

Gender pay gap report 2020/21

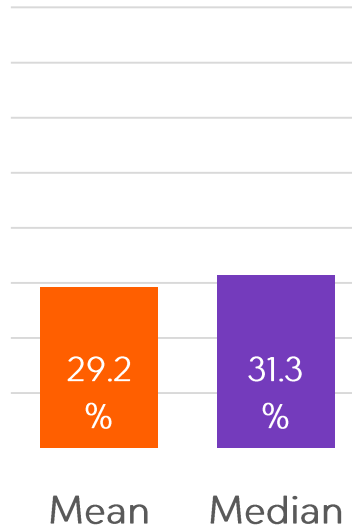


We remain committed to inclusion and diversity and continue to regard the Gender Pay Gap Reporting Regulations as a helpful step in progressing societal and working norms. We maintain rigorous processes in place to review, benchmark and ensure that we pay our people fairly for the work they do.

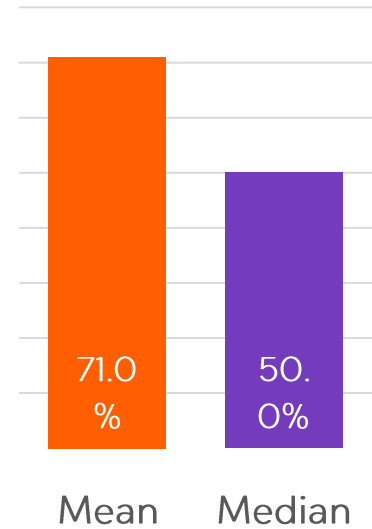
Since the last reporting period, our 2020/2021 gender pay gap has been impacted by the pandemic, with the figures reflecting the measures we as a business felt necessary to implement in response to the pandemic.

In light of this we have shared our gender pay gap for 2021/2022 earlier than required to demonstrate our progress to date.

