

C L I F F O R D
C H A N C E

UK PAY GAP 2024
MARCH 2025

Foreword

At Clifford Chance, we are committed to fostering an inclusive and collaborative culture that is beneficial to our people and valued by our clients.

As a global firm, we recognise that our strengths lie in our ability to attract and retain people with a diversity of thought and experience.

Pay gap reporting forms part of our approach to monitoring our progress towards enhancing equal opportunities for everyone at our firm. This year, our data shows that for this reporting period, there was:

- an increase in our statutory gender pay gap on a mean basis;
- a reduction in the pay gap between our male and female partners;
- a reduction in pay gaps for ethnicity, LGBT+ and social mobility; and
- an increase in the disability pay gap.

We continue to focus on strengthening our inclusive culture and enhancing equal opportunities for all by deepening our understanding and addressing any structural or cultural barriers that may be preventing us from cultivating a high-performing, globally minded workforce. Whilst the gender pay gap is part of legislative requirements, our analysis looks at multiple demographics to help us better achieve this.

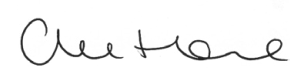
Some examples of the actions we are taking are included in this report. We are committed to working together to deliver on our inclusion goals.

Declaration: Our methodology for the statutory Gender Pay Gap reporting has been reviewed by a third party. We confirm that the data reported is accurate.



Signature

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ODIMBA-CHAPMAN**
Office Managing Partner
London
Co-Regional Managing
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One Europe



Signature

CLAIRE HOWE
Co-Regional HR Director
One Europe



A Year of Action

Our progress during the last twelve months is highlighted against six priority areas aligned with our inclusion strategy at that time:

Progress in UK inclusion: The UK region has achieved 30% women in partnership. Additionally, for a fourth consecutive year, the region has maintained 15% of new partners from diverse backgrounds.

Ensuring impactful pay gap actions: The firm analysed the pay gap data to help drive tailored actions and improve accountability across the firm.

Proportionate conversion of trainees to newly qualified lawyers: The representation of our most recent cohort of newly qualified lawyers proportionately reflects the diversity of the corresponding trainee cohort that commenced two years earlier.

Ensuring inclusive recruitment practices: Processes and practices continue to be reviewed to ensure equality of opportunity for all candidates.

Increased retention of associates and business professionals: The ethnic minority representation across UK senior associates and business professionals' figures have both increased (up 1.1% and 1%, respectively).

Improved accessibility for all: Clifford Chance has a range of actions to improve accessibility, from the appointment of an Inclusive Design Consultant for our future London Office move to embedding the Hidden Disabilities Sunflower in the firm.

Mansfield Plus: Certification status maintained

Client Connection Programme of the Year 2024, Legal Benchmarking Group Social Impact Awards

Disability: IN's Equality Index: 2024 Best Places to work for Disability Inclusion

Social Mobility Index: Ranked 14th in 2024, up from 35th in 2023

Improving Access Programme of the Year 2024, Legal Benchmarking Group Social Impact Awards

For more on Clifford Chance's global inclusion objectives, see the latest [Responsible Business Report](#).

Gender Pay Gap

Statutory 2024 Gender Pay Gap

The Gender Pay Gap aims to show the distribution of men and women across different roles within an organisation and highlight where there may be concentrations of a particular gender at lower or higher pay levels. The Gender Pay Gap legislation is not aimed at showing equal pay for the same role; this has been a legal requirement since the Equal Pay Act 1970. The firm examines that question regularly and we are confident that we pay women and men equally for the same roles.

