

# Simmons+Simmons

## Gender 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 towards gender parity and improving the representation of women in leadership roles within the firm has been a key business plan objective for some years and is actively lead by our senior leadership.

Women currently make up 32% of the firm's international partnership, this is more than double what it was 10 years ago. Female representation in our global leadership teams is as follows: International Executive Committee (40%), Board (25%), Sector Heads (25%) Cross Border Group Heads (23%), International Practise Group Heads (75%), Partnership Appraisal Committee (50%), Remuneration Committee (40%).

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.

**Recruitment** We continually review our recruitment practices to ensure equality and fairness for all candidates.

**Sponsorship** We focus on developing leadership skills through mentoring and sponsorship to help our talented people reach their full potential. Managing Associates are paired with a senior equity partner sponsor for guidance and support on their path to partnership.

**Ongoing management** We develop gender balance plans for each practice area with specific actions and succession planning to ensure a pipeline of quality and diverse talent for leadership roles. The annual review process integrates gender awareness in pay and promotion, offers pro-rated bonuses for extended leave and uses data to eliminate bias.

**Gender balance committees** Our gender balance committees are essential in ensuring we are always listening and challenging, setting objectives and identifying opportunities to further advance the career progression of women throughout the firm.

**Collaborating with clients** Our Gender Balance at Simmons network, fosters collaborative efforts with our clients to meet common goals aimed at enhancing gender parity. The network also facilitates building relationships with gender networks across our clients' organisations.



**Jeremy Hoyland**  
Managing Partner

# Employees

## The data

### Hourly pay gap

Year	Mean	Median
2024	18.97%	25.05%
2023	20.89%	32.89%

### Bonus pay gap

Year	Mean	Median
2024	27.18%	39.26%
2023	32.97%	9.28%

### Proportion of men and women who received a bonus

Year	Men	Women
2024	58%	60%
2023	51%	60%



### Proportion of men and women in each pay quartile



## The analysis

### Gender hourly pay gap

Between 2023 and 2024, the firm's

- mean pay gap (total divided by number of people) decreased by almost 2%
- median pay gap (the middle salary) decreased by over 6%

There is no significant mean gender pay gap across the trainee and associate career levels.

### Gender bonus gap

The data shows a balance in the proportion of men and women receiving a bonus, now within 2% of each other, with 7% more men receiving a bonus compared to last year.

Between 2023 and 2024, the firm's

- mean bonus gap decreased by almost 6%
- median bonus gap increased by around 30%

This represents an increase in the total value of bonuses awarded to women (reducing the mean average gap). However, there has been an increase in the number of men receiving a bonus, and receiving higher amounts, which has brought the mid-point up (increasing the median average gap).

### Gender pay quartiles

The majority of our business services and secretarial teams are women and the market relevant pay for these groups, irrespective of gender, is lower than that for the fee earning group. This is reflected in our pay quartile information, noting a slightly better balance in the ratios of the upper, and lower-mid quartiles.

## The data

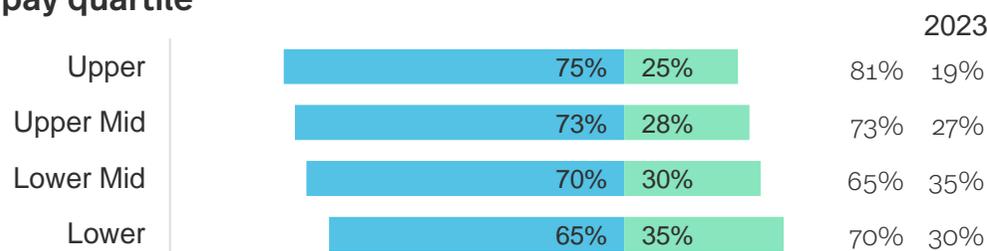
### Hourly pay gap

Year	Mean	Median
2024	10.09%	19.02%
2023	9.46%	21.96%

### Bonus pay gap

Year	Mean	Median
2024	-9.11%	-2.64%
2023	-32.25%	0.50%

### Proportion of men and women in each pay quartile



## The analysis

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

Data includes Equity and Fixed-Equity Partners.

### Gender pay gap

The hourly pay gap shows little change to 2023 and reflects the number of men and women at different positions in the modified lockstep.

For partners, the gender bonus gap is the reverse of the national trend. Our female partners earn more on average and are among the firm's highest earners.

This "negative" mean bonus gap has decreased since 2023, getting closer to balanced pay.

### Gender pay quartiles

The change in the proportion of men and women at different positions in the lockstep is evidenced in the pay quartile data, which shows an improvement in the distribution since 2023.