

UK Gender Pay Gap Report 2023

Diversity, equity and inclusion are fundamental to our success as a global law firm and we strive to foster an inclusive culture where everybody feels they can excel.

The UK government requires all organisations with at least 250 employees to publish statutory calculations annually, showing the mean and median pay gap between men and women employees in the UK across its workforce, regardless of seniority. The report takes hourly pay on the snapshot date of 5 April 2023, and bonus data is based on payments made between 6 April 2022 and 5 April 2023.

While the reporting measures don't take into account the various nuances of pay within law firms, we believe in the principles of the UK's gender pay gap reporting legislation and the issues it aims to address.

In this report, the 'All London Employees' data looks at all attorneys and professional staff, including an all-woman secretarial group. There has also been an increase in women junior attorneys and professional staff. The shorter tenure – rather than an absence of women in the upper pay quartiles – is the primary reason for our employee gender pay gap. Attorneys are compensated on the same salary scale, according to their years of experience.

The salary gap occurs in the attorney data because we have a different number of men and women in each class year and the mid-point falls between

two different class years. Professional staff compensation is based on a number of factors, including position, title and experience, which account for more variance in this data set.

Through ongoing and regularly reviewed programming, Skadden is dedicated to cultivating a workplace where all employees can realise their full potential. Some of the initiatives that support our efforts include:

Global Women's Initiatives Committee

Our Global Women's Initiatives Committee recommends, implements and monitors policies, programmes and initiatives supporting the continued development of women attorneys across the Firm. The committee hosts quarterly virtual women partner gatherings to provide insights on a range of topics and offer opportunities to connect.

Women's Initiatives Network (WIN)

Skadden's Global WIN was established to support our recruiting outreach, mentoring, relationship building, professional development, workplace inclusion and social responsibility efforts. WIN has active local networks in all offices and/or regions. The London office has two networks: a Women's Initiatives Network for attorneys and a recently announced Gender Equity Network for professional staff.

Women's Leadership Forum (WLF)

A series of workshops, individualised coaching, and peer networking to support the professional development of senior women attorneys.

Visiting Women Partners Program

In 2024, we introduced an initiative to create more opportunities to connect women associates and counsel with women partners when they are travelling to our offices across the world.

Career Sponsorship Program

The Career Sponsorship Program identifies high-performing associates and counsel (protégés) who demonstrate a commitment to diversity, equity and inclusion, and would benefit from a sponsor (partner) pairing. The program offers sponsors and protégés opportunities to forge and sustain connections through client work and protégés gain access to self-assessment and career planning tools, as well as one-on-one executive coaching.

While the report doesn't capture the nuances of pay within law firms, it serves as a starting point for discussions addressing gender-based pay disparities.



Richard Youle
Partner / Head of
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Contact us

Further information on our UK Gender Pay Gap Report, please contact: corinne.mcpartland@skadden.com

Definitions

Mean Gender Pay Gap: The mean gender pay gap is the percentage difference between average pay for all men and all women, regardless of role or level.

Mean Gender Bonus Gap: The difference in average bonus pay that men and women employees receive, expressed as a percentage of the mean bonus awarded to men at the Firm.

Median Gender Pay Gap: The median pay gap is the difference between pay of the middle man and woman earner, regardless of role or level.

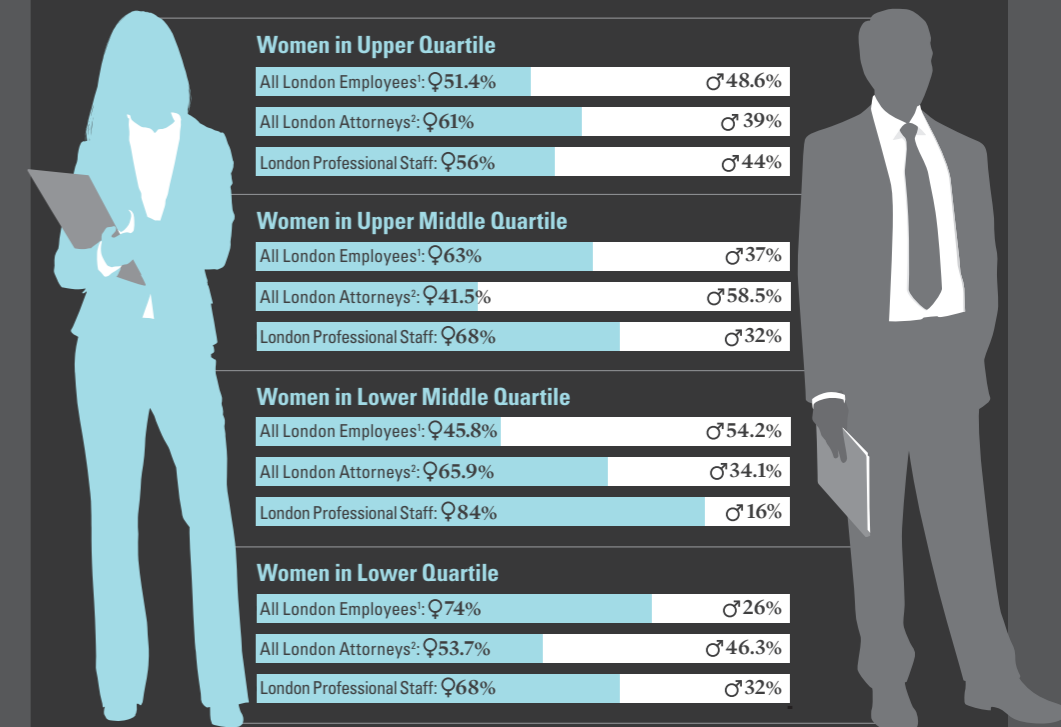
Median Gender Bonus Gap: The difference in the mid-points of bonus pay (ordered from highest to lowest) for men and women, expressed as a percentage of the median bonus awarded to men at the Firm.

Gender Pay Gap and Bonus Gap

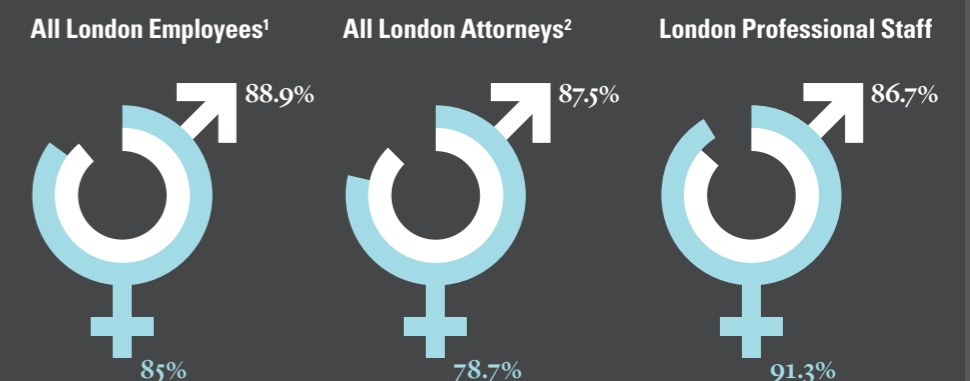
	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap
All London Employees ¹	9.4%	9.9%	25.5%	70.2%
All London Attorneys ²	-0.6%	1.2%	11%	34.7%
London Professional Staff	17.3%	7.4%	37.5%	35.8%

Employee Gender Pay Gap by Pay Quartiles

The percentage of men and women in each quartile.



Bonus Received*



1 | Excluding partners 2 | Excluding partners and trainees ♀ | Women ♂ | Men

* A positive percentage is in favour of men and a negative in favour of women

Declaration: We confirm that the information and data reported is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Skadden

Diversity
Equity
+ Inclusion