

Gender pay gap 2019

LAW FIRM GENDER PAY GAP: 2019						
	STAFF HOURLY RATE PAY GAP		PARTNER PAY GAP		COMBINED	
FIRMS	Mean	Median	Mean	Median	Mean	Median
Freshfields Bruckhaus Deringer	5.70%	6.20%	18.30%	20.60%	57.60%	18.40%
Taylor Wessing	6.30%	18.50%	49.40%	48.90%	67.50%	44.20%
Freeths	7.60%	6.10%	27.30%	20.50%	N/A	N/A
Pennington Manches	10.60%	5.60%	11.50%	12.10%	N/A	N/A
Hogan Lovells	12.30%	27.30%	-2.10%	-10.10%	52.90%	38.00%
Irwin Mitchell	12.80%	12.00%	6.20%	10.80%	N/A	N/A
Slaughter and May	14.40%	38.70%	8.90%	8.90%	63.30%	45.00%
Fieldfisher	14.40%	25.40%	36.70%	18.70%	N/A	N/A
Trowers & Hamlins	15.00%	14.50%	0.80%	5.90%	25.50%	38.10%
Bird & Bird	16.00%	30.20%	20.60%	-0.90%	44.90%	43.50%
Macfarlanes	16.80%	34.70%	54.50%	73.40%	75.30%	49.20%
Travers Smith	16.80%	34.70%	23.70%	29.30%	N/A	N/A
Charles Russell Speechlys	17.30%	30.70%	33.90%	44.90%	56.60%	44.70%
Shoosmiths	17.60%	16.90%	8.20%	14.00%	39.00%	39.20%
DLA Piper	17.80%	15.80%	20.80%	26.70%	N/A	N/A
Herbert Smith Freehills	17.90%	37.40%	23.60%	49.70%	57.20%	46.00%
HFW	18.20%	32.60%	9.40%	34.10%	N/A	N/A
Weightmans	18.20%	24.20%	7.00%	9.90%	N/A	N/A
CMS	18.40%	29.40%	20.70%	21.80%	58.40%	46.30%
Keoghs	18.50%	18.20%	22.70%	23.80%	33.70%	22.10%
Stephenson Harwood	19.60%	29.80%	18.60%	17.30%	56.60%	39.60%
Mishcon de Reya	19.60%	40.20%	30.00%	49.50%	N/A	N/A
Ashurst	19.80%	26.10%	15.70%	10.80%	57.70%	40.70%
Addleshaw Goddard	19.80%	18.90%	25.90%	45.60%	58.20%	38.50%
Allen & Overy	20.00%	32.80%	15.90%	23.50%	61.20%	39.00%
Withers	20.30%	35.70%	0.90%	3.80%	34.60%	30.80%
BLM	20.50%	19.90%	N/A	N/A	N/A	N/A
Linklaters	20.80%	33.90%	N/A	N/A	61.10%	37.00%
Osborne Clarke	21.00%	27.00%	16.00%	16.00%	61.00%	44.00%
RPC	21.00%	30.00%	8.50%	4.80%	49.30%	43.10%
Shakespeare Martineau	21.10%	31.30%	6.60%	11.00%	N/A	N/A
Mills & Reeve	21.60%	33.50%	10.80%	6.20%	61.60%	43.40%
Clifford Chance	21.80%	37.00%	25.90%	30.50%	68.90%	45.70%
Burges Salmon	21.90%	33.30%	33.00%	33.00%	63.00%	47.00%
TLT	21.90%	32.20%	22.30%	22.90%	53.50%	45.10%
Simmons & Simmons	22.10%	27.90%	N/A	N/A	63.50%	47.60%
Eversheds Sutherland	22.60%	28.00%	-6.20%	-14.00%	58.30%	39.60%
Kennedys	22.90%	26.60%	11.50%	-4.10%	N/A	N/A
DWF	23.00%	24.00%	16.00%	16.00%	48.00%	32.00%
Clyde & Co	23.50%	38.70%	36.00%	69.60%	60.40%	40.90%
Pinsent Masons	23.50%	24.70%	21.60%	41.20%	57.00%	41.10%
Womble Bond Dickinson	24.00%	33.60%	12.60%	29.10%	N/A	N/A
Gateley	24.40%	33.60%	N/A	N/A	50.60%	53.40%
Norton Rose Fulbright	24.80%	35.20%	18.00%	26.00%	50.90%	39.60%
Gowling WLG	25.00%	25.00%	16.00%	10.00%	61.00%	46.00%
DAC Beachcroft	26.10%	20.00%	2.90%	0.00%	46.10%	26.00%
Watson Farley & Williams	27.00%	34.50%	-8.30%	-11.10%	N/A	N/A
Hill Dickinson	27.50%	17.10%	N/A	N/A	N/A	N/A
Bryan Cave Leighton Paisner	33.70%	37.60%	29.90%	26.80%	N/A	N/A
Ince Gordon Dadds	N/A	N/A	N/A	N/A	N/A	N/A
AVERAGE	19.50%	27.10%	17.80%	21.10%		