

2023 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 2023 gender pay gap report is based on an April 2023 snapshot and includes 2022 data for comparison purposes.

In addition to the statutory gender pay gap requirements, we have included, on a voluntary basis, partner earnings and our ethnicity data to increase transparency in our reporting.

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 men and women earners, 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 and diversifying our senior leadership teams will narrow our pay gaps and are among our key priorities.

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 (GWI) was launched in 2004. Its priority is to ensure that talented women of all backgrounds are recruited, retained, advanced and given leadership opportunities within and outside the Firm. The GWI prioritises delivering mentorship, sponsorship and professional development opportunities to help women of all levels achieve their maximum potential.

Our Global Diversity Committee supports the attraction, retention and advancement of colleagues across all diverse groups and aims 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 diverse 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 provide input and ideas into new ways of furthering the Firm's diversity and inclusion objectives.

We confirm the data in this report is accurate.



Carina Radford

Partner, Member of Executive Committee
White & Case LLP




Inigo Esteve

Partner, London Office Executive Partner
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Understanding our 2023 gender pay gap

The gender pay gap information below includes London employees only and excludes London and other partners. It shows the difference between the average hourly pay for men and women employees, regardless of their role or level.

Year-on-year changes to the hourly pay gap continue to be small. As we have mentioned, these figures do not relate to equal pay but to the composition of our overall workforce and correlated pay gaps.

In accordance with the regulations, we have calculated our gender bonus gap using actual bonuses paid to employees.

In 2021 and 2022 additional bonuses were paid to employees globally, as well as our usual performance-related bonuses. In 2023 there were no additional bonuses and we paid performance-related bonuses only. It is necessary therefore to look back to 2020, a year without additional bonuses, to make meaningful comparisons for 2023. In 2020, the mean bonus gap was 48.1% and the median bonus gap was 59.1%, the 2023 bonus gap has therefore reduced when compared to 2020.

The additional bonuses paid in 2021 and 2022 resulted in a higher than normal distribution of employees who received a bonus and this is reflected in the 2022 information below.

Pay and bonus gap

Difference between men and women as at 5 April (compared to last year's figures):

	MEAN		MEDIAN	
	2023	2022	2023	2022
Hourly pay	16.5%	14.3%	31.4%	33.7%
Bonus	37.9%	21.5%	42.6%	25.0%

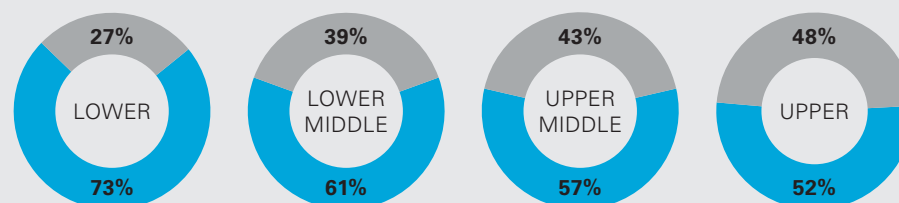
Bonus awards

Percentage of women and men in receipt of a bonus

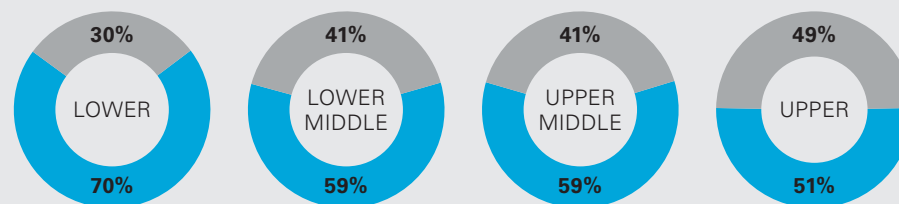
2023	Men	60.4%
	Women	55.9%
2022	Men	73.9%
	Women	73.1%

Pay quartiles

2023



2022



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 comprised 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.

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 partners as at 5 April:

	MEAN		MEDIAN	
	2023	2022	2023	2022
London contract partners				
Pay	9.6%	6.9%	0.0%	0.0%
Bonus	16.6%	26.7%	16.6%	33.3%
London equity partners				
Pay	8.9%	14.8%	15.9%	9.1%
Bonus	-70.7%	5.6%	-70.7%	0.0%

Combined pay gap

Difference between men and women partners and employees as at 5 April:

	MEAN		MEDIAN	
	2023	2022	2023	2022
Combined partner and employee hourly pay	60.3%	63.1%	36.4%	43.2%

Understanding our 2023 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 ethnic group. Figures only include those employees and partners who have voluntarily provided their ethnicity data.

