

2018 UK Pay Gap Report

At Hogan Lovells we are an equal pay employer, ensuring fair and competitive reward for equivalent work. We are proud to be a family friendly employer and to promote agile and part-time working opportunities for all.

We are listed in the annual **UK Top 30 Employers for Working Families List** and the **Business in the Community Best Employers for Race 2018**. We are also consistently recognised as a **Times Top 50 Employer for Women**.

Last year we went beyond the statutory Gender Pay Reporting guidelines and chose to include partners in our report. We have shared the same data again this year and, going further, have provided a breakdown of both our lawyer and business services data as well as sharing our Ethnicity Pay Gap information.

We are committed to workplace equality and to recruiting, retaining and advancing a diverse workforce where all our people can be themselves and feel empowered to succeed.



Susan Bright
Regional Managing Partner – UK and Africa

Susan Bright

Understanding the gap

- Our gender pay gap figures in 2018 compared to 2017 **remain relatively unchanged**.
- This is because **the composition of our workforce remains the same**.
- Women comprise almost **two thirds** of our population and are **well represented at every level**.
- Our **women continue to be well represented in the upper quartiles** demonstrating our **commitment to ensuring women reach senior positions**.
- Our **partner compensation pay gap remains in favour of women**.
- A high proportion of our women perform secretarial and other business services roles which is a common trend in the legal sector. Whilst we are confident that we are **paying competitive market rates** for these positions this has the effect of reducing the average pay of women overall. This in turn influences our gender pay gap.
- We provide equal opportunity for reward with **51% of our women receiving a bonus compared to 49.1% of our men**.
- We are strong advocates of agile working and employees taking periods of family leave with **one in five women working part-time**. This results in pro-rated bonuses which influence our bonus gap.
- The bonus gap in the lawyer population is **impacted by several factors**; a high proportion of women perform senior non-fee earning roles and a significant proportion work part-time and/or have taken a period of family leave.
- We are **continually looking at ways to support our people** more effectively during periods of family leave. As part of this, we are currently undertaking a review of our transition arrangements for returnees as well as considering the potential impact of work allocation.

Statutory Reporting

Employees only gender pay and bonus gap

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2018	2017	2018	2017	2018	2017	2018	2017
12.3%	15.3%	27.3%	26%	52.7%	47.9%	63.8%	62.3%

Proportion of women and men receiving a bonus payment

2018

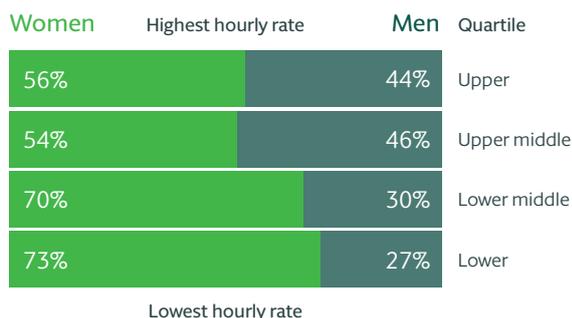


2017

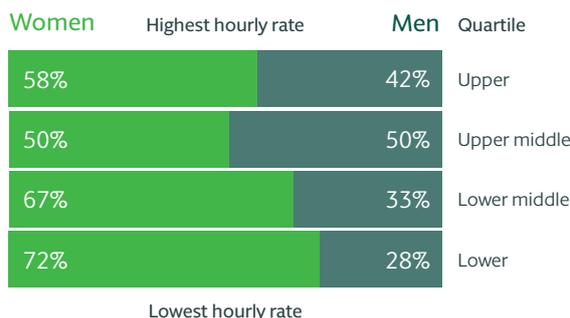


Proportion of women and men in each pay quartile

2018



2017



We confirm the data reported is accurate for employees of Hogan Lovells Services. The data excludes partners, who are not employees.

