

DLA Piper Gender pay report 2019

We're committed to providing an inclusive working environment where everyone can bring their whole self to work and have equal access to opportunities, development and progression.

Everyone at DLA Piper should feel that their voice counts, and that they're valued for being themselves. Together, our voices shape the culture and success of our firm, and they echo the diversity of our clients and communities.

Gender pay gap in hourly pay

Our gender pay gap is based on UK employee hourly pay as at 5 April 2019. Our data includes lawyers and business services professionals.

Mean hourly pay

Gender pay gap

14.5%

Median hourly pay

Gender pay gap

14.1%

Gender bonus gap

Our bonus gender pay gap is based on all bonuses received between 6 April 2018 and 5 April 2019.

Bonus mean

Gender pay gap

52.4%

Bonus median

Gender pay gap

0%

Proportion of men and women receiving a bonus payment

These figures show the percentage of women and men who received a bonus between 6 April 2018 and 5 April 2019.

FEMALE RECIPIENTS

57.3%

MALE RECIPIENTS

56.6%

Pay quartiles

The pay quartiles are calculated by sorting the entire population of employees from highest to lowest hourly pay rate and dividing that list into four equal parts. We then work out the percentage of men and women in each quartile.

Gender pay by pay quartile



UK partner data

All employers in the UK with more than 250 employees are required to provide the government yearly with data on their gender pay gap. However, our partners are remunerated differently to employees and fall outside the scope of statutory gender pay gap reporting. For transparency, providing a benchmark on which to build greater gender parity and to mark progress with consistency across the firm, we also report our gender pay data for partners voluntarily. The numbers underline the importance of our continuing focus on female representation at partner level.

Partner gender pay

Our partner gender pay gap is based on UK partner profit share and bonus awarded under the 2018 partner remuneration review.

Mean FTE gender pay gap

24.7%

Median FTE gender pay gap

22.6%

Partner gender bonus gap

Our UK partner bonus gender pay gap is based on partner bonuses received in the 2018 partner remuneration review.

Mean gender bonus gap

-3.7%

Median gender bonus gap

-22.4%

Proportion of male and female partners receiving a bonus payment

The figures show the percentage of female and male partners who received a bonus in the 2018 partner remuneration review.

FEMALE RECIPIENTS

21.7%

MALE RECIPIENTS

38.2%

Gender balance at DLA Piper

This report marks the third annual publication of DLA Piper's UK gender pay data.

Though gender remains a key focus for our firm, we recognise the value of building a more inclusive culture for all our people, regardless of their background or experience. In addition, the unique combination of our people's individual social identities and intersectionality can't be overlooked. While increased gender balance is critically important, I'm pleased to say we're also strengthening our focus on other diversity strands, including ethnicity and socioeconomic background, sexual orientation, and ability. You can see more about the demographics of our people in the UK [here](#).

I believe leadership plays a key role in advancing this wider inclusive agenda, and that's why I'm a sponsor for Mosaic – our recently formed ethnicity people network in the UK. And it's why we're proud to be the legal sector lead for the [Social Mobility Pledge](#), where we examine the barriers and opportunities for people from lower socioeconomic backgrounds to enter and succeed in the legal profession.

Iris, our LGBT+ network, recently brought the themes of LGBT history month to life around our UK firm, and I've selected a senior sponsor from volunteers within the UK leadership team to help drive the ability agenda further and faster. As a global firm, we were pleased to be recognised as the Top International law firm for Innovation in the Business of Law: Diversity & Inclusion as part of the Financial Times Innovative Lawyers 2019 awards.

The steps we're taking are important, and we're proud of our progress. But we aren't satisfied. We know there's more we need to do.

I outline below some of the actions taken to address the Gender Pay Gap. We hope these steps will continue to deliver greater gender balance throughout our firm, which in turn should play a role in reducing our pay gap, and support our wider aim of creating a truly inclusive culture.

- Our renewed D&I strategic approach puts a culture of inclusion at its heart and builds on our recently refreshed values, which were designed in collaboration with our people. One of the key components of the strategy is a more robust governance structure to deliver greater accountability and ownership. Chaired by our Global co-CEO, Simon Levine, we have established a D&I Council where each of the diversity strands, including gender, are represented by senior leaders.

- We've established a number of leadership forums to address better gender balance throughout our firm, including a standing agenda item for my UK leadership team. This will drive greater accountability and scrutiny of inclusion more broadly, while placing an emphasis on driving better gender balance at the top of our UK firm.
- We included a diversity angle to succession planning for critical roles across the firm, providing visibility for our leadership to support future talent and identify pipeline development opportunities and challenges.
- We have enhanced our internal data reporting and analysis capabilities, giving us more real-time clarity on the representation, progression and retention of women across our business. We now apply a diversity lens to talent decisions, which drives greater scrutiny of potential systemic bias that may be unfairly impacting gender balance. A good example of this is accelerated development programme accessibility, where we seek to ensure that nominations are proportionately representative of the gender balance in the population from which they're drawn.
- Agile working is often cited as a key priority for female retention, but we recognise it's an enabler for all our people who juggle hobbies, volunteering, caring and family responsibilities, busy home lives and many other demands. To reflect this, we launched Worksmart, our agile working policy. This was made available to all our people in 2019. As well as helping our people to balance busy lives, we hope it's introduction will increase engagement and overall wellbeing.
- We recognise that everyone's family journey is unique. So we enhanced our caring, maternity, paternity and shared parental leave policies in 2019. These are to support our people who are either considering or about to become parents or who have caring responsibilities. We continue to offer bespoke parental leave coaching to all new parents and their managers.
- We continue to moderate and assess salary and bonus decisions across all functions to minimise gender bias.

I'm pleased to see the needle shifting in a positive direction, but recognise we're in the early stages of our journey and have some way to go.

I confirm that the data above is accurate.



Liam Cowell
UK Managing Partner