


A low-angle photograph of a modern glass skyscraper. The building's facade is composed of large glass panels reflecting the sky and other buildings. A prominent white architectural element, possibly a balcony or a structural beam, curves across the foreground. The overall scene is bright and modern.

Hogan
Lovells

2019 UK
Pay Gap Report



At Hogan Lovells, we're committed to embedding a culture of inclusion for our people regardless of background and personal characteristics. We have a strong focus on Respect at Work, our proactive approach to ensuring that we protect our people and our culture. We combine this with our work on physical and mental wellbeing to support our people to perform at their best. We want our people to feel able to be themselves at work, in a high performing, inclusive environment.

The statutory focus of Pay Gap Reporting is gender. Since its introduction, we have gone beyond the statutory Gender Pay Reporting guidelines by including partners in our reports. Last year we voluntarily shared our ethnicity pay gap information and we also provided a breakdown of our lawyer and business services data by gender. We have provided the same data again this year and, going further, we are sharing for the first time our Sexual Orientation Pay Gap information.

We are proud of our progress in advancing women to partnership. Women now comprise 29% of our UK partnership; close to our 2022 target of 30%. We have been consistently recognised as a Times Top 50 Employer for Women. We have been included in the Stonewall Workplace Equality Index for 10 years and listed in the annual UK Top 30 Employers for Working Families List for five years.



Susan Bright
Regional Managing Partner – UK and Africa



Understanding the gender pay gap

- During 2019 we undertook a **substantial transfer** of our office services colleagues to an outsource provider. This impacted on our gender pay gap figures owing to the **decrease of representation of men in the lower quartile**.
- A high proportion of our women continue to perform secretarial and other business services roles, which has exacerbated the impact on the gender pay gap.
- **Our women continue to be well represented in the upper quartiles**. This is borne out by the fact that our mean hourly pay gap for the lawyer population is miniscule (0.6%) and the median is in favour of women (-2.3%).
- We provide equal opportunity for reward with **51.5% of our women receiving a bonus compared to 47.7% 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 continues to be **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. We have a **strong family support package** including emergency backup care, maternity mentoring and parental transition coaching.

Statutory Reporting

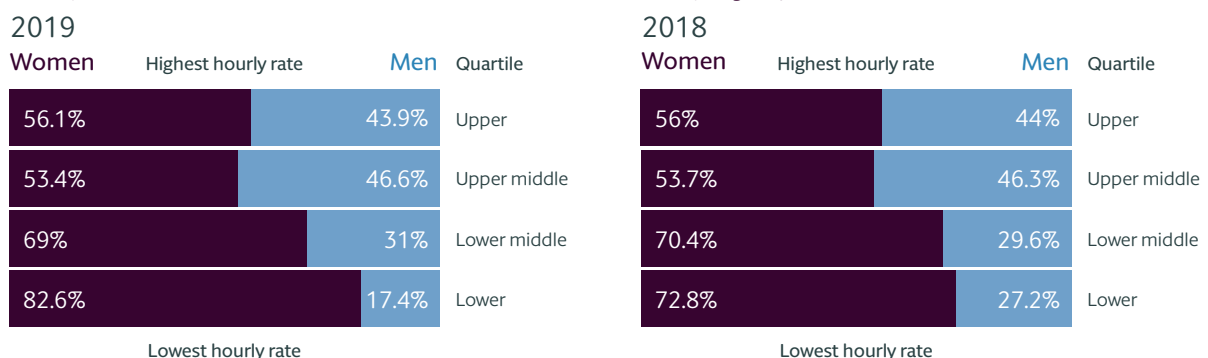
Employees only gender pay and bonus gap

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2019	2018	2019	2018	2019	2018	2019	2018
18.7%	12.3%	36.6%	27.3%	58.6%	52.7%	66.5%	63.8%

Proportion of women and men receiving a bonus payment



Proportion of women and men in each pay quartile



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	
2019	2018	2019	2018	2019	2018	2019	2018
0.6%	1.8%	-2.3%	-2.5%	30.8%	25.9%	44.8%	13.4%

Business services gender pay and bonus gap

(All Hogan Lovells UK employing entities comprising secretarial and business services)

Hourly pay				Bonus			
Mean		Median		Mean		Median	
2019	2018	2019	2018	2019	2018	2019	2018
28.9%	17.7%	29.2%	18.8%	54.9%	38.5%	61.9%	61.7%

Partner total compensation gap

Total compensation			
Mean		Median	
Current year	Previous year	Current year	Previous year
8.7%	-2.1%	3.0%	-10.1%

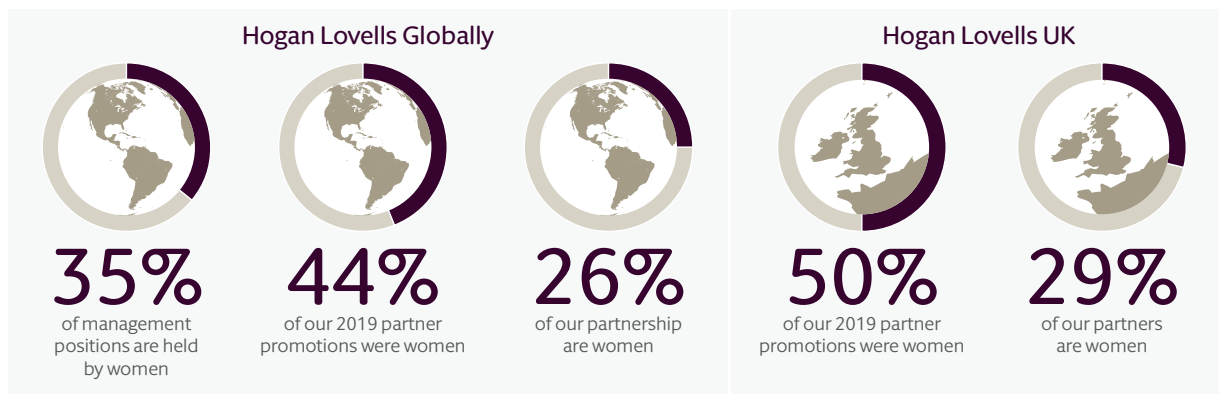
Current year partner reporting data is in relation to the statutory reporting date of 5 April 2019 for UK partners. As there is no statutory guidance on this calculation for partners, we have used total compensation for the 12 month period as per Hogan Lovells financial year from 1 January to 31 December 2018. 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	
2019	2018	2019	2018
57.8%	52.9%	44.7%	38%