Voluntary reporting

Lawyer population gender pay and bonus gap (Associates, senior associates, counsel, consultants (Hogan Lovells Services))

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2018	2017	2018	2017	2018	2017	2018	2017
1.8%	0%	-2.5%	0.3%	25.9%	16.1%	13.4%	0.1%

Business services gender pay and bonus gap (All Hogan Lovells UK employing entities comprising secretarial and business services)

2018 Hourly pay		2018 Bonus	
Mean	Median	Mean	Median
17.7%	18.8%	38.5%	61.7%

Data not reported in 2017

Partner total compensation gap

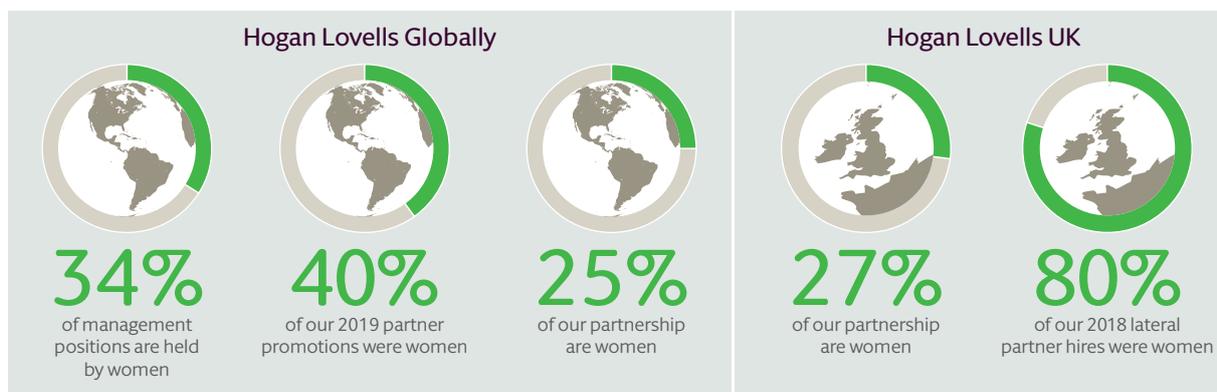
Total compensation			
Mean		Median	
Current year	Previous year	Current year	Previous year
-2.1%	-2.8%	-10.1%	-3.2%

Current year partner reporting data is in relation to the statutory reporting date of 5 April 2018 for UK partners. As there is no statutory guidance on this calculation for partners, we have used total compensation for the 12 month period as per Hogan Lovells financial year from 1 January to 31 December 2017. Partners are not employees and, in the case of equity partners, receive a share of the profits of the firm.

Employees and partners combined gender pay gap (All Hogan Lovells UK employing entities and total compensation for all partners)

Total compensation			
Mean		Median	
2018	2017	2018	2017
52.9%	51.8%	38%	38.3%

Data not reported in 2017



As at 1 January 2019

We remain committed to maintaining momentum and furthering progress as we look to our goal of 30% women partners by 2022.

Ethnicity pay gap

- In line with our commitment to increase representation of Black, Asian and Minority Ethnic (BAME) people at all levels in the firm, we are voluntarily reporting ethnicity pay gap data.
- We rely on our people to provide their ethnicity data and **91% of our people** have shared their information with us. Of that population, **17% identify as BAME**.
- As a result, even small changes to this group can cause a significant change to the overall mean and median ethnicity pay gap figures.
- We have a **very strong record in recruiting BAME students** through our graduate recruitment programme; using a range of **innovative activities** including our contextual recruitment system, our Ladder to Law programme and working with Aspiring Solicitors. The percentage of BAME students we recruited in 2017/2018 for training contracts is **47%**.
- We are committed to creating an environment that **attracts, retains and develops our BAME talent** and have placed a significant focus on this in our 2019 UK diversity strategy.

Employees only ethnicity pay and bonus gap (Hogan Lovells Services)

2018 Hourly pay	
Mean	Median
11.2%	8.7%

2018 Bonus	
Mean	Median
5.6%	-40%

Partner total compensation ethnicity pay gap

2018 Total compensation	
Mean	Median
12.8%	0.4%

Current year partner reporting data is in relation to the statutory reporting date of 5 April 2018 for UK partners. As there is no statutory guidance on this calculation for partners, we have used total compensation for the 12 month period as per Hogan Lovells financial year from 1 January to 31 December 2017. Partners are not employees and, in the case of equity partners, receive a share of the profits of the firm.

Employees and partners combined ethnicity pay gap (All Hogan Lovells UK employing entities and total compensation for all partners)

2018 Total compensation	
Mean	Median
46.3%	33.2%

One Hogan Lovells. Many perspectives.

Diversity is at the core of who we are and how we do business. We are a high performing global team with people from different backgrounds, perspectives and life experiences.





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