partner
London Office
Co-Chairs



A handwritten signature in black ink, appearing to read 'Katie Gledhill'.

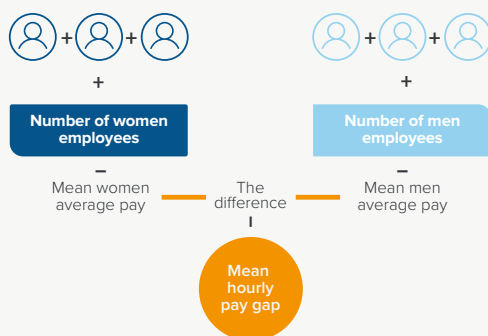
Katie Gledhill
Managing Director,
Human Resources –
Europe & Asia

GPG Requirements and Methodology

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulations”) requires UK employers with 250 or more employees to report on the gender pay gap in their organisation. This includes publishing:

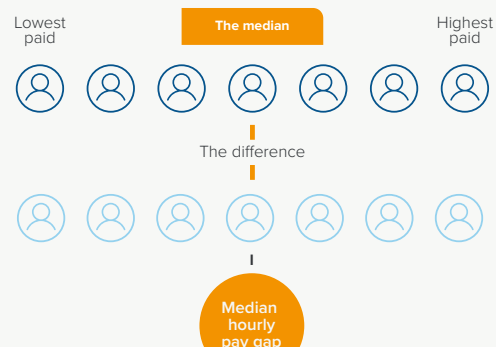
- The mean and median gender pay gap based on “full pay” hourly rates of pay
- The mean and median gender bonus gap in the twelve months ending on 5 April 2022
- The proportion of men and women falling within each of four quartile pay bands
- The proportion of men and women receiving a bonus in the twelve months ending on 5 April 2022

Calculating the Mean Pay Gap



The **mean gender pay gap** is the difference between average (mean) hourly earnings of men and women, shown as a percentage of the average rate of pay for men at the firm.

Calculating the Median Pay Gap



The **median gender pay gap** is the difference in the mid points of pay rates (ordered from highest to lowest) for men and women expressed as a percentage of the median pay rate for men at the firm.

Bonus pay includes any rewards such as performance, profit sharing, and incentive pay.

Ordinary pay includes any monetary payment, such as basic pay, allowances, and pay for leave.

Quartiles: The hourly pay, arranged from the lowest to the highest, divided, as evenly as possible, into 4 quartiles. Then the proportion of men and women, or ethnic minority and non-ethnic minority is calculated for each quartile.

Employee Gender Pay and Bonus Gap

The All Personnel data set examines all non-partner lawyers (associates and counsel), professional staff (including paralegals and secretaries) and trainees.

Gender Pay Gap

At the time of reporting, we had 254 employees in our UK offices, 133 of whom were associates and counsel. Of these, 55% were women.

Our median gender pay gap (40.8%) compares professional staff who are women with associates and counsel who are men. Within the professional staff, 31% were secretaries and 100% of these were women.

The median for associates and counsel compares associates and counsel who are women with less experience to associates and counsel who are men with more experience.

The gap significantly changes from a mean of 13.3% to a mean of -0.7% when we review our professional staff without secretaries.

All Personnel	
Mean	17.2%
Median	40.8%

Associate & Counsel	
Mean	2.0%
Median	12.3%

Professional Staff	
Mean	13.3%
Median	-10.3%

Gender Bonus Gap

11% of women associates and counsel joined after our fiscal year end and were not eligible for a bonus when the bonus payments were made. We have more women in our professional staff than men and the bonus payments to professional staff are generally lower than those paid to associates and counsel. On the associate and counsel side, more women work a flexible schedule and/or take more time out on leave for a proportion of the year.

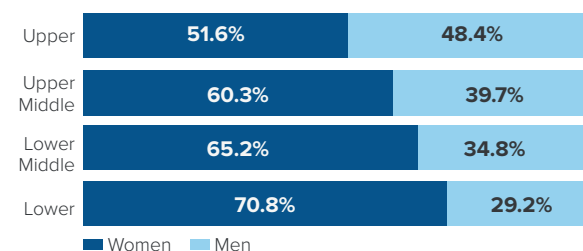
All Personnel	
Mean	47.1%
Median	84.8%



Associate & Counsel	
Mean	32.5%
Median	70.1%



Gender Quartiles



Employee Ethnicity Pay and Bonus Gap

The All Personnel data set examines all non-partner lawyers (associates and counsel), professional staff (including paralegals and secretaries) and trainees.

Ethnicity Pay Gap

Our data is based off the 84% of the population who had shared their race and ethnicity information with us in 2022. We have reported the mean and median pay and bonus gaps from this group.

The median for associates and counsel is comparing ethnic minority associates and counsel with fewer years of qualified experience to non-ethnic minority associates and counsel with more years of qualified experience.

28% of our associates and counsel identify as being from ethnic minority backgrounds.

