



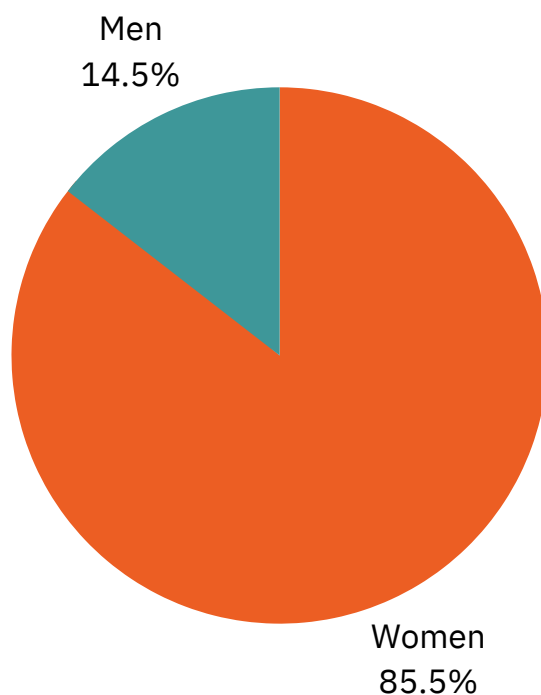
# WBW Gender Pay Gap Report 2022

## Introduction

WBW support an inclusive working environment for all its employees. The firm offers equal opportunities and welcomes the opportunity to work collaboratively with all individuals. Due to the firms rapid growth over the last 12 – 24 months, the 2022 gender pay gap report is the first report of its kind for the firm. Therefore the data cannot be compared to previous years statistics. WBW will use the Gender Pay Gap Report to analyse the salary data of men and women within the firm. The data which is analysed is to show that WBW pay the same pay to men and women for equal amounts of work.

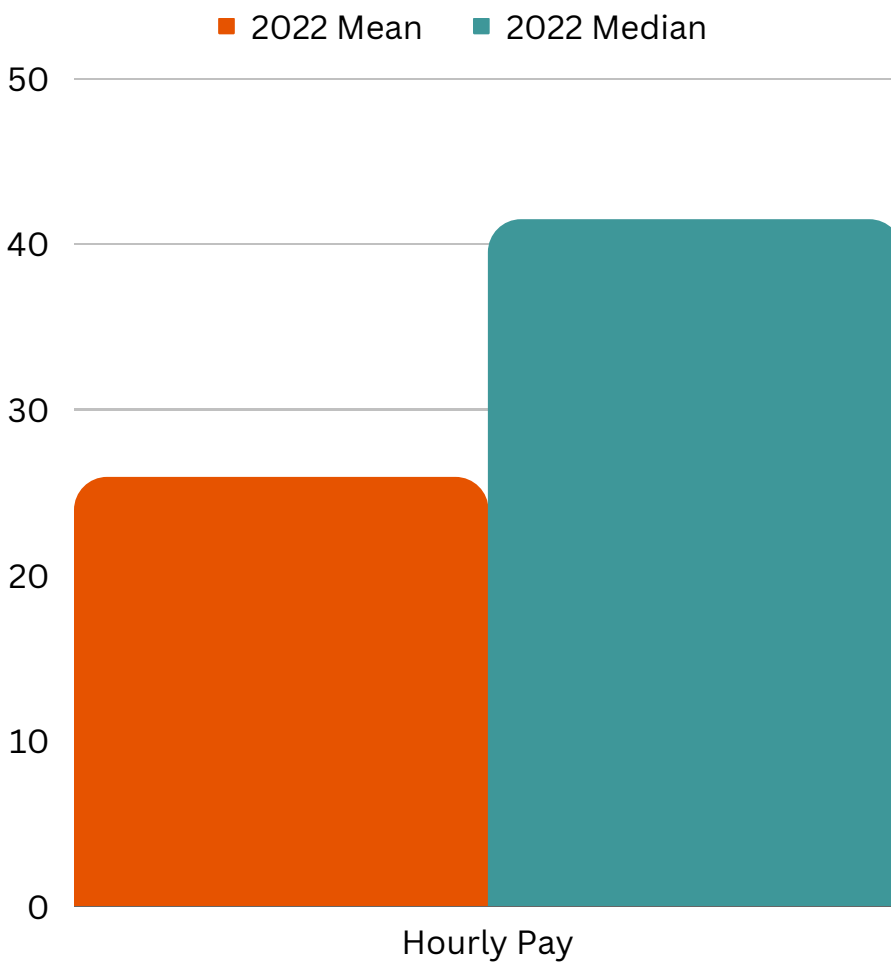
The overall findings from this report are:

