

Blake
Morgan
Gender Pay
Gap Report

2024

BLAKE 
MORGAN

Our 2024 Gender Pay Gap data is set out below. The statutory data is reported in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are committed to sharing our progress on reducing the pay gap, and to driving greater diversity and inclusion. This has been a key area of focus for us over the past year and will continue in 2025.

In April 2024 the Firm undertook an exercise to merge our two previous entities, Blake Morgan LLP and Blake Morgan Group, so that all colleagues are now employed within Blake Morgan LLP. Previously our Business Support functions had been employed in Blake Morgan Group and had not formed part of our Gender Pay Gap calculations due to the size of the organisation. The historical factors that made this separation necessary were no longer relevant and so the decision was taken to merge these entities together. This exercise has had an impact on our Gender Pay Gap, due to the increased number of staff now being considered within our calculations.

In the last year, the number of women in the most senior roles within the firm has increased, with the percentage of women in the upper quartile of earners increasing slightly, from 53% to 55%. We have also seen an overall increase in the proportion of women employed at all levels within the Firm, with the percentage of women increasing at all levels. Our lower and lower middle quartile earners continue to make up over three quarters of employees at these levels, which has an impact on both our mean and median gender pay gaps. These have increased this year to 29.7% and 34.5% respectively, which we can attribute to the impact of the merging of Blake Morgan LLP and Blake Morgan Group as outlined above.

Our progress since the last Gender Pay Gap Report includes enhanced support for colleagues who achieve a promotion achieve year, including individual coaching for all participants. In addition, we have continued to build upon our offering of support and guidance, as well as sharing lived experiences in areas related to female health and wellbeing. These have included topics such as fertility issues, domestic violence and hormonal health.

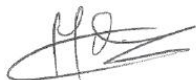
We are committed to supporting our lawyers in their careers and giving them opportunities to progress. Our listing in the 2024 Inclusive Top 50 UK Employers List continues our recognition within this prestigious list for an eight consecutive year. We are delighted that we continue to feature in this independent publication amongst many prestigious organisations and household names.

We continue to look ahead to the next steps we will take to reduce our gender pay gap. Two of our immediate priorities are enhancing our Gender Dashboard to provide improved data and insights into our progress against our Gender strategy, as well as launching our new EDI strategies on both a firmwide and workstream specific basis.

We will continue to report openly and honestly on the steps we take to address the gender pay gap and the results they bring. We remain committed to making positive change and working to improving our pay gap.



MIKE WILSON
MANAGING PARTNER



1. Statutory pay data

Gender pay gap 2024

Mean	Median
29.7%	34.5%

The fact that the median figures for female employees are higher than the mean is due to a higher percentage of women making up the lower and lower middle quartile earners. (See 3. Pay quartiles (statutory data) 2024). We now have 55% of women making up the upper quartile earners, compared to 53% of women in 2023.

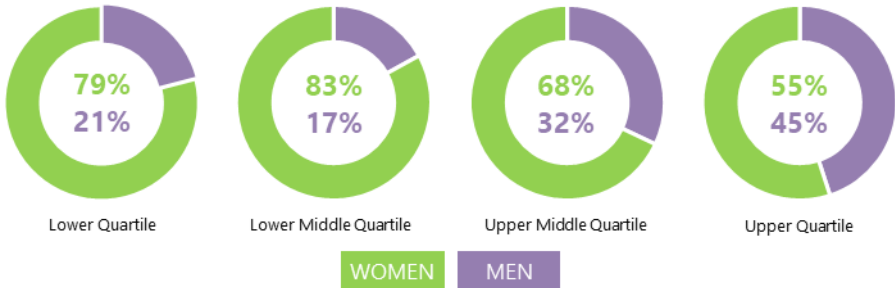
2. Non statutory pay data

As part of the preparation of the Blake Morgan LLP statutory data, we also analysed the gender pay gap separately across (i) solicitors (excluding partners) and (ii) support staff. As a result of the merger of Blake Morgan LLP and Blake Morgan Group, the support staff category now includes both legal and business support staff. The data produced by this analysis is shown first, for information:

Population	Mean	Median
Solicitors	19.3%	9.68%
Support Staff	43.8%	20.5%

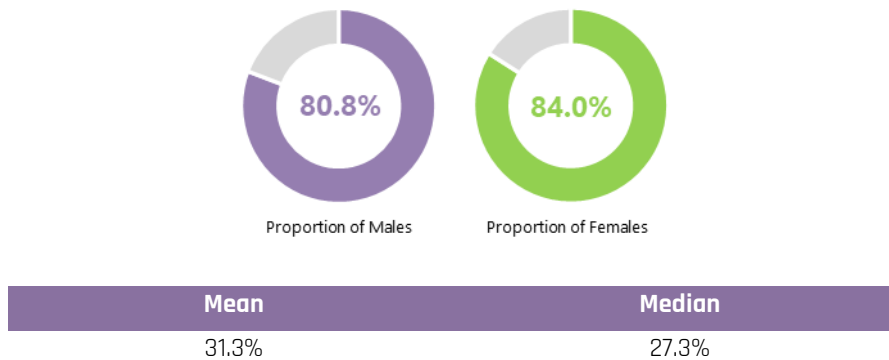
3. Pay quartiles (statutory data) 2024

PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH PAY QUARTILE



4. Gender bonus pay gap (statutory data) 2024

PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS



These figures highlight the proportion of men and women who have received a bonus payment during the relevant period, with 3.2% more females receiving bonus payments than men.

The mean figure has increased by 5.4% compared to the figures reported in 2023. Whilst this is an increase compared with our 2023 data, overall this represents a downward trend when compared with previous years where this figure was over 40% in 2020, 2021 and 2022. Our 2023 bonus data was impacted by payments made in recognition of cost of living pressures, which does not form part of our ongoing bonus strategy and therefore had a short term impact only.

5. Partner data

Partner data 2024

Whilst the statutory data does not include self-employed partners, we have included the partner data below.

Gender pay gap (Partners only)

Full Equity Partners

Fixed Share Equity Partners



Due to the nature of partner remuneration there are several tiers within the Fixed Share Partner group, each paid at a different level. In contrast within the Full Equity Partners group there is only one tier, leading to the less than 0% gap. This leads to more variation in pay amongst Fixed Share Partners and therefore contributes to the pay gap being higher. The Fixed Share Partners gap has decreased by more than 5% in terms of both mean and median compared to 2023.

6. Our commitment to improving our gender pay gap

Over the past year, since publishing our last Gender Pay Gap Report, we have taken positive action to progress the commitments we made. In particular we have:

- Introducing enhanced career development support at key milestones in colleague's careers, including personalised coaching at all levels.
- Continued our focus on support, guidance and sharing lived experience on topics more typically associated with female health, experience and overall wellbeing. These have included domestic violence, fertility struggles and hormonal health.
- Formed a collaboration with other organisations to run a series of events called "She Who". These began as a celebration of women's voices and stories, but has since developed into a dynamic community focussed on uplifting, inspiring and taking meaningful action in support of gender issues. This has also given us an enhanced ability to network with like minded organisations and build upon our existing networks.
- Continued focus on moderation of pay and bonus decisions.

Over the next 12 months, we will be focusing on:

- Enhancing our Gender Dashboard to enable provide regular updates and insights into our EDI data related to Gender, as well as monitoring progress against our Gender strategy. Refreshing and relaunching our EDI Strategy on both a firmwide and workstream specific basis. This has included an increased focus on opportunities for collaboration amongst workstreams and a continued focus on intersectionality.
- Offer and support opportunities for connection and collaboration amongst colleagues of different gender backgrounds, such as mentoring and sponsorship arrangements to enhance career and progression opportunities.
- Encourage and role model a healthy work-life balance, by setting and respecting boundaries, ensuring that colleagues are empowered to delegate and communicate effectively and respecting each other's choices. This will be supported by our partnership with the Mindful Business Charter and our focus on implementing and highlighting areas of synergy throughout 2025.
- New Career Frameworks will be launched in May 2025 to provide more detailed guidance and information around progression opportunities within the Firm for our Legal and Business Support colleagues.
- Targeted career support for promotion to Legal Director and Partner to ensure clarity for colleagues around promotions processes.



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