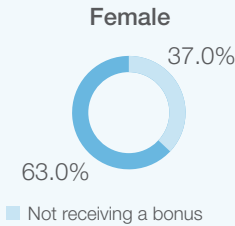
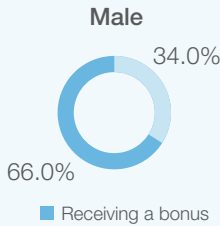
Year of Action:

- Accelerate Allies Programme continues
- Further embedding of emergency childcare and elder care provisions
- Maintained Menopause Friendly and Endometriosis Friendly accreditation

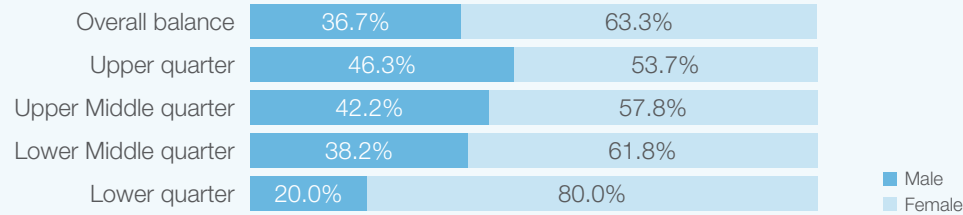
See more on [Clifford Chance's Gender web pages](#).

Employee pay and bonus gaps (% less than men)

	Mean	Median
Hourly Pay Gap	19.8%	33.0%
Bonus Gap	41.5%	48.4%



Proportion of employees in each quarter of our pay range



For more details on the definitions used in this report and the % change since our 2023 Report, please refer to [page 10 and 11](#).

Our 2024 Overall Gender Pay Gap Data

Although the law does not require us to include our partners in statutory calculations, as they are not classified as employees, we have chosen to include them in our overall reported figures. This approach provides a more transparent view of the firm and aids our efforts to address gender pay imbalances. In this report, the 2024 overall pay gap data also encompasses the pay gap data for the UK subsidiaries of the firm.

Overall Pay Gap

(includes partners – % less than men)

	Mean	Median
Pay Gap	58.7%	37.1%

Partner Pay Gap

	Mean	Median
Pay Gap	13.4%	33.2%

Associate Pay Gap

(% less than men)

	Mean	Median
Hourly Pay Gap	5.4%	5.4%

Business Professionals Pay Gap

	Mean	Median
Hourly Pay Gap	25.0%	37.3%

Our overall pay gap remains impacted by:

- the level of remuneration that the partners receive;
- the proportion of women in the UK partnership; and
- the high proportion of women in our secretarial roles who make up a large part of our lower quartile population.

Our partner pay is a share of the firm's profits, much of which is not paid monthly. We think the most meaningful and informative way to show the figures is to look at total annual Full-time Equivalent (FTE) pay for UK-based partners and employees (including FTE bonuses) rather than looking only at a single month snapshot (which would not include significant amounts of partner pay).

Please note: Gender is referenced in binary terms of men and women on this page, but we recognise that some colleagues at Clifford Chance are non-binary or gender non-conforming too and will not be represented by this breakdown.

Structural impact explained



One of the main reasons for the gender pay gap is that men are more likely to be in senior roles and women at the other end of the pay structure. This is clearly demonstrated at Clifford Chance in the UK.

For example, the 2024 data shows that if Practice Assistants (Legal Secretaries) were seen as separate from the rest of the business, then our pay gap for all other employees decreases from 19.8% to 11.9%. The Practice Assistants population is 100% female.

We also noted that compared to the 2023 data, the pay gap for partners reduced from 21.4% to 13.4% in 2024.

Though there are clear structural reasons for our pay gap, we are confident that we are an equal and fair pay employer. Equal pay is where a man and a woman are paid the same amount for doing the same – or similar – job.

Disability Pay Gap

Our key challenge in driving an inclusive culture for our disabled and neurodivergent colleagues continues to be having a good understanding of our population across the UK offices.

We are committed to voluntarily publishing our disability pay gap data, which widened compared to the last reporting year. The levels of self-declaration in relation to disability remains low and as such, can lead to swings in the pay gap data. The firm’s focus, therefore, is on increasing declaration rates so we can have a better understanding of our population.

Overall Disability Pay (including partners – % less than non-disabled colleagues)		
	Mean	Median
Pay Gap	47.1%	44.1%

Year of Action:

- Embedding the Hidden Disabilities Sunflower initiative
- Continued sharing of colleagues’ ‘My Lived Experience’ stories
- Introduction of the Enable Buddy Scheme

See more on [Clifford Chance's Disability web pages](#).