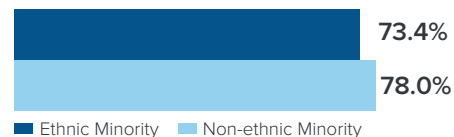
All Personnel	
Mean	-12.2%
Median	-28.8%

Associate & Counsel	
Mean	6.8%
Median	11.9%

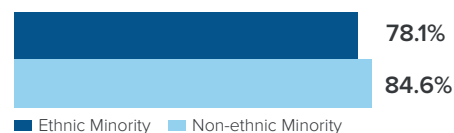
Ethnicity Bonus Gap

10% of ethnic minority associates and counsel joined after our fiscal year end and were not eligible for a bonus when the bonus payments were made.

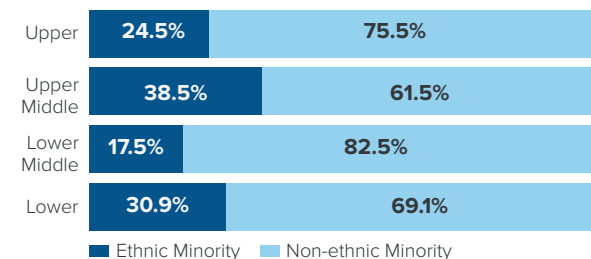
All Personnel	
Mean	-13.1%
Median	-39.0%



Associate & Counsel	
Mean	11.9%
Median	24.1%



Ethnicity Quartiles



Overview of Goodwin's DEI Initiatives and Focus Areas

At Goodwin we are working on specific actions that address barriers to inclusion and advancement – inside the firm, for our clients, and across the industry.

Inclusion is more than an initiative; it is a business imperative. If we are going to effectively meet the current and future needs of our employees, clients, colleagues, and communities, we must transform how we practice law. This starts with examining the ways we work, our structures, mindsets and beliefs, and our behaviours. It means identifying and dismantling barriers to advancement and belonging.

This is a journey, and we are committed to constantly learning, evolving, and taking actions that positively impact the lived experiences of people both inside and outside of our firm. This is a shared responsibility; one that defines who we are.

In 2022, 35% of our UK partner hires and partner promotes were from an ethnic minority background and 40% of our UK partner hires and partner promotes were women. Currently 36% of our firm's leadership are women. We have the ambition to maintain this level of momentum into the future to further shift the overall makeup of our partnership and ensure that we have the systems and culture in place to retain this talent.

We have exceptional role models across our partner population. Some of the Goodwin women partners have been recognised this year with the following awards: WIPL Mentor of the Year, Law.com UK Female Rising Stars, Law.com Private Equity Rising Stars and The Lawyer Hot 100 2023.

Our DEI action plan is constantly evolving to ensure maximum impact; some of the steps we are currently taking are outlined on the following page.



Steps we are taking on DEI:

- **Inclusive entry level recruitment;** we use contextual recruitment tools and granular diversity reporting for training contract and vacation scheme roles and ensure all members of our graduate recruitment panel receive unconscious bias training.
- **Strategic partnerships;** we partner with InterLaw Diversity Forum, Aspiring Solicitors and Bright Network to help guide diversity best practices in the UK and are proud members of Legal Core and Working Families.
- **Exceptional benefits and generous, inclusive policies;** we support people at all key life stages with access to an internal executive coach, family leave coaching, a personalised family support platform, a personalised carer support platform, an Employee Assistance Programme, an in-house mental health counsellor and reimbursement for family formation costs.
- **Highly structured performance processes;** for allocating performance ratings for associates we ensure consideration for gender, ethnicity and caring responsibilities, which then translates into equitable remuneration and incentives. In parallel we run calibration meetings and pay equity reviews for professional staff.
- **“Ramp up/ramp down” policy;** for bonus eligibility purposes this applies for longer periods of leave, giving associates the time to hand over work before a period of leave and/or slowly picking work back up upon return.
- **Regular tracking, analysis and reporting on demographic data;** this relates to overall population, hiring, elevation and attrition. We consistently review these figures with leaders across the firm to identify actionable interventions wherever necessary.
- **Our Black Antiracism Task Force (BATF);** this includes the entire Management Committee, a co-chair for our Committee on Racial and Ethnic Diversity, along with Black lawyers and professional staff. This task force works to remedy systemic and everyday racism and enhance team and organisational culture.
- **Partnership with external Disability Inclusion expert;** who is helping us to review and improve our recruitment processes and our internal policies. Being vocal about this work internally sends an important signal to our people who may not be open about their disability. This is a priority for the firm along with encouraging applications from individuals with a disability.
- **The crucial role of affinity groups;** our affinity group leaders in the UK work closely with the firm leadership to drive the DEI strategy and play a vital role in creating communities where people feel a sense of belonging. To strengthen and empower our affinity groups, we hold annual global retreats for their professional development and to facilitate connections across the groups, to encourage intersectional thinking. Through these groups we offer a range of developmental opportunities such as the ability to learn and practice networking skills, how to navigate the pathway to partnership and how to succeed as your authentic self.
- **Education and awareness raising;** which comes through global initiatives such as our ‘Week of Inclusion’, affinity group external speaker events and targeted in-person immersive Inclusive Leadership workshops for all of our people across the UK offices. We also partner with clients, as demonstrated by our panel event on Intersectionality of Women and specifically the experience of Black women in the law and how we can be better allies to women of colour. We were also proud to host this year’s Law Society International Women’s Day event on Equity vs Equality.