

# Goodwin Pay Gap Report 2023

Data Period Date: April 2023  
Reporting Due: April 2024



GOODWIN

# Introduction

We are pleased to share Goodwin's UK pay gap report for 2023.

Once again, we are sharing our gender pay gap data and going beyond the statutory requirements to voluntarily include ethnicity pay gap reporting. This year we are also reporting our partner pay gap for the first time.

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 is twofold; we prioritise equity within our systems while also centering the lived experiences of those from historically excluded and marginalised communities. We recognise that understanding and addressing pay gaps is important to achieving equity, this is a responsibility we take on with diligence and accountability.

We take pride in our transparency, acknowledging both our progress and areas for improvement. This report serves as a mechanism for accountability, allowing us to assess our efforts in narrowing the gap.

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-Chair



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

**Ajay Pathak**  
Partner  
London Office  
Co-Chair



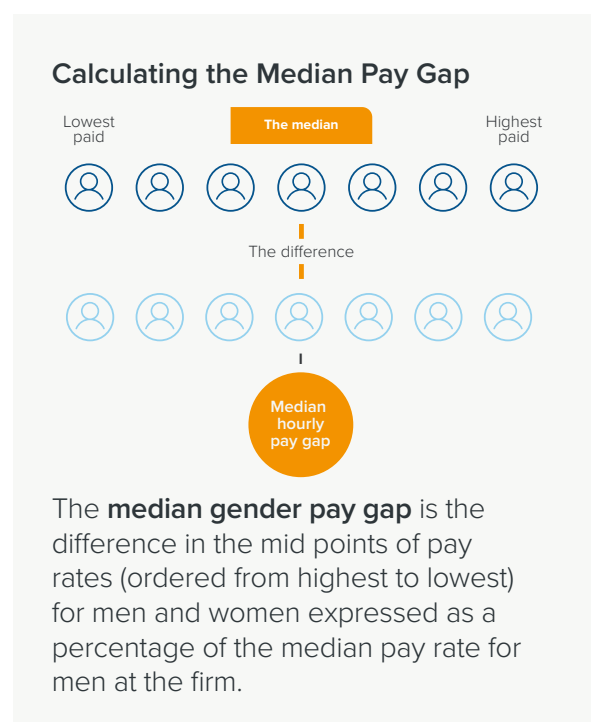
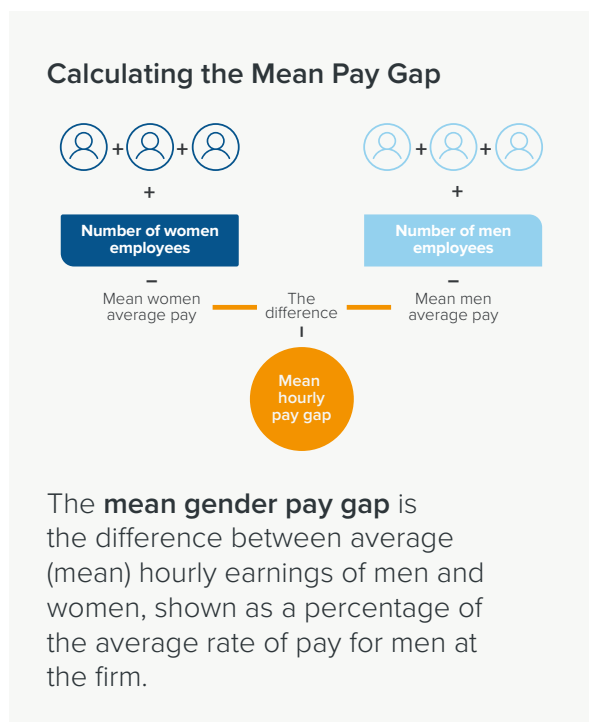
A handwritten signature in black ink, appearing to read 'Katie Gledhill'.

**Katie Gledhill**  
Managing Director,  
Talent (Europe & Asia)  
and Operations (UK)

# 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 2023
- 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 2023



**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.

**Population** All partners and employees. Partner pay is calculated on a fiscal year basis therefore we have calculated partner pay using Goodwin’s fiscal year annualised rates.

# Gender Pay 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 281 employees in our UK offices, 142 of whom were associates and counsel. Of these, 49% were women.

Our median gender pay gap (49.4%) compares Professional Staff who are women with associates and counsel who are men. Within the professional staff, 32% were secretaries and 97% of these were women.