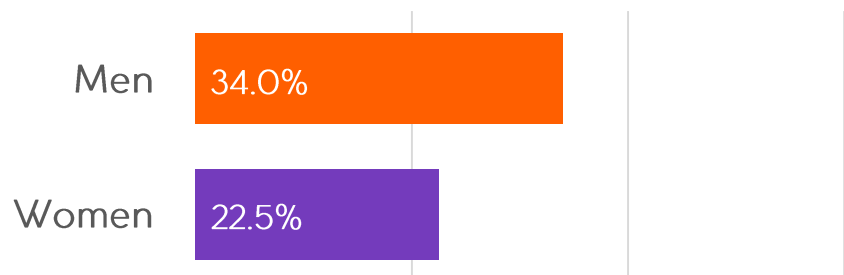
Hourly gender pay gap 2020



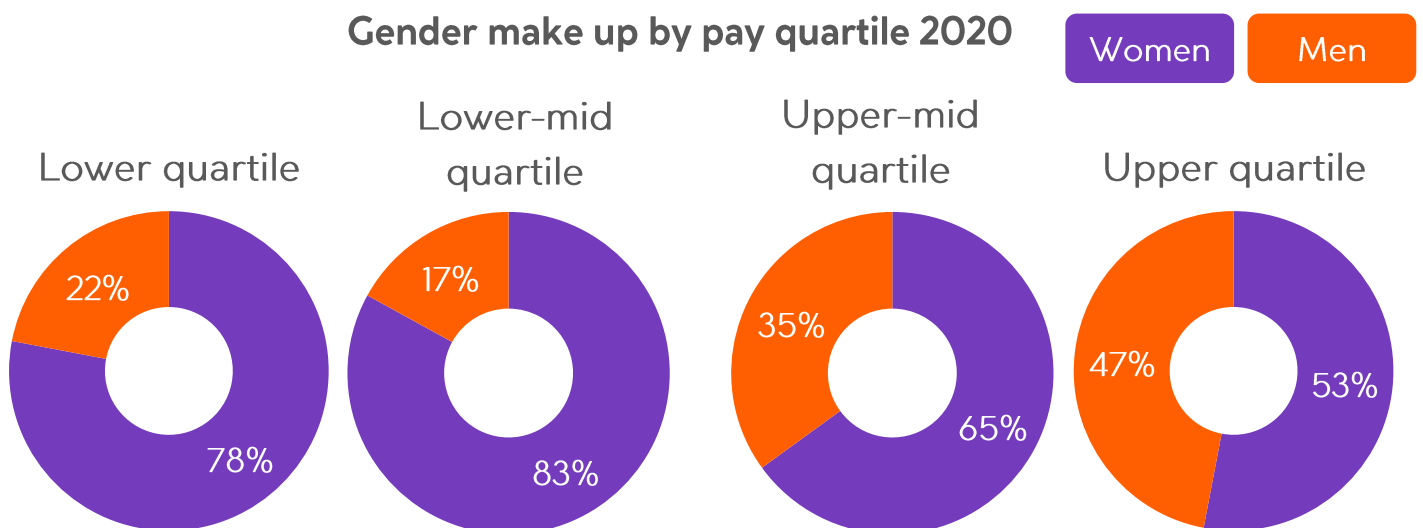
Bonus gender pay gap 2020



Proportion of men and women who received a bonus payment in 2020



Gender make up by pay quartile 2020



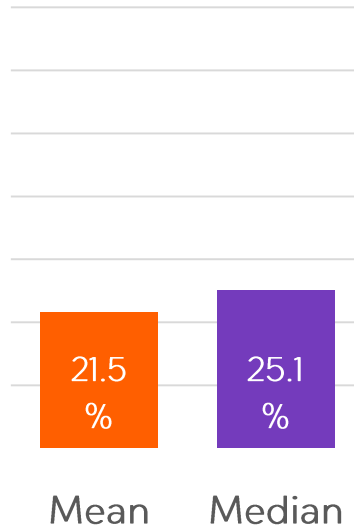
Definitions: Mean – the sum of values in a set of data divided by the number of items in the set. Median – the value found at the exact middle of a set of values arranged in ascending order. Quartile – one of 4 equal sized groups of data within a set calculated by dividing a set of data arranged in ascending order into 4 equal sections.

Our 2021 gender pay gap figures have significantly improved when compared to 2018, with a particularly notable improvement being the reduction in our hourly gender pay gap (mean 38.5% in 2018 vs 21.5% in 2021 and median 50% in 2018 vs 25.1% in 2021).

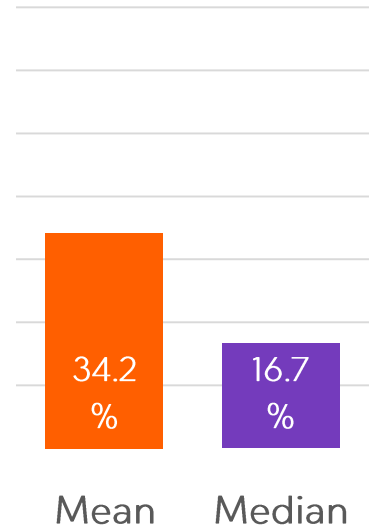
Our figures reflect the gender make up of our employees, with 32.8% of our people being women in support or administrative roles. Our locations in both Tunbridge Wells and London, how we operate as a professional services business and the steps we have taken to improve disparity is reflected in our pay gap figures.

Whilst we have made meaningful progress year on year we continue to be committed to working towards reducing gender pay gaps that exist.

