

# Simmons+Simmons

## Ethnicity Pay Gap 2024

At Simmons & Simmons, we are committed to fostering a diverse and inclusive workplace. We believe that employing people with a wide range of perspectives, experiences and backgrounds is essential and helps us to provide our clients with the expert advice they trust us for.

Working to improve race and ethnic diversity has been included in the firm's business plan as a strategic objective and is actively led by our senior leadership.

We are confident that our ongoing internal initiatives will contribute to an increase in the representation of ethnic minority colleagues across the firm, especially in higher-level roles, and will help to narrow the disparity in pay related to ethnicity.

We continue to review, refine, and develop our efforts to ensure ongoing progress and the highest standards of equality and fairness.

This report contains the hourly and bonus pay gap data of our UK employees and UK partners. The data used for this report is accurate as of 5 April 2024, and bonus paid in July 2023.

**Performance Management** When collecting ethnicity data, we seek explicit consent from our employees to use this information to scrutinise and challenge our decisions regarding performance management and remuneration.

**Graduate and lateral recruitment** We continually review our recruitment practices to ensure equality and fairness for all candidates. We also partner with organisations and participate in initiatives aimed at widening opportunities and supporting students from ethnic minority backgrounds in entering the profession, such as Aspiring Solicitors, RARE, 10,000 Black Interns, and Big City Bright Future.

**Awareness and allyship** Following the race and ethnicity allyship training rolled out to UK staff in 2023, we continue to work closely with Group Heads and Business Services Directors to ensure we continue the conversation. Practice groups are developing plans, with specific actions and succession planning, to ensure we continue to attract and nurture ethnic minority talent and create inclusive environments to retain it.

**Collaborating with clients** Our Race and Ethnicity at Simmons network offers a platform for fostering connections with similar networks at our client organisations.

**Robust data collection and analysis** Our ongoing focus on comprehensive data collection and analysis allows us to better understand our market position, shape our strategy, and track our progress more effectively.



**Jeremy Hoyland**  
Managing Partner

# Employees

## The data

### Hourly pay gap

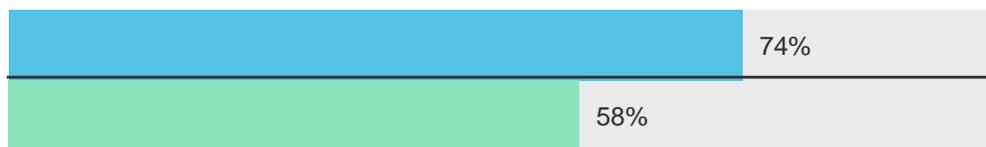
Year	Mean	Median
2024	7.01%	3.29%
2023	-1.66%	-10.54%

### Bonus pay gap

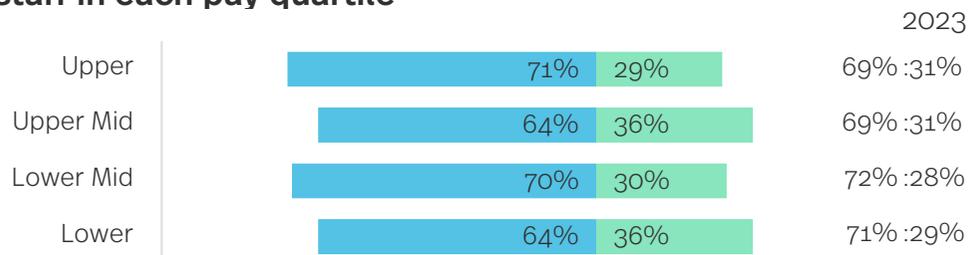
Year	Mean	Median
2024	5.92%	9.16%
2023	-14.32%	-21.68%

### Proportion of White and Ethnic Minority staff who received a bonus

Year	White	Ethnic Minority
2024	74%	58%
2023	67%	58%



### Proportion of White and Ethnic Minority staff in each pay quartile



## The analysis

The response rate for the UK population voluntarily disclosing their ethnicity in 2024 was 81%, an increase from 70% in 2023.

### Ethnicity pay gap

The mean (total divided by number of people) and median (the middle salary) pay gaps have increased in 2024 but remain relatively small.

A key factor impacting the figures is that respondents during this reporting period, whose data was not previously included in analysis, consist of higher earners within the white population and lower earners within the ethnic minority population.

The ethnicity pay gap remains below 0% at all career levels within our UK trainee and associate populations.

### Ethnicity bonus gap

The bonus gap also shows an increase but remains relatively small and only just outside the range of what we would consider to be negligible.

### Ethnicity pay quartiles

The upper-mid and lower-mid quartiles show an improved representation of individuals from an ethnic minority background since 2023, and overall, they are representative of the proportion of white and ethnic minority colleagues in our fee earning, business services and secretarial teams along with the market relevant pay associated with these groups.

# Partners

## The data

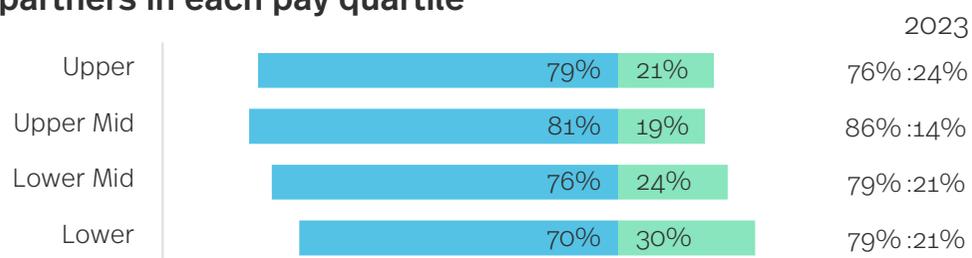
### Hourly pay gap

Year	Mean	Median
2024	9.29%	16.41%
2023	1.03%	14.06%

### Bonus pay gap

Year	Mean	Median
2024	-7.51%	0.33%
2023	-11.78%	-5.01%

### Proportion of White and Ethnic Minority partners in each quartile



## The analysis

Our partners are remunerated differently from our employees. We have calculated the partner ethnicity pay and bonus gap based on entitlement to profit share during the same reporting period.

Data includes Equity and Fixed-Equity Partners.

### Ethnicity pay gap

The partner pay gap has increased in 2024 and is similarly affected by the higher population response rate, which has resulted in more people being included in the analysis than in 2023, as outlined in the employee analysis.

### Ethnicity bonus gap

The 'negative' bonus gap has decreased since 2023, bringing it closer to 0%, meaning there is little or no gap.

### Ethnicity pay quartiles

The lower two quartiles show a balancing of the representation of individuals from an ethnic minority background since 2023, and overall, they reflect the relative number of white and ethnic minority colleagues in the partnership.