## Salary Pay Gap

All Personnel	
Mean	22.0%
Median	49.4%

To further demonstrate transparency, we wanted to share our gender pay gap statistics in three sets: partners, associates and counsel, and professional staff. These data sets better reflect our gender pay balance at the firm.

The gap significantly changes from a mean of 12.1% to a mean of (-4)% when we analyse our professional staff without secretaries.

At the time of reporting, we had 65 partners in our UK offices, 32% of which are women. We are excited to continue to grow our women in partnership with 53% of our senior associate pipeline being women.

## Salary Pay Gap

Partners	
Mean	21.0%
Median	53.4%

Associates & Counsel	
Mean	-3.7%
Median	0.0%

Professional Staff	
Mean	12.1%
Median	-3.8%

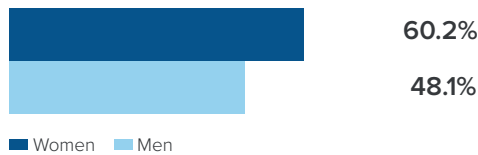
# Gender Bonus Gap

78% of Professional Staff are women which positively impacts the percentage of bonuses received.

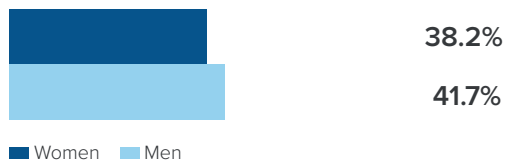
Although the number of women receiving bonus is greater, the significant bonus pay gap (83.8%) is due to the value difference of the bonus award between associate and counsel and Professional Staff individual contributors.

## Percentage of Bonuses Received

### All Personnel



### Associates & Counsel



## Bonus Pay Gap

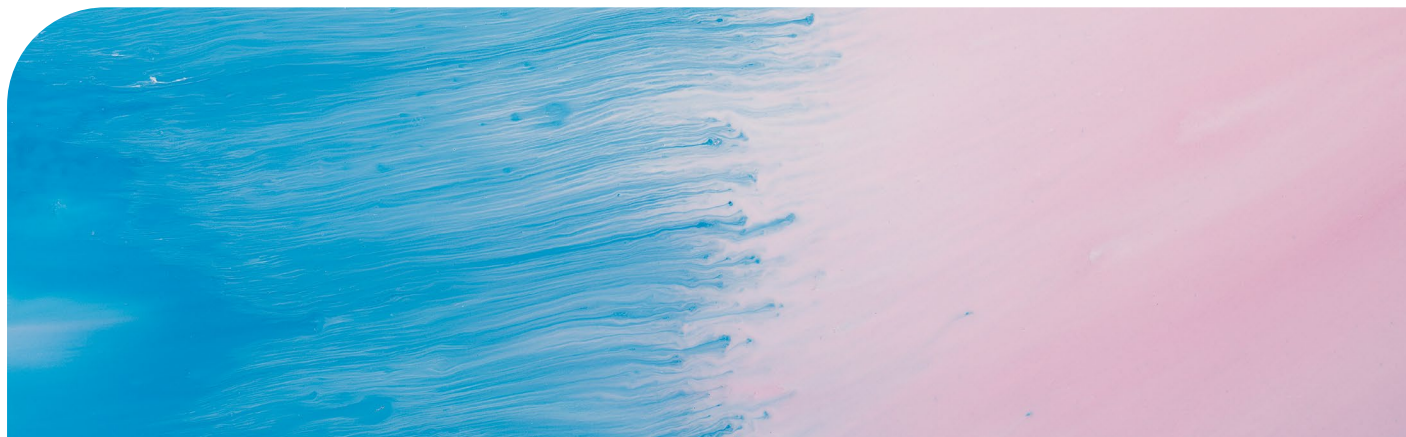
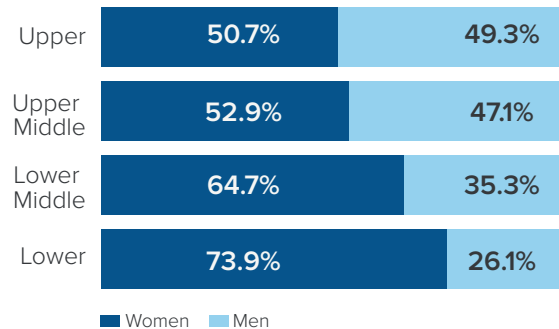
All Personnel		
	2022*	2023
Mean	45.9%	46.7%
Median	74.6%	83.8%

\*In 2022, we incorrectly reported the mean and the median bonus gap. Originally, we calculated it based on all employees instead of for only employees who received a bonus.

Associates & Counsel	
Mean	-4.0%
Median	9.7%

## Gender Pay Quartiles

### All Personnel



# 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.

## Ethnic Pay Gap

Our data is based off the 90% of our population who self-identify their ethnic background. We have reported the mean and median pay and bonus gaps from this group.

The median gap for associates and counsel is due to the difference between comparing ethnically diverse associates and counsel, with fewer years of qualified experience, to non-ethnically diverse associates and counsel with more years of qualified experience.

## Salary Pay Gap

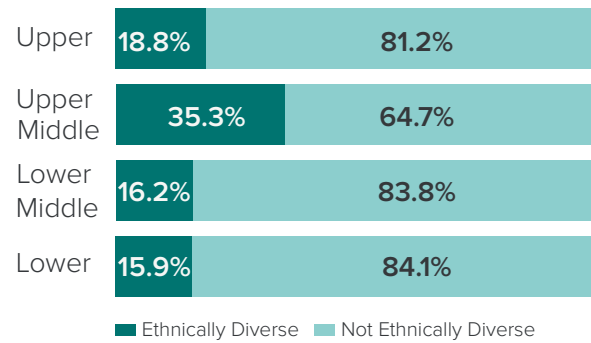
All Personnel	
Mean	-10.9%
Median	-16.4%
Partners	
Mean	35.1%
Median	45.6%
Associates & Counsel	
Mean	9.9%
Median	12.3%
Professional Staff	
Mean	8.4%
Median	0.1%

32% of our associates and counsel identify as being from ethnically diverse backgrounds. This is up 4% from last year.

25% of our partnership identify as being from ethnically diverse backgrounds and we are excited to continue to grow our representation in the partnership with 30% of our senior associate pipeline identifying as being from ethnically diverse backgrounds.

## Ethnic Pay Quartiles

### All Personnel



## Ethnic Diversity Bonus Gap

The All Personnel median gap is due to the difference between a professional staff white individual contributor compared to a ethnically diverse mid-level associate.

## Bonus Pay Gap

All Personnel	
Mean	-13.4%
Median	-210.8%
Associates & Counsel	
Mean	24.8%
Median	30.3%

## Percentage of Bonuses Received

### All Personnel



### Associates & Counsel



# DEI actions underway

In 2023, 38% of our UK partner hires and promotions were from an ethnic minority background, while 50% were women.

Some of our women partners were recognised in 2023 with prestigious awards, including Law.com UK Rising Star of Legal Services, UK Best Up and Coming Female Lawyers, Legal 500 UK Leading Individual, and The Lawyer Hot 100 2023.

We continuously review and adjust our DEI action plan based on our data, feedback from employees, and emerging best practices. This ensures that our initiatives remain relevant and effective in addressing the evolving needs of our partners and employees. Some current steps include:

- At the entry stage, we use contextual recruitment tools and granular diversity reporting for training contract and vacation scheme roles. Additionally, all members of our graduate recruitment panel receive inclusive recruitment training.
- We have partnered with InterLaw Diversity Forum, Aspiring Solicitors and Bright Network to guide diversity best practices throughout Europe. Additionally, we are proud members of Legal Core and Working Families.
- We offer exceptional benefits and inclusive policies to support individuals at all key life stages including family leave coaching, a personalised family support platform, a tool to navigate tasks for carers and reimbursement for family formation costs.
- We have a structured process to allocate performance ratings for associates, with consideration for gender and ethnicity to ensure equitable remuneration and incentives. In parallel, we conduct pay equity reviews for our professional staff.
- We regularly track, analyse and report on the demographics of our population from a hiring, elevation and attrition perspective. We then collaborate with leaders across the firm to identify actionable interventions wherever necessary.
- Our affinity group leaders in the UK collaborate closely with the firm leadership to drive our DEI strategy, fostering communities where individuals feel a sense of belonging. To further empower our affinity groups, we host annual global retreats for professional development and to facilitate connections across the groups and to encourage intersectional thinking.
- Education and awareness raising initiatives across our UK offices include global initiatives such as our Inclusion Speaker Series, affinity group events, and in-person 'lunch and learn' series.
- We have in place a Black Antiracism Task Force (BATF) that 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 address systemic and everyday racism and enhance team and organisational culture.
- We have partnered with an external Disability Inclusion expert to review and advise on improvements to our recruitment processes and internal policies. Internally vocalising this work signals that this is a priority within the firm and encourages applications from individuals with disabilities.