

2021 UK Gender Pay Gap Report

This report discloses the gender pay gap for the London office of White & Case LLP (a global law firm) as required by the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

Our 2021 gender pay gap report is based on an April 2021 snapshot and includes 2020 data for comparison purposes. In line with our approach for 2020 and that of other major law firms in the UK, we have included 2020 and 2021 partner data. We continue to support the inclusion of partner pay data to increase transparency in gender pay gap reporting across the legal industry.

Following the commitment made in our 2020 report, we are also including data on our employee and partner ethnicity pay gaps.

The mean gender pay gap is the percentage difference between average pay for all men and all women, regardless of role or level. The median pay gap is the difference between pay of the middle male and female earner, regardless of role or level. Our ethnicity pay gap is presented on the same basis.

Our gender and ethnicity pay gaps are driven by the distribution of men and women and ethnic minority employees across different roles, which has a direct impact on pay and bonus. Increasing the representation of women and ethnic minority employees in senior roles is our key priority for addressing our pay gaps and strengthening and diversifying our senior leadership teams.

We remain confident that all our people are paid equally for the same or equivalent work and have an equal opportunity to earn a bonus.

White & Case remains committed to ensuring a diverse and inclusive workplace where all our people have an equal opportunity to succeed.

Our Global Women's Initiative, chaired by London-based partner Carina Radford, was launched in 2004 to attract and retain the best people, and its continuing priority is to ensure that talented women of all ethnicities are retained, advanced and given leadership opportunities by delivering the training, opportunities and sponsorship to help them achieve their maximum potential.

Our Global Diversity Committee supports the attraction and retention of colleagues across all underrepresented groups to drive greater diversity in our leadership pipeline and ensure equal access to opportunities. Our London Diversity Committee and affinity networks facilitate the delivery of the Global Diversity Committee and Global Women's Initiative's objectives at a local level.

White & Case also offers a number of resources and opportunities to provide development, training and support for our underrepresented employees and partners. Our affinity networks are dedicated to identifying personal and professional development and networking opportunities, including coaching and mentoring, while also providing opportunities to raise concerns, challenges or provide feedback and advocate for change.

We confirm the data in this report is accurate.



Dipen Sabharwal

Partner, London Office Executive Partner
White & Case LLP



Oliver Brett

Partner, Designated Member
White & Case LLP



Understanding our 2021 gender pay gap

The gender pay gap information below includes London employees only and excludes London and other partners.

Our 2021 mean hourly pay gap has decreased by 5.0% compared to 2020 and our median hourly pay gap has increased by 4.2%. The increase in our median hourly pay gap is linked to market driven changes in our legal salaries. However, the overall trend is moving in the right direction: our mean pay gap for London employees has fallen from 21.2% to 13.1% in three years.

Compared with 2020, our mean and median bonus gaps have decreased by 15.3% and 18.6% respectively. This is driven in part by our decision to pay a one-off fixed bonus to all business services staff globally during 2021, in addition to our usual performance-related bonuses.

In 2021, proportionately more of our female employees received a bonus than in prior years, and more women than men received a bonus overall.

Pay and bonus gap

Difference between men and women as at 5 April 2021 (compared to 2020 snapshot):

	MEAN		MEDIAN	
	2021	2020	2021	2020
Hourly pay	13.1%	18.1%	30.6%	26.4%
Bonus	32.8%	48.1%	40.5%	59.1%

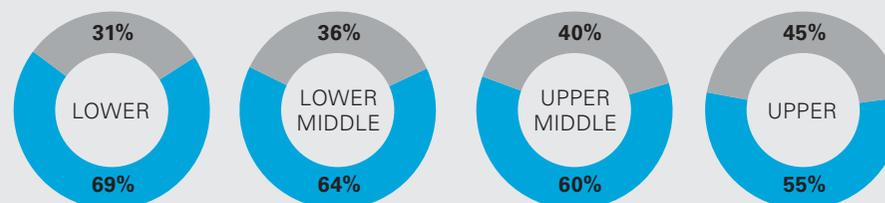
Bonus awards

Percentage of women and men in receipt of a bonus

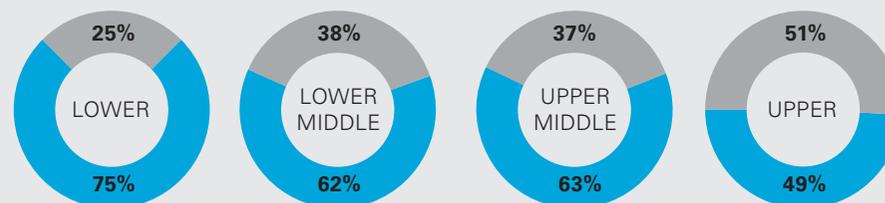


Pay quartiles

2021



2020



Men Women

Understanding our gender pay gap when partners are included

Our UK partner gender pay and bonus gap information includes London partners only.

Our UK partnership is made up of:

- Equity partners, whose pay is determined as a proportion of Firm profits set aside for distribution.
- Contract partners, whose remuneration is fixed in any particular year.

