

Gender pay gap report

2024-25



Gender pay gap overview



This report explores our 2024–25 pay gap data. Below is more information about gender pay gap reporting.

What is gender pay gap reporting?

Mandatory gender pay gap reporting was introduced in 2017 with the aim of narrowing and eventually eliminating the pay differential between men and women.

At this time all UK companies with 250 or more employees are required to publish gender pay gap information. This includes:

- Proportion of males and females in each pay quartile
- The mean and median hourly gender pay gap
- The mean and median bonus gender pay gap

What does gender pay gap reporting show?

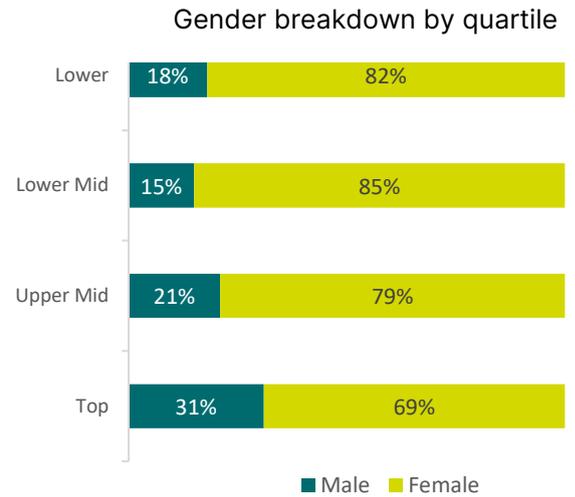
The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

Pay gaps are different from equal pay. Equal pay is providing the same pay irrespective of a protected characteristic for those doing the same or similar work or work that is different but of equal value.

In the UK the current mean gender pay gap among all employees is 12.8%.

Office for National Statistics (2025). Available at ons.gov.uk (Accessed December 2025)

Howes Percival gender pay gap results:

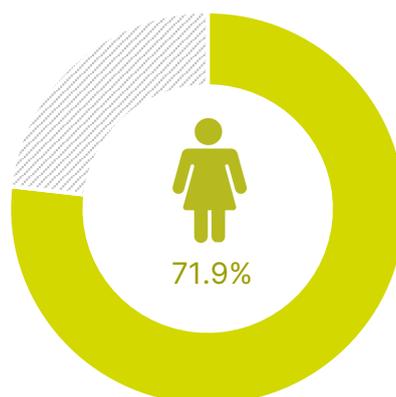


Compared to last year we have a **3% increase** in the number of female employees and have increased in the proportion of females in the top quartile whilst also reducing the number of females in the lower quadrant.

	Median		Mean	
	Excluding secretarial roles	Including secretarial roles	Excluding secretarial roles	Including secretarial roles
Gender pay gap	8.4%	32.9%	10.6%	11.9%
Gender bonus pay gap	0%	0%	37.3%	40.4%

Compared to last year we have reduced the mean gender pay gap from 21.6% to 11.9% (this is a 9.7% point decrease on last year)

The proportion of males and females receiving a bonus payment.



Summary

This is the third year we as a firm have completed a gender pay gap report. We are pleased to note that following the actions we took last year we have been able to reduce our mean gender pay gap to 11.9% which is a significant decrease on last year.

The mean gender pay gap in the UK as a whole in April 2025, as reported by the Office of National Statistics, was 12.8% and 18.8% gender pay gap in Legal professionals in the UK as reported by ONS.

Understanding the gap

There are still a number of factors that contribute to our gender pay gap:

- Nearly a third of our workforce are part-time, only two are male, this contributes to the bonus pay gap.
- Despite improvements this year, like most law firms we have significantly fewer men than women occupying roles in lower quartiles which is the largest contributing factor to our pay gap
- We have more women in non-solicitor roles and as these roles are paid less on average than solicitor roles, this contributes to the median pay gap.
- There is a higher percentage of males in our top quartile compared to other quartiles however, this has reduced from 34% male last year to 31% male this year.

Progress this year

In the 12 months prior to publishing this report we have:

- Reviewed our bonus structure and process to provide greater structure and consistency.
- Implemented a Reward and Recognition statement to provide clarity and transparency of this structure and process.
- Launched a Fee Earner Career guide to provide further information and transparency about progression processes.
- Added calibration in our Performance Development Review Process to ensure ratings are applied fairly and consistently across the firm.
- Improved our Performance Development Review process to align to our reward and progression processes.
- Provided more training about our Performance Development Review process and rating to ensure consistency across the firm.

- Rolled out our Applicant Tracking System to our managers for recruitment including the use of anonymous CVs.
- Used our Rare Contextual Recruitment system to identify talent from lower socio-economic backgrounds for our apprenticeship opportunities.
- Continued to hold training sessions covering a variety of diversity and inclusion topics.

Action Planning for the Future

We have several practices in place to support reducing the gap including:

- Our Locate for Your Diary policy to allow people to work more flexibly.
- Carers policy to support those with caring responsibilities.
- Our Core Hours policy to allow people to work around their personal commitments.
- The promotion of flexible working to support our staff and their wellbeing.
- Develop and publish an Equality Action Plan ahead of the mandatory requirement, setting out our key priorities and actions to advance equality across our organisation.

Howes Percival fosters an inclusive culture where people want to work and enjoy working and we remain dedicated to implementing changes to drive improvements, including:

- Reviewing our Equality, diversity and inclusion strategy to set objectives and priorities for the next three years.
- Roll out our new family leave policies which provide greater support for working families.
- Introducing mixed-sex interviewers throughout the selection process, where possible.
- Using a broader range of advertising methods to reach the widest possible candidate pool.
- Holding diversity and inclusion related training.

I confirm the gender pay gap data contained in this report is accurate.



Paula Bailey

Partner

Get in touch

Cambridge

Terrington House
13/15 Hills Road
Cambridge
Cambridgeshire
CB2 1NL

01223 791000

Leicester

3 The Osiers Business Centre
Leicester
Leicestershire
LE19 1DX

01162 473500

Manchester

Centurion House
129 Deansgate
Manchester
M3 3WR

0161 259 0400

Milton Keynes

Bell House, First Floor
Seebeck Place, Knowhill
Central Milton Keynes
Buckinghamshire
MK5 8FR

01908 672682

Northampton

Nene House
4 Rushmills
Northampton
Northamptonshire
NN4 7YB

01604 230400

Norwich

Flint Buildings
1 Bedding Lane
Norwich
Norfolk
NR3 1RG

01603 762103

Oxford

Prama House
267 Banbury Road
Oxford
OX2 7HT

01865 536800

Howes Percival LLP is a limited liability partnership registered in England and Wales with registered number OC 322781 and is authorised and regulated by the Solicitors Regulation Authority.