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Gender pay gap report 2022/23

April 2023



We remain committed to inclusion and diversity and regard the Gender Pay Gap Reporting Regulations as a helpful step in progressing societal and working norms.

We continue to maintain rigorous processes to review, benchmark and ensure that we pay our people fairly for the work they do.

Our 2022 gender pay gap figures continue to demonstrate improvements when compared to our first reporting period in 2018. Our hourly gender pay gap (mean) has reduced from 38.5% in 2018 to 25.1% in 2022. There has been a slight increase since the 2021 reporting period, which is as a result of the steps we have taken to return to normal operations following the peak of the pandemic. For example,

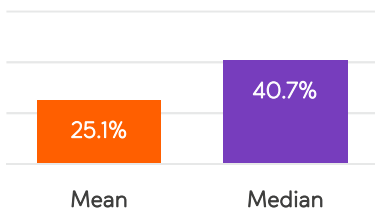
having frozen recruitment during the first lockdown, we resumed and increased it throughout 2021 and 2022. This has led to a greater number of hires and an increase in the number of both men and women joining us with varying roles and salaries.

Our figures continue to be a reflection of the gender make up of our people. 73.2% of us are women in support or

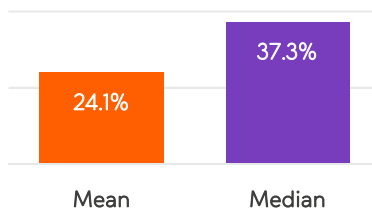
administrative roles. Additionally our office locations in Tunbridge Wells and London Victoria, alongside how we operate as a professional services business, are reflected in our pay gap figures too.

We remain committed to making meaningful progress and will continue to work towards reducing gender pay gaps that exist.

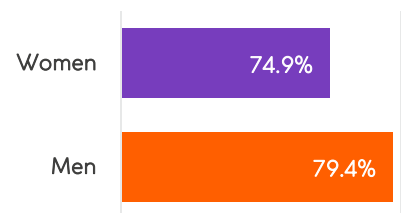
Hourly gender pay gap 2022



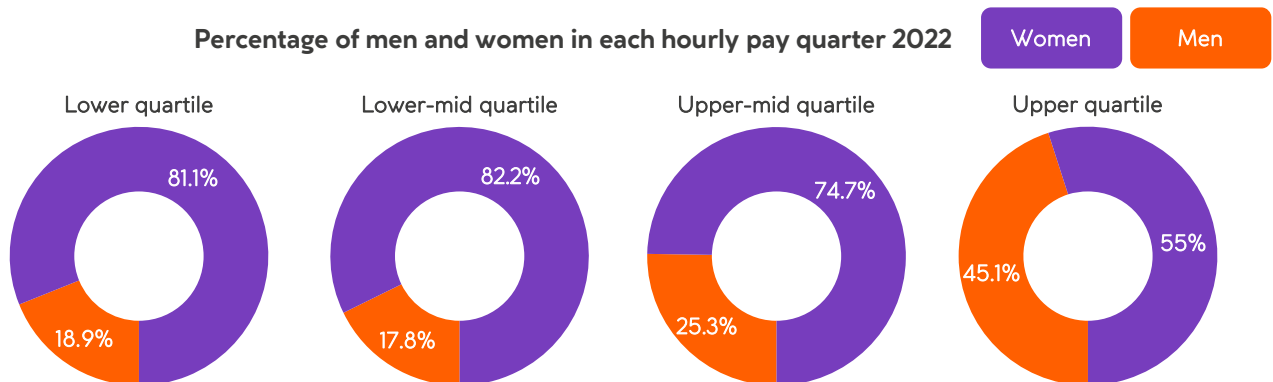
Bonus gender pay gap 2022



Proportion of men and women who received a bonus payment



Percentage of men and women in each hourly pay quarter 2022



Improving our gender imbalance

At Cripps we strive to attract and retain the best talent.

Since the 2021/22 reporting period we have already taken steps to improve our gender pay gap and plan to implement more initiatives to foster positive change. These include:

- An increase in our entry level salaries, implemented during our 2022 salary review.
- Further measures to achieve gender neutral recruitment, such as gender neutral role profiles and advertisements.
- Continuing to offer career development opportunities for all. This has resulted in an increase in the number of female promotions year on year. We have recently announced a number of significant promotions across the firm, with a diversity of women and men spanning a wide range of roles, including two female equity partners and two salaried partners.
- We are developing competency frameworks for all roles, providing clear paths for promotion and enabling our people to develop their own careers.
- Considering alternative routes for career progression, which recognise the diverse working needs of our people. Our Paralegal Apprenticeship and Solicitor Apprenticeship schemes continue to go from strength to strength, since the launch of our first scheme in 2018. We are considering further apprenticeship schemes for business professionals as well as legal roles.
- Continuing to offer flexible working opportunities for all with fully developed and implemented agile and hybrid working practices.
- Employee engagement surveys, as part of formal and informal feedback mechanisms. We have introduced myTeamRadar, that measures what it feels like to work at Cripps. Our people are always encouraged to feedback and suggest ideas directly to our Managing Partner.
- Building a people value proposition. As a business, we put people first, creating an environment where they can have enriched careers and fulfilling lives. We believe this will help to attract and retain the best talent across the business.
- Continuously evaluating our initiatives and efforts to understand how we can do better.



Gavin Tyler
Managing Partner



Mike Scott
Senior Partner

These steps will contribute towards our continual efforts to improve our gender pay gap, which will have a positive impact on the 2023 reporting period.

We will welcome our new Director of People and Development in April 2023, who will lead the people strategy incorporating the above priorities and much more.

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