

Gender Pay Gap Report

Being an organisation employing more than 250 people Forbes has uploaded to the Government website the required information in connection with the “gender pay gap” between women and men employed by the Firm. Please see the attached report. This is not a comparison of the salaries for females and males doing the same jobs, but is calculated by comparing the mean (average) and median (middle) hourly pay of all women and men employed across the whole practice irrespective of their roles.

In an organisation such as ours the figures will be affected substantially by the fact that there are many more women working in support roles than men. To put it in perspective, in the firm there is a 3 to 1 ratio of females to males. We are committed to treating all staff fairly and equally in all respects and we feel that a more accurate picture of our approach to fairness in respect of pay can be illustrated by comparing the differential in respect of specific roles.

For instance, on the date relevant to the information recently published, which was a year ago, of the qualified staff employed by Forbes, 58% were women and in that group the overall mean pay gap difference was just 1%.

In relation to bonus, the 3:1 ratio has impacted again on the figures, as more females received the same level of bonus as the males.

Whilst we are not required to publish data about Partners, who are not employees, we are able to say that this group comprises 38% women. Whilst there is more work to do, this is better than the national average in our sector, and we believe we are going in the right direction shown by the fact that the last four Partners appointed were all women.

We believe our approach is fair and we will continue to strive to improve our performance in relation to gender pay equality as we will in respect of our approach to all areas of equality and diversity.



I confirm that the data contained within this report is accurate and meets the requirement of the gender pay gap reporting regulations.

A handwritten signature in white ink, appearing to read 'Joanne L Pickering'.

Joanne L Pickering
Director of HR, Training & Quality

Difference in hourly rate of pay – mean: 30.74%

Difference in hourly rate of pay – median: 45.19%

Difference in bonus pay – mean: -1.37%

Difference in bonus pay – median: 0.00%

Percentage of employees who received bonus pay:

Males who received bonus pay: 94.74%

Females who received bonus pay: 98.88%

Employees by pay quartile:

