

Gender Pay Gap Report 2026

As an organisation employing more than 250 people, Forbes Solicitors is required to publish information relating to its gender pay gap between male and female employees. This information is available on both the Firm's website and the Government's gender pay gap reporting website.

The data set out in this report compares the mean (average) and median (middle) hourly pay of all men and women employed across the Firm, irrespective of role. As in previous reporting periods, the Firm's figures are significantly influenced by the overall composition of our workforce. We employ a higher proportion of women than men, particularly within our support functions. In addition, the data does not include the Firm's Full and Fixed Share Members, which includes some of our highest-paid female colleagues.

As at 5 April 2025, Forbes Solicitors employed 316 people, comprising of 86 men and 230 women. This represents a decrease of nine employees compared with the 2024 reporting period.

The Firm has seen a positive improvement in its gender pay gap in 2026 compared with the previous reporting year. The mean hourly gender pay gap reduced from 18.55% in 2025 to 12.15% in 2026, while the median hourly pay gap decreased significantly from 26.32% to 12.04%. This indicates that the difference in hourly pay between male and female employees has narrowed considerably over the year.

Our gender pay gap is primarily driven by the structure and composition of our workforce rather than differences in pay for equivalent roles. We are confident that our pay practices are fair, equitable, and applied consistently across the Firm. Women represent approximately 73% of our workforce, and this is reflected across all pay quartiles. We have seen improved female representation in higher-paid roles, with the proportion of women in the upper quartile increasing by 6.54%. However, women continue to be more heavily represented across the other three quartiles, which contributes to the overall gender pay gap.

The bonus pay gap also changed significantly in 2026. The 2026 data shows a negative bonus gap from both a mean (-25%) and median (-100%) standpoint. This indicates that, on average, women received higher bonus payments during the reporting period.

We remain committed to ensuring fairness in our approach to pay and reward and to improving our performance in relation to gender pay equality, as well as across all areas of equality, diversity and inclusion. We will continue to focus on the following areas:

- Progression and development: Supporting career progression for women through targeted development programmes, mentoring and succession planning.
- Recruitment practices: Promoting inclusive recruitment processes and diverse shortlists to improve gender balance, particularly in higher-paid roles.
- Pay and reward: Regularly reviewing our pay and bonus processes to ensure fairness and consistency.
- Flexible working: Supporting flexible and family-friendly working practices to attract and retain a diverse workforce.

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

Laura Cieplak
Director of People

Difference in hourly rate of pay – mean: 12.15%

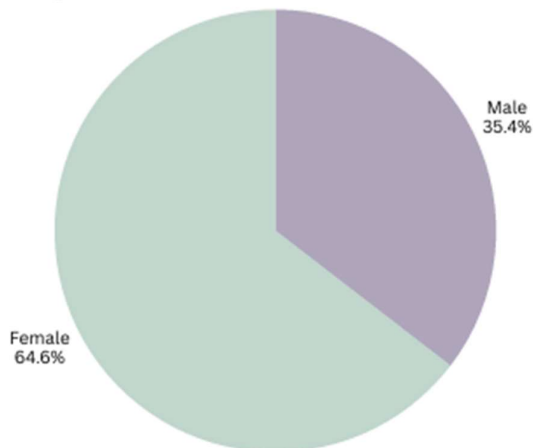
Difference in hourly rate of pay – median: 12.04%

Difference in bonus pay – mean: -25%

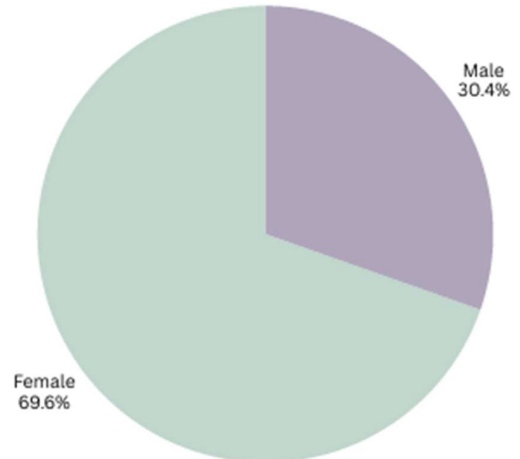
Difference in bonus pay – median: -100%

Employees by pay quartile:

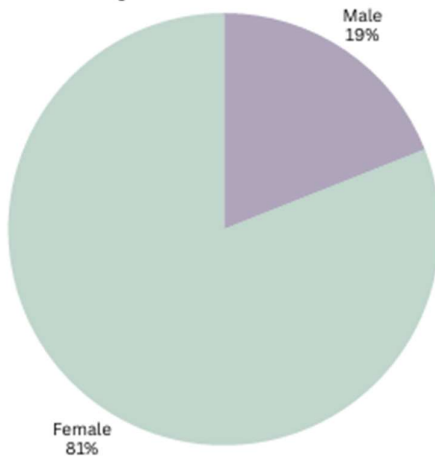
Upper Quartile



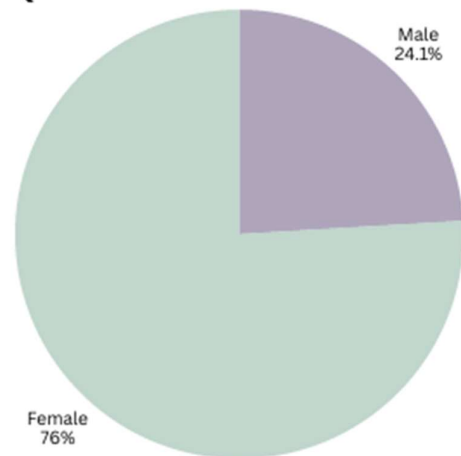
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Total Count