This is the third year we are publishing our ethnicity pay gap, and whilst still too early to comment on trends with a limited data set, we have seen a positive increase in voluntary self-identification disclosure rates from 52.0% in 2022 to 62.8% in 2023, as well as an improvement in both hourly pay and bonus gaps for employees. The Firm remains committed to encouraging response rates for disclosure of ethnicity and all other diversity information.

Pay and bonus gap

Difference between non-ethnic minority and ethnic minority employees as at 5 April:

	MEAN		MEDIAN	
	2023	2022	2023	2022
Hourly pay	4.2%	6.3%	-2.0%	-8.6%
Bonus	-17.5%	7.3%	-0.6%	-6.0%

Difference between non-ethnic minority and ethnic minority partners as at 5 April:

	MEAN		MEDIAN	
	2023	2022	2023	2022
London contract partners				
Pay	6.1%	3.8%	8.9%	7.7%
Bonus	0.0%	0.0%	0.0%	0.0%
London equity partners				
Pay	11.3%	2.0%	0.0%	0.0%
Bonus	0.0%	-49.6%	0.0%	-42.9%

Combined pay gap

Difference between non-ethnic minority and ethnic minority partners and employees as at 5 April:

	MEAN		MEDIAN	
	2023	2022	2023	2022
Combined partner and employee hourly pay	46.2%	13.7%	4.5%	-2.4%

Bonus awards

Percentage of non-ethnic minority and ethnic minority employees in receipt of a bonus:

	2023	2022
Non-ethnic minority	63.5%	80.1%
Ethnic minority	48.6%	79.7%

Percentage of employees in receipt of a bonus that have not disclosed their ethnicity:

	2023	2022
	35.8%	43.4%

Addressing our Gender and ethnicity pay gaps

We are committed to ensuring a diverse and inclusive environment for all of our people. We continue 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 furthering the diversity, and promoting inclusion in all aspects, of our workplace. These include:

- Our Global Women’s Initiative (GWI) Sponsorship Programme for senior women associates, counsel and local partners. This programme has been running since 2018 and has contributed to the number of women partner promotions in London. We have seen a positive trend: 50% of the London lawyers promoted to partner at the start of 2023 were women.
- Our Global Diversity Sponsorship Programme is designed to improve the retention and advancement of mid-level lawyers from diverse groups within the Firm. Through ongoing professional development programming and sponsorship, individuals have greater access to senior leadership to support their career advancement goals, gaining additional visibility across the firm, and helping them to strengthen their personal brands.
- For the sixth consecutive year, the Firm has partnered with a key financial institution client on its mentoring programme. The programme pairs junior to mid-level associates from the London office with senior representatives from the client’s legal department as mentors. The programme is aimed at nurturing and retaining diverse professionals within the broader legal sector. Associates have access to the 12-month programme through self-nomination.
- The Firm achieved Mansfield certification for the sixth consecutive year since the inception of the programme in 2018. Mansfield compliance requires that the Firm consider at least 30% women and other diverse groups for most leadership positions and in senior level recruiting.
- Attracting and recruiting talented individuals from all backgrounds is central to our recruitment and attraction strategy. This includes partnering with external organisations such as Aspiring Solicitors, City Solicitors Horizons, Pathways to Law, Great with Disability, RARE Recruitment and others to run targeted events and programmes that provide visibility and access into the legal profession.
- Global tracking and reporting of hiring, retention, advancement and reward by gender and various diverse groups, to help inform and shape our talent management strategies.
- Annually, the Chairs of the Global Diversity and Global Women’s Initiative Committees, together with a member of the Executive Committee and Chief Diversity Officer, meet with practice leaders for a formal senior talent management review process. This effort has a particular focus on the retention and advancement of lawyers who have self-identified as being a member of a diverse group and helps to ensure equitable opportunities for diverse communities, limits bias in the talent management process, and ultimately helps to further diversify the pipeline of the Firm’s partnership.
- Our social mobility initiatives promote fair access to the legal profession through work experience and skills development for young people who may otherwise face barriers to participation. In the Autumn of 2024, we will be recruiting solicitor apprentices to join our London office the following year. Our solicitor apprentices will complete a six year programme including on and off the job study in order to complete a law degree, as well as the Solicitors Qualifying Examinations (SQE) prior to qualifying as a Solicitor of England & Wales. Unspent apprenticeship levy funds will be gifted to charities and organisations the Firm supports.
- The London Women’s Affinity Network and the Firm’s Alumni Committees launched a joint mentorship programme pilot open to all mid-level women associates in the London office. Associates were paired with a more experienced alumna who served as a trusted mentor and advisor. The focus of the mentoring programme was to provide lawyers with a supportive relationship sustained over a period of time. The programme was designed to support learning and development in line with the Firm’s competency frameworks, values, employee value proposition, and alumni commitments. The programme will run again in 2024.