

DWF Gender Action Plan 2020

Introduction

Following the publication of our 2018 Gender Pay Gap report, we introduced non-negotiable guiding principles on pay concerning fairness, transparency, consistency and competitiveness. These four principles enable us to be clear and consistent in our approach to pay; ensuring people are being paid and rewarded fairly.

In 2019, the reduction in our combined mean gender pay gap for a second consecutive year is a positive indicator that our actions are having an impact. However, the slight increase in our median pay gap is a powerful reminder that the pay gap is largely the result of having more men at senior levels in higher paid roles and a higher proportion of women relative to men in roles which fall within our lower pay quartiles.

There are a number of actions we are taking to improve our gender balance that we expect to positively impact our gender pay gap:

Leadership

Whilst we are already meeting the voluntary target of having at least 33% of women on our plc Board as set out in the Hampton-Alexander Review in respect of gender balance, our sustained focus is on increasing female representation on our Executive Board to at least 33% by 2022, an increase from 25% and for women to hold at least 30% of other senior leadership positions, an increase from 27%.

Recruitment

We will continue to enhance our inclusive recruitment practices covering emerging talent through to experienced senior hires, to ensure opportunities to join DWF are open, accessible and attractive to diverse talent. We will be extending the practice of using blind CV's for Career Level 4 and above (mid to senior management positions.)

Personal and professional development

We will continue to develop our talent through investment in technology which supports flexible working, remote learning and virtual networking. All management teams, from entry level upwards, will be encouraged to focus on diversity, with the aim of ensuring a robust pipeline of diverse talent for management and leadership positions. Fair allocation and mindful delegation of work will help to showcase talent across our business and we will continue to deliver inclusive leadership and unconscious training to Partners and senior leaders.

We recognise that reducing our gender pay gap is an action that requires a sustained effort at every level of our business and at every point in the employee life cycle, from attraction & recruitment through to development, succession planning & promotion.

Our sustained focus on meaningful actions will result in a more diverse workforce supported and empowered through our inclusive culture and values.



Helen Hill

HR Director