Data not reported in 2019



As at 1 January 2020

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 for the second year.
- We rely on our people to provide their ethnicity data and **90% of our people** have shared their information with us. Of that population, **17% identify as BAME**.
- Even small changes to this group can cause a significant change to the overall mean and median ethnicity pay gap figures.
- Our UK diversity strategy focusses on retention and progression of our BAME talent, building on our **strong record in recruiting students from BAME backgrounds**.
- We commissioned an external specialist consultancy to explore, through a series of anonymous insight groups, what **supports and hinders inclusion** at the firm, as well as to gain insights into the lived experience of our people from BAME backgrounds.
- We have been implementing the resulting recommendations including a programme to **bridge the gap** between the perception and reality of senior role models and the introduction of **reciprocal mentoring**.
- Our newly formed employee network REAHL focusses on race and ethnicity and is open to all our people to come together in a supportive environment to address the under-representation of BAME talent at partner level. They take an active role in supporting the firm in delivering the recommendations from the research.

Employees only ethnicity pay and bonus gap

(Hogan Lovells Services)

Hourly pay			
Mean		Median	
2019	2018	2019	2018
9.6%	11.2%	10.1%	8.7%

Bonus			
Mean		Median	
2019	2018	2019	2018
0.0%	5.6%	-0.2%	-40%

Partner total compensation gap

2018/19 Total compensation			
Mean		Median	
Current year	Previous year	Current year	Previous year
17.9%	12.8%	6.5%	0.4%

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Employees and partners combined ethnicity pay gap

(All Hogan Lovells UK employing entities and total compensation for all partners)

2018/19 Total compensation			
Mean		Median	
2019	2018	2019	2018
45.8%	46.3%	34.5%	33.2%

Sexual orientation pay gap

- We are deeply committed to LGBT+ inclusion and have long been advocates for LGBT+ rights around the world. We believe that no one should be held back at work or in their personal lives because of their sexual orientation or gender identity.
- We rely on our people to provide their sexual orientation data and **77% of our people** have shared their information with us. Of that population, **4% identify as LGBT+**.
- As a result, even small changes to this group can cause a significant change to the overall mean and median sexual orientation pay gap figures.
- Our **longstanding Pride network** hosts our annual Pride lunch, now in its ninth year, which brings together clients, colleagues and the legal press to celebrate Pride, to provide networking opportunities and to emphasise the importance of inclusion and diversity in the way we do business. The lunch also gives our LGBT+ clients a great opportunity to see themselves represented in Hogan Lovells.
- Our LGBT+ people and allies **support the culture of our firm** and use their influence to raise important issues both locally and globally. They are proactive advocates for change.
- We participate in **DiversCity in Law** and are a founding member of the **Goldman Sachs Legal Insight Programme** to broaden access to careers in the City of London for LGBT+ talent.

Employees only sexual orientation pay and bonus gap

(Hogan Lovells Services)

2019 Hourly pay	
Mean	Median
-13.0%	-47.1%

2019 Bonus	
Mean	Median
15.5%	4.0%

Partner total compensation sexual orientation pay gap

2018 Total compensation	
Mean	Median
59.6%	52.1%

Current year partner reporting data is in relation to the statutory reporting date of 5 April 2019 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 2018. Partners are not employees and, in the case of equity partners, receive a share of the profits of the firm.

Employees and partners combined sexual orientation pay gap

(All Hogan Lovells UK employing entities and total compensation for all partners)

2018 Total compensation	
Mean	Median
30.7%	-11.7%

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 working together in a culture of respect and inclusion.

Ensuring Dignity and Respect in the workplace

Respect at Work is our proactive approach to ensure that we protect our people and our culture. Our Respect Advocates are volunteers across our business at all levels who champion respectful behaviour; equipped with the skills and knowledge required to manage difficult situations. We are committed to nurturing a culture where people are no longer bystanders to inappropriate behaviour, but instead feel empowered to raise any concerns, confident that they will be dealt with appropriately.

Intersectionality

We recognise the intersectionality of our people and that no-one is 'just one thing'. Our employee networks are broad ranging and collaborative, driving activity to ensure our culture of inclusion is shared throughout the firm addressing gender equality, working families, generations, race, ethnicity, LGBT+, faith and belief.

Supporting retention and progression

We actively seek to identify and nurture our pipeline of diverse talent, focusing on ensuring our policies, processes and programmes enable us to develop and advance our people. Our global coaching strategy and Combining Potential mentoring programme support our people from under-represented backgrounds.

External Partnerships

We work with Business in the Community on key programmes relating to gender and ethnicity. Our long standing relationships with PRIME and Rare Recruitment are invaluable in our determination to support social mobility in the legal profession. Our Partnership with the Reignite Academy offers us access to untapped talent through its award winning returnship programme for lawyers who have had a career break.

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*Our associated offices

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