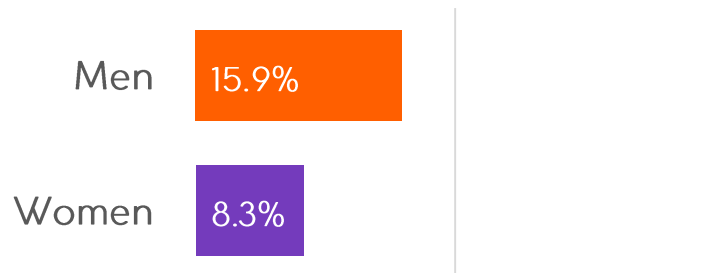
Hourly gender pay gap 2021



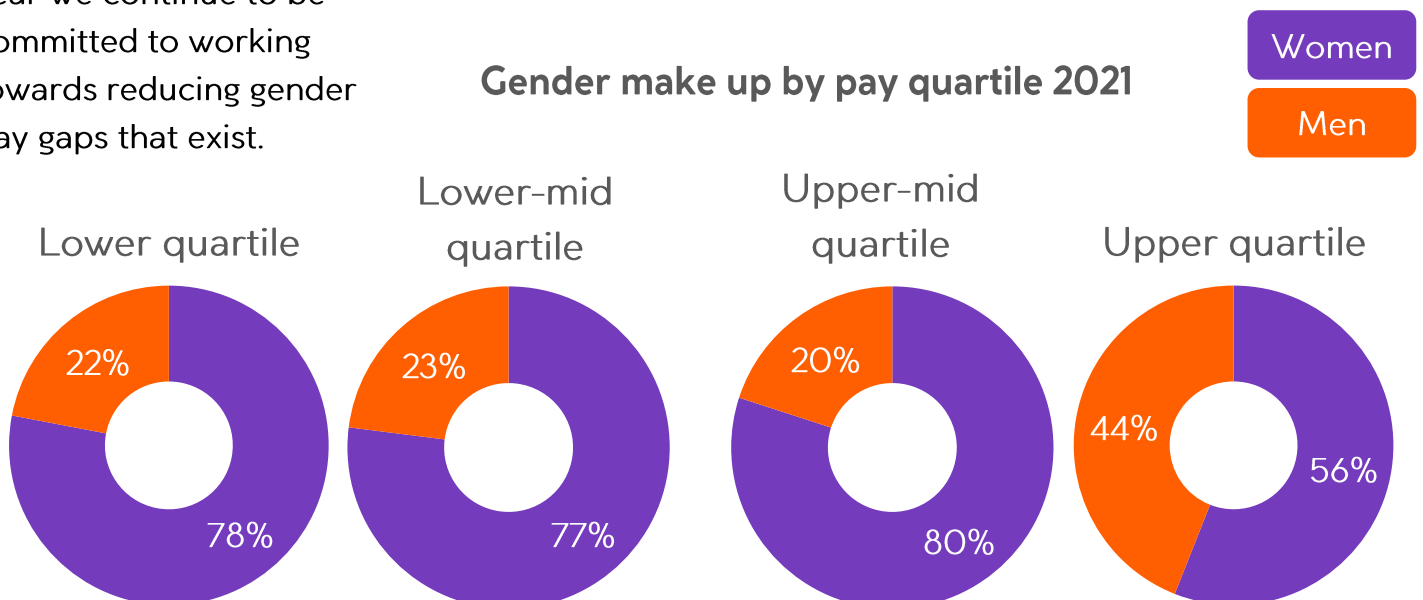
Bonus gender pay gap 2021



Proportion of men and women who received a bonus payment in 2021



Gender make up by pay quartile 2021



Improving our gender imbalance

At Cripps we are passionate about our people and strive to employ, develop and retain the best.

We already have a number of initiatives to foster positive changes and have others that we have plans to implement.

These include:

- Opportunities for career development for all, which has resulted in an increase in the number of female promotions year on year
- Alternative routes for career progression to recognise the diverse working needs of our people. Our Paralegal Apprenticeship scheme, launched in 2018, continues to be a success. We launched our first Solicitor Apprenticeship scheme in January 2021.
- Flexible working opportunities for all
- Encouraging and developing agile and hybrid working practices. Our investment in ICT systems to support these practices has proved invaluable over the last 18 months throughout the pandemic
- An internal forum which reviews and pilots different ways of working throughout Cripps, focusing on opportunities and initiatives for agile working, career progression, mentoring and networking for all of our people
- Employee engagement surveys, formal and informal feedback mechanisms. Our people are also encouraged to feedback and suggest ideas directly to our Managing Partner
- Ongoing reviews of how our initiatives are working and considering what we can do better.

We will shortly be launching a newly created People Strategy, which encompasses all of the above as key priorities and much more.



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