- WBW have a predominantly female workforce
- The data shows we have 85.5% female employees and 14.5% male employees
- The data is disproportionate due to an unequal number of men and women across the full spectrum of roles within WBW



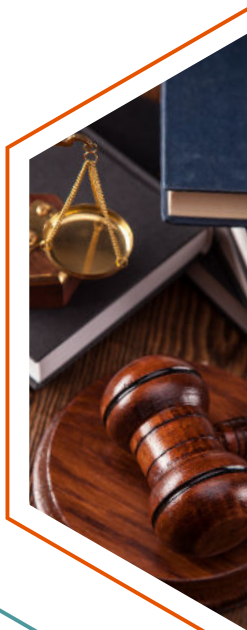
## Overall Hourly Pay Differences

	Mean	Median
Hourly Pay	25.9%	41.5%



Mean: The result of adding all the salary values and dividing this amount by the number of employees

Median: The result of using the middle salary value in the list of salaries.

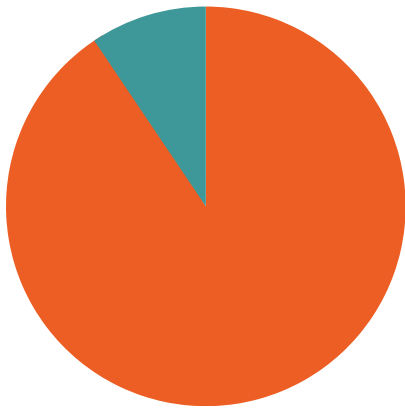


## Pay Quartiles

This information illustrates the ratio of Men and Women in the four pay quartiles by hourly rate; Lower, Lower Middle, Upper Middle and Upper.

### Lower

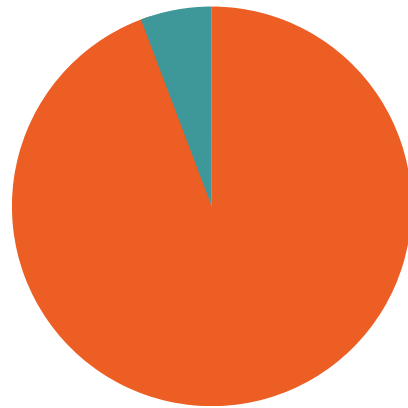
Men  
9.4%



Women  
90.6%

### Lower Middle

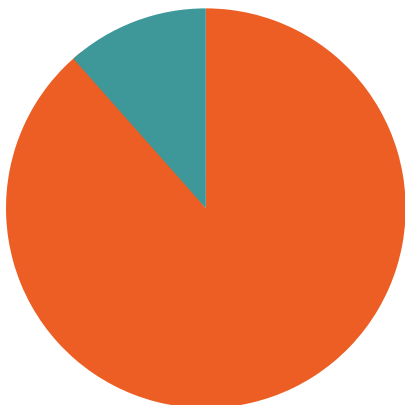
Men  
5.8%



Women  
94.2%

### Upper Middle

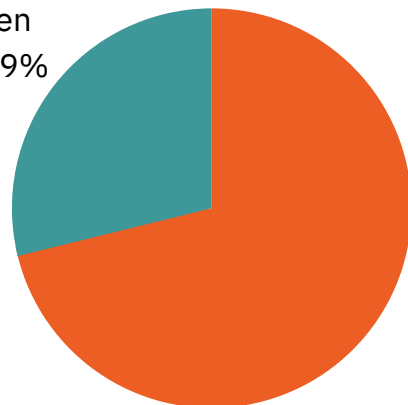
Men  
11.5%



Women  
88.5%

### Upper

Men  
28.9%



Women  
71.2%



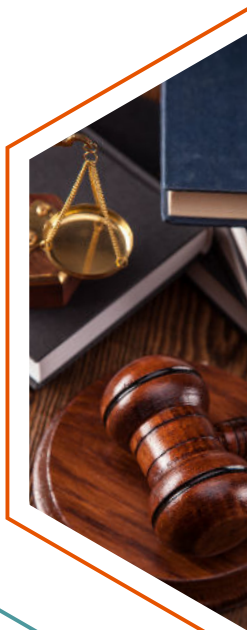
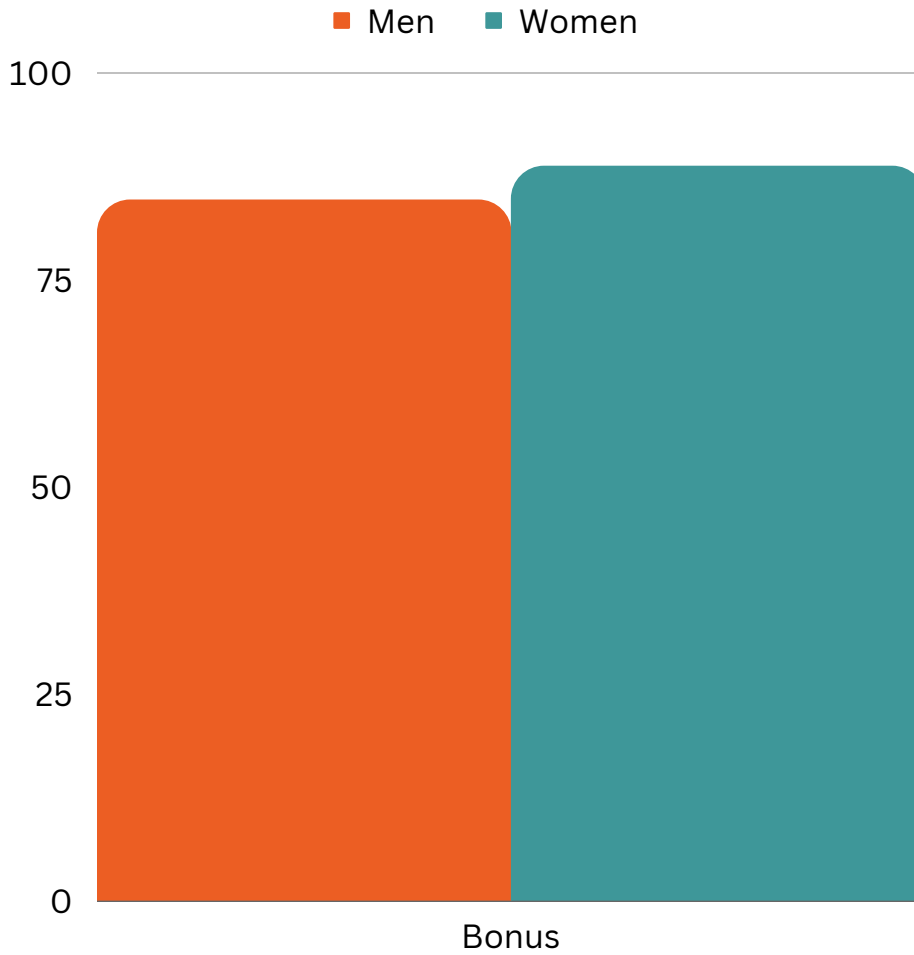
## Bonuses Paid

The proportion of men and women who were awarded a bonus in 2022:

Men: 84.62%

Women: 88.70%

	Mean	Median
Bonus	9.43%	20.67%



## **Conclusion**

WBW will continue to reflect on how we can make our lower paid roles and support roles more inclusive and attract both men and women into these positions. In 2023, WBW are proposing to move from a less traditional job title scheme, removing “Secretary” and replacing this with “Assistant”.

WBW have introduced a fairer application process for interested candidates for Professional Development opportunities. This includes internal and external candidates.

## **As Required**

As required by the regulation, we confirm the data in this report is accurate.

*Steve Bulman*

Steve Bulman

Managing Partner, WBW Solicitors



For further information  
please contact us at  
**[hr@wbw.co.uk](mailto:hr@wbw.co.uk)**