Ethnicity Pay Gap

Our overall ethnicity pay gap data shows a balanced performance between our white and ethnic minority colleagues. Pay gap is impacted by structure, and one person can impact the overall picture. Therefore, we continue to delve deeper to understand whether all our colleagues feel they belong, can do their best work, and have equal opportunity.

Year of Action:

- Expanded learning and development opportunities to enhance understanding of potential race-related issues effectively
- Gold sponsorship of the Black Counsel Forum
- Culture focus through events by REACH and other network

See more on [Clifford Chance's Ethnicity web pages](#).

Our UK region has consistently achieved over 15% of new partners from ethnic minority backgrounds for four consecutive years. To maintain this progress in the future, we need to ensure our pipeline of talent remains within the business.

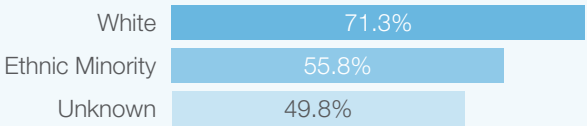
Overall ethnicity pay gap
(includes partners – % less than white)

	Mean	Median
Pay Gap	43.4%	-3.6%

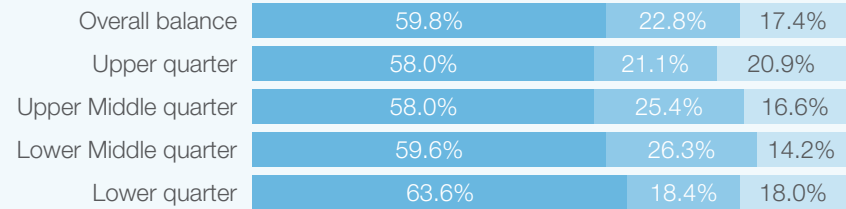
Employee pay and bonus gaps
(% less than white)

	Mean	Median
Hourly Pay Gap	-1.1%	-8.5%
Bonus Gap	1.7%	-21.6%

Proportion of employees receiving a bonus



Proportion of employees in each quarter of our pay range



■ White
■ Ethnic Minority
■ Unknown

LGBT+ Pay Gap

We are committed to voluntarily publishing our LGBT+ pay gap data, which narrowed compared to the last reporting year. For our employees, the overall pay gap data shows a balanced performance between our non-LGBT+ and LGBT+ colleagues.

Clifford Chance remains committed to ensuring we have a culture where our LGBT+ colleagues feel they belong and can, therefore, thrive and do their best work.

Year of Action:

- Hosting annual Pride Art exhibition events to raise awareness. Events are organised by Arcus, our LGBT+ network
- Focus on community building through social and awareness raising events
- Continuation of ACCEPT insight day in 2024

See more on [Clifford Chance's LGBT+ web pages](#).

Overall LGBT+ pay gap

(includes partners – % less than non-LGBT+)

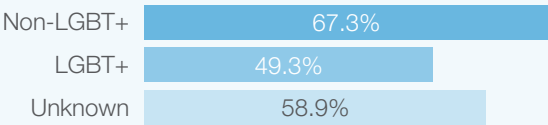
	Mean	Median
Pay Gap	27.3%	2.3%

Employee pay and bonus gaps

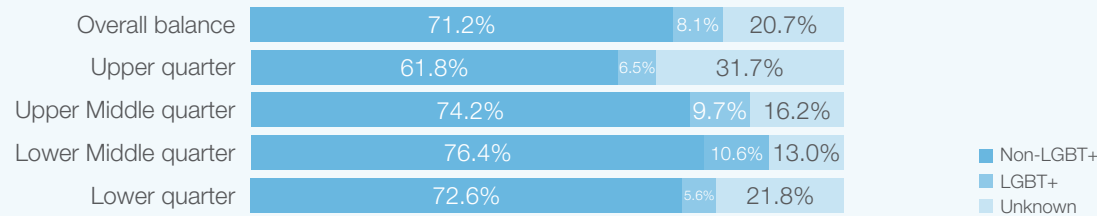
(% less than non-LGBT+)

	