

Gender Pay Gap Report 2024

As an organisation employing more than 250 people, Forbes is required to share its statistics relating to the “gender pay gap” between women and men employed by the Firm. This information is shared on the Firm’s website and the Government website. The data is set out in this report and compares the mean (average) and median (middle) hourly pay of all men and women employed across the whole Firm irrespective of their roles. It is not a salary comparison exercise.

As in the previous reporting cycles, the Firm’s figures are significantly affected by the fact there are many more women than men employed across the Firm and specifically within our support functions. Equally, it does not include the Firm’s Full and Fixed Share Members which has our highest paid female members of staff. As at 05 April 2024, the ratio of male to female employees is 1:3. On 05 April 2024, Forbes Solicitors employed 325 people which represents a decrease of 17 employees from 2023 data, 81 men and 244 women. Our recruitment data also shows that our ratios are reflected in the applications received into the business i.e. 68.2% of all applications received by the business were from women.

The statistics for the hourly rate of pay between men and women represent a 2.63% increase in the mean hourly rate. The median has decreased by 2.25%. The 4 reporting quartiles also remain stable. The statistics reflect that the Firm is dominated by females, especially within the support functions where the roles attract a lower salary.

The statistics are a positive reflection on the work the Firm is doing behind the scenes in ensuring that salaries are fair and consistent irrespective of gender. The Firm has engaged in a project to create a fair and transparent pay structure that ensures fair and consistent pay. All roles across the Firm are evaluated and reviewed using non-biased and gender-neutral criteria.

The snapshot data was taken on 05 April 2024 before the end of the last financial year. Again, the bonus pay data is skewed by the very small proportion of employees that received a bonus. Bonuses were paid for a specific contribution with more female colleagues receiving bonuses than male colleagues.

We continue to 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.

Laura Cieplak
Director of People

Difference in hourly rate of pay - mean: 18.55%

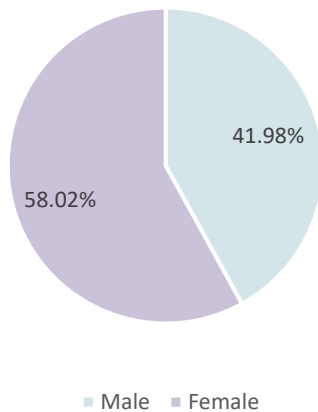
Difference in hourly rate of pay - median: 26.32%

Difference in bonus pay - mean: 69.4%

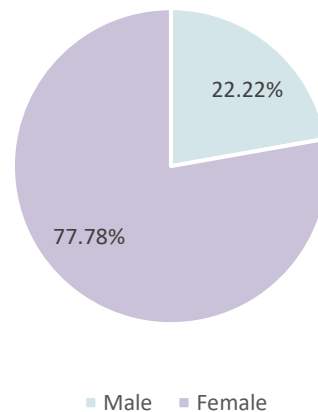
Difference in bonus pay - median: 77.9%

Employees by pay quartile:

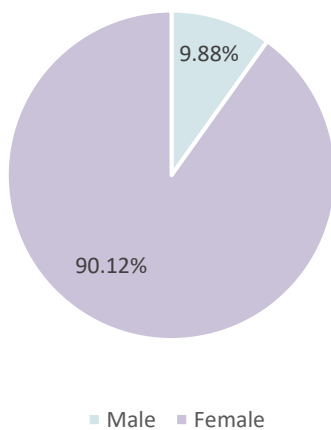
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

