

GENDER PAY GAP STATEMENT 2024

At Fragomen, our commitment to gender equality remains unwavering, and we take immense pride in the meaningful progress we have made in reducing the gender pay gap.

Our latest Gender Pay Gap Report, based on data from 5 April 2024, reflects the measurable impact of our ongoing efforts to ensure fairness and transparency in compensation. The data shows a continued reduction in both the mean and median gender pay gaps, as well as a narrowing of the gender bonus gap, with bonus distribution becoming increasingly equitable.

In our UK practice, where more than 70% of our team members are women and nine of our eleven Partners are female, we stand as industry leaders in addressing gender pay disparities. Our gender pay gap remains significantly below the national average, underscoring our commitment to fostering an inclusive and merit-based workplace.

While we are proud of the progress we've made, our work is not over. We remain dedicated to advancing gender equality, both within our practice and across the broader legal and immigration sectors. This report provides a detailed analysis of our gender pay gap, including pay quartile distribution and the initiatives we have implemented—and continue to refine—to close any remaining gaps.

Our focus is clear: to build a workplace where all employees, regardless of gender, have equal opportunities to thrive and succeed.

Nadine Goldfoot

UK Managing Partner

What is the Gender Pay Gap?

The regulations requiring employers meeting certain thresholds to publish data on their gender pay gaps came into effect on 6 April 2017, with the first reports due in April 2018. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 apply to private and voluntary sector organisations with 250 or more employees.

The gender pay gap (GPG) shows the difference in the average hourly pay between men and women. It is measured by the mean (the average) and the median (the middle value in the range of hourly earnings) differences between pay and bonuses for men and women. The GPG is not the same as unequal pay, which is paying men and women differently for doing the same (or similar) work. Unequal pay has been unlawful since 1970.

Our Gender Pay Gap Data

Quartiles Data

Quartile	Male	Female
Upper	33%	67%
Upper middle	27%	73%
Lower middle	35%	65%
Lower hourly	29%	71%

Salary Data:

Mean Gender Pay Gap (salaries): 4% (a 1% difference from from the last reporting period)

Median Gender Pay Gap (salaries): -3.4% (a 1.1% difference from the last reporting period)

Bonus Data:

Percentage of men receiving a bonus: 82% (a 15% increase from the last reporting period)

Percentage of women receiving a bonus: 93% (a 28% increase from the last reporting period)

Mean Gender Pay Gap (bonus): -0.2% (a 2.3% difference from the last reporting period)

Median Gender Pay Gap (bonus): -6.9% (a 22% difference from the last reporting period)

Understanding the Changes

We are encouraged by the positive trends in our gender pay gap metrics. Both the mean and median gender pay gaps for salaries have been steadily trending towards pay equity over the last three reporting periods. These improvements can be attributed to our ongoing efforts to supporting female talent within the firm.

The median gender pay gap for bonuses has shown significant variation over recent years, reflecting fluctuations in bonus distribution. However, the overall trend remains positive, with the median GPG moving closer to 0% in 2024 (-7%) after an increase in 2023 (15.8%). This progress suggests that our efforts to ensure fair and equitable bonus allocation are making a tangible impact.

The proportion of employees receiving bonuses has increased significantly, reflecting a broader and more inclusive distribution of rewards. The latest data shows a notable rise in bonus recipients among both men and women, with a particularly strong increase among female employees. This positive trend suggests greater accessibility to performance-based incentives and highlights our ongoing commitment to fair and equitable recognition across the workforce.

Initiatives to Address the Gender Pay Gap

Recruitment Practices

All job adverts are reviewed for gender bias and regular training is conducted with all hiring managers to ensure our recruitment processes are completely free of any bias.

Our success rate at promoting internal candidates before recruiting externally remains high, with internal candidates continuing to be our greatest source of recruitment for higher level roles.

Compensation and Performance Reviews

In our latest compensation review, we continued to address the rising cost of living by adjusting salary bands, particularly at junior levels. We remain committed to rewarding high performance through salary increases, bonuses and promotion opportunities, ensuring that our compensation structure is both fair and competitive.

140 people were promoted in the 2023/2024 annual review process, and of this group, 73% were female.

As part of our performance review process, we implemented structured goal-setting training and templates to provide employees with the tools they need to drive their growth, enhance performance, and achieve their professional goals in the year ahead.

Benefits

The adoption of one of our most popular benefits, 'YuLife,' introduced during this reporting period, has been strong, with a significant proportion of employees actively engaging with its wellbeing features. The platform's impact extends beyond physical health, as employees have collectively earned and redeemed YuCoin, with charity donations being the most popular spending choice.

Engagement with the YuLife Wellbeing Hub and mindfulness activities suggests a growing focus on holistic wellbeing, which can contribute to a more inclusive and supportive workplace. Initiatives like Stella licenses following Menopause Awareness Day further reinforce efforts to provide gender-specific support, which plays a role in addressing factors that influence the gender pay gap.

Encouraging Flexibility

Our dedication to hybrid work arrangements continues. We support our employees in balancing their work patterns between home and the office, with the option to work remotely up to three days per week. We know that this flexibility is integral to accommodating individual needs and promoting a healthy work-life balance.

Support for Working Parents and Family-Focused Initiatives

Within this period, we reviewed and enhanced our family leave packages, increasing our paid maternity leave to 26 weeks and paid paternity leave to 12 weeks. We know this level of support is highly valued both by our employees and their partners.

We continue to offer best-in-class benefits in this area – including personal leave days, comprehensive coaching, and a fully paid phased return-to-work programme. These initiatives underscore our commitment to supporting working parents and ensuring a smooth transition back to work.

Responsible Business Practices

Our Responsible Business Practices (RBP) framework focuses on inclusivity, pro bono work, corporate social responsibility, sustainability, wellbeing and more.

Our continued efforts and investment in these spaces provide an opportunity for employees at all levels to shape our programme of activity to engage, educate and elevate our commitment across each of these areas.

Future Commitments to Closing the Gender Pay Gap

As we continue our journey towards achieving full gender pay equity, we are committed to implementing further initiatives aligned with industry best practices:

Enhanced Pay Equity Audits: Conducting more frequent and detailed analyses of gender pay disparities within specific job levels and functions to ensure equitable pay structures.

Leadership Training and Mentorship: Expanding our leadership development programmes, providing mentorship and sponsorship opportunities to accelerate career growth.

Benefits: Planning to look at our demographics more closely, and flexing and adjusting our benefits to better suit the needs of these demographics.

These commitments reflect our determination to continuously improve our workplace policies and support structures, ensuring that Fragomen remains a leader in fostering gender equity in the legal profession.

Conclusion

While we are pleased with the progress made in 2023-2024, we know that there is still work to be done.

We remain dedicated to continuous improvement and committed to promoting gender equality within our firm and beyond, striving to create an inclusive and equitable workplace for all.