

Gender Pay Gap 2019

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Overview

In April 2017, the Government introduced gender pay gap transparency regulations, which provide a critical measurement of gender equality in the workplace. Whilst both equal pay and the gender pay gap deal with the disparity of pay women receive in the workplace, they do address two separate issues.

Equal pay means that women and men in the same company must be paid the same pay for equal work as specified in the Equality Act 2010. Chambers and Partners regularly reviews pay to ensure that women and men are paid equal pay for equal roles.

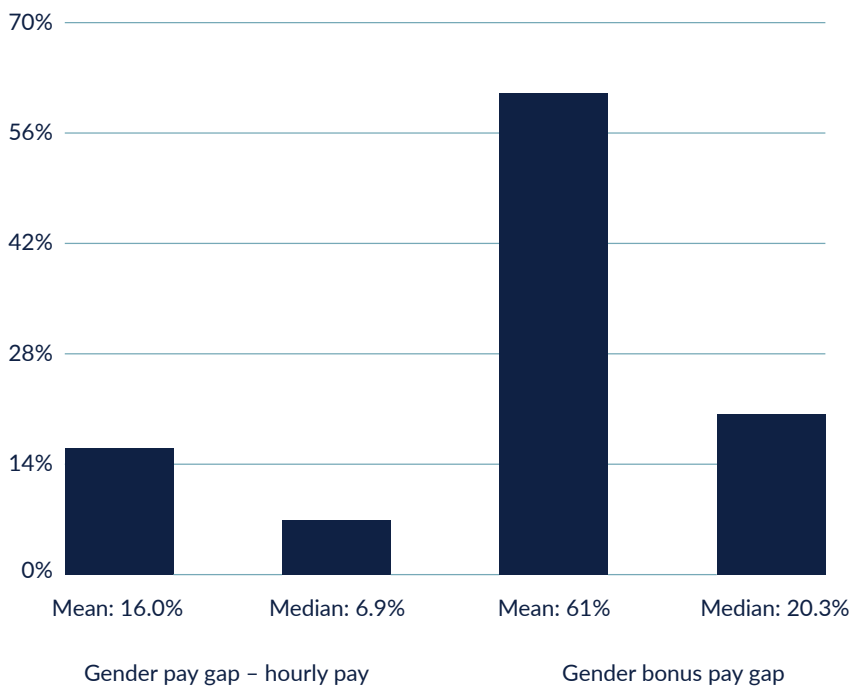
The gender pay gap is a measure of the difference between women’s and men’s average earnings.

Chambers Analysis

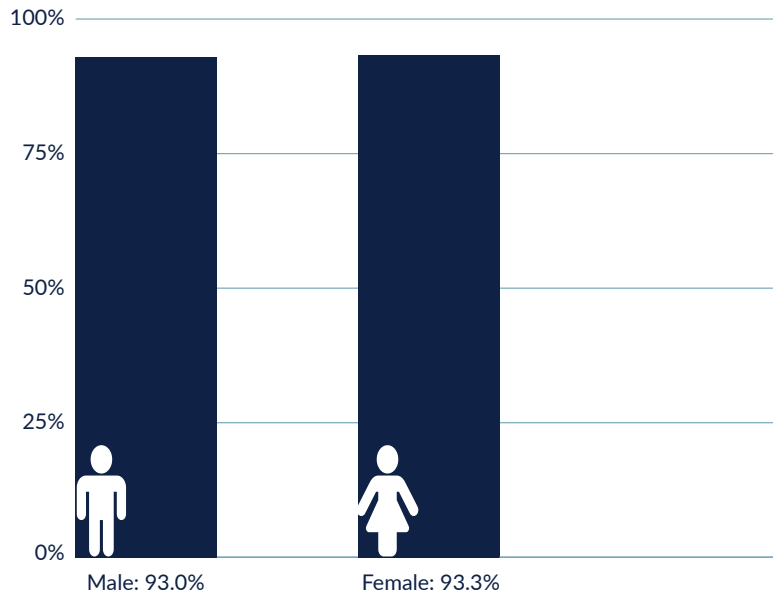
We have analysed a snapshot of 5th, April 2018, comparing the pay of our 277-permanent staff, all of whom are based in our central London offices.

Our gender pay gap analysis has found that – outside of our 200-strong research team – we employ a higher proportion of men in senior roles, particularly within the IT and Sales & Business Development functions. Here, the gender bonus gap figure is particularly influenced by the standard commission payments made to the sales and business development team.

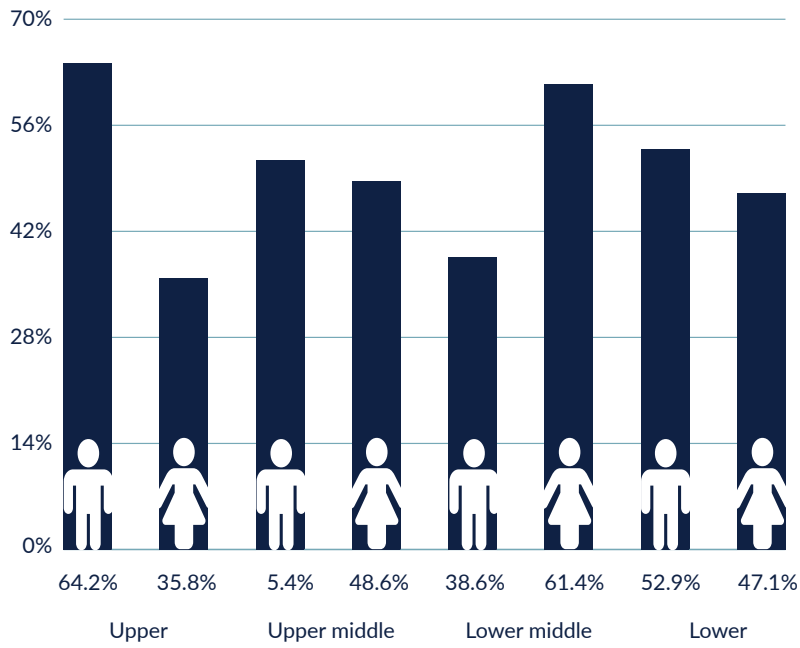
Our figures for the whole company show:



Proportion of males and females receiving a bonus payment

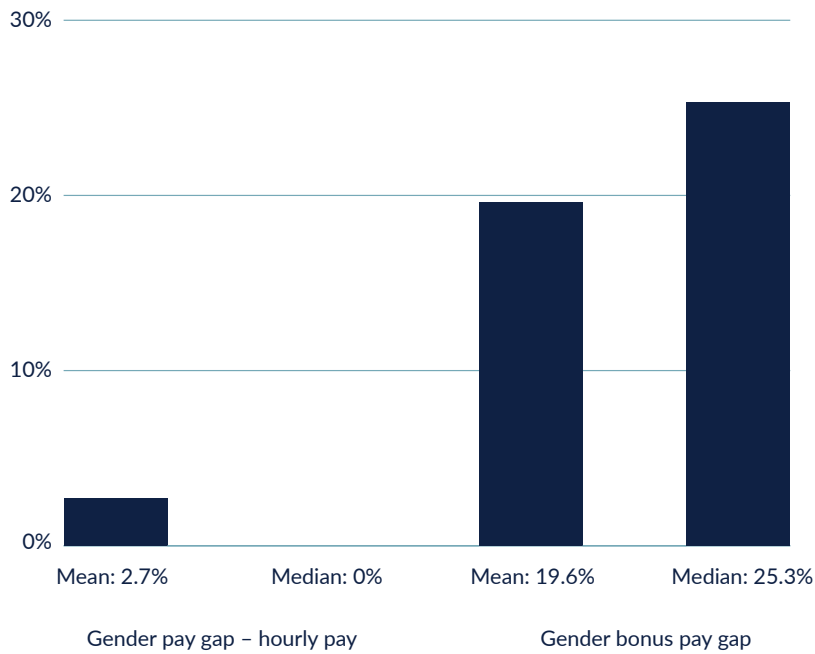


Proportion of males and females in each quartile band

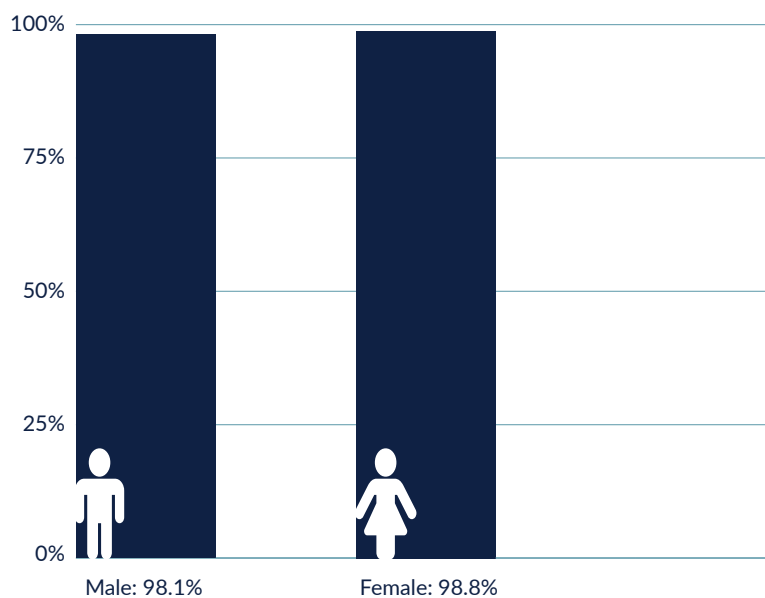


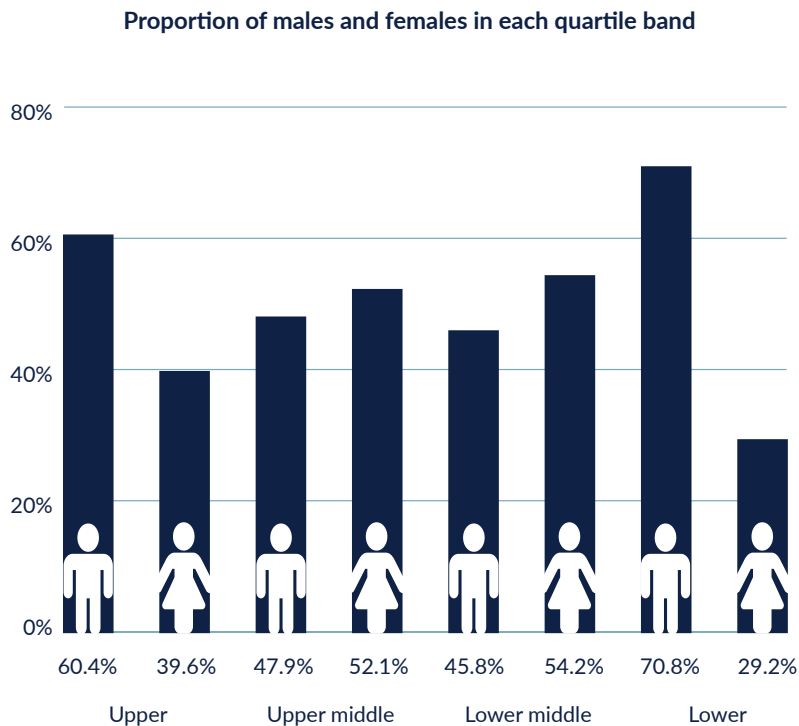
Chambers Research Team

Chambers and Partners employs one of the largest independent research teams in the world, drawing together research professionals from a range of countries. Our research team makes up 70% of the overall company. The figures isolated for our research team show:



Proportion of males and females receiving a bonus payment





Diversity & Inclusion at Chambers

Diversity and inclusion is a key part of our global strategy; it underpins our corporate responsibility and sustainability goals. We are committed to fostering and promoting an inclusive work environment for all our employees.

Our recent internal activities include:

- Incorporating D&I as a core company value
- The launch of ChambersINSPIRE: an employee engagement network and an internal corporate social responsibility programme

“Chambers and Partners is a truly global organisation and diversity and inclusion is at the very heart of what we do and who we are; it is a fundamental part of our DNA. Our D&I global research, workshops and forums – led by our Diversity & Inclusion Manager Dee Sekar – provide practical tools and effective solutions to furthering the advancement of diversity and inclusion.”

Mark Wyatt, CEO

The Future

We have a challenge ahead of us, but we are continually reviewing our processes and practices relating to attracting, selecting, developing and retaining our employees. We are widening our methods of generating applications to the organisation and will advertise roles on our website and Chambers Careers available to all employees and their networks. We will ensure that all decision makers are fully trained to ensure that we focus on best practice choices and decisions at every level.

The introduction of a performance management system in April 2019 will bring clarity and objectivity to promotion and reward decisions. We will identify the barriers that hold women back within the workplace and we will be better able to create career pathways that help us retain talented women across the board.

27th March 2019

Chambers

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