Partner bonuses are set globally, awarded on a different basis to employee bonuses and are highly variable from year to year, so are not equivalent to the London office employee bonus scheme. We have therefore set out the gender pay gap for these groups separately as their remuneration structures are sufficiently different to warrant separate comparisons.

In calculating partner gender pay analysis, we have followed The Law Society’s guidance on adopting the same weekly hours for partners as for employees. We have also included all relevant benefits (where selected) prior to calculation.

Pay gaps for both equity and contract partners will fluctuate year-on-year based on entry into the partnership, progression and seniority.

The difference in mean and median bonus pay for our equity partners has increased compared with 2020. This is related to both the bonus approach described above and the increased representation of women new to the partner group due to our focus on supporting the progression of more women into the partnership.

Bonuses for partners in any given year are awarded to acknowledge individual performance and contribution, with awards being the exception rather than the norm.

Partner pay and bonus gap

Difference between men and women

	MEAN		MEDIAN	
	2021	2020	2021	2020
London contract partners				
Pay	7.6%	5.5%	0.5%	-4.3%
Bonus	33.3%	36.4%	0.0%	0.0%
London equity partners				
Pay	25.4%	29.2%	15.2%	21.4%
Bonus	46.0%	7.5%	20.0%	0.0%

Combined pay gap

Difference between men and women

	MEAN		MEDIAN	
	2021	2020	2021	2020
Combined partner and employee hourly pay	61.2%	64.6%	33.9%	33.4%

Understanding our 2021 ethnicity pay gap

The ethnicity pay gap information includes a snapshot for London employees and partners as well as a combined pay gap including all UK partners and employees.

The ethnic minority data includes all employees and partners who self-identify as Black, Asian or another minority ethnicity, except white minority ethnicities. Figures only include those employees and partners who have voluntarily provided their ethnicity data (60%).

As this is the first year we are publishing our ethnicity pay gap, we are not able to compare to prior years. A negative percentage indicates a pay gap in favour of ethnic minority employees.

Our employee bonus pay gap, which is in favour of ethnic minority employees, is driven in part by our decision to pay a one-off fixed bonus to all business services employees globally in 2021 as well as bonus outcomes for a number of ethnic minority lawyers based on our established approach to paying hours-based performance bonuses.

Pay and bonus gap

Difference between white and ethnic minority employees at 5 April 2021:

	MEAN 2021	MEDIAN 2021
Hourly pay	12.6%	22.8%
Bonus	-9.4%	-11.3%

Difference between white and ethnic minority partners at 5 April 2021:

LONDON CONTRACT PARTNERS	2021	2021
Hourly pay	4.6%	7.1%
Bonus	0%	0%

LONDON EQUITY PARTNERS

Pay	22.5%	7.6%
Bonus	75.4%	50.0%

Combined pay gap

Difference between ethnic minority and white partners and employees

	MEAN 2021	MEDIAN 2021
Combined partner and employee hourly pay	50.8%	31.6%

Bonus awards

Percentage of ethnic minority and white employees in receipt* of a bonus:

	2021
White	62.3%
Ethnic minority	53.5%

*56% of employees in receipt of a bonus had not disclosed their ethnicity data and are therefore excluded from these figures

Addressing our gender and ethnicity pay gaps

The figures in this report cover the period since the onset of the coronavirus pandemic, during which time we have continued to address the drivers of, and contributors to, our gender and ethnicity pay gaps. We remain not just committed to the existing policies and programmes we have in place, but to new and innovative ways of supporting diversity in our workplace. These include:

- Building on our Global Women's Initiative sponsorship programme for mid-level and senior women lawyers. This programme has directly contributed to the number of women partner promotions in London, with 50% of partner promotions effective 1 January 2022 being women. Our Global Women's Initiative also includes programmes supporting women partners in their business and professional success.
- Launching a diversity sponsorship programme which builds on the Global Women's Initiative programme to provide talented ethnic minority individuals with support to advance their careers.
- Various internal mentoring schemes, including reverse mentoring and our Black Affinity Network's mentoring programme, which pairs mid-level and senior associates with partner mentors.
- A focus on attracting and recruiting talented individuals from all backgrounds by continually looking at new ways to search for talent. This includes partnering with external organisations such as RARE Recruitment, Black Men in Law, 10,000 Black Interns and WCAN to help us improve our diversity efforts and broaden our representation of different ethnicities and races.
- Becoming a signatory to the Race Fairness Commitment, which mandates data-driven techniques and concrete action to help recruit, retain and develop Black and minority ethnic talent.
- Global tracking and reporting of hiring, retention and advancement by various diverse groups, including gender and ethnicity, to help inform and shape our talent management strategies.
- Implementing a number of training initiatives aimed at addressing the causes of bias, including global anti-racism training for all employees and partners.
- Achieving Mansfield certification for the fourth consecutive year in 2021, demonstrating our strong commitment to diversity and inclusion. White & Case has been Mansfield certified every year since 2018, the inaugural year. Additionally, this year we again achieved Certification Plus status, which indicates that we considered at least 30% women and minorities for most leadership positions and in senior level recruiting, and achieved representation of at least 30% women and minorities in a notable number of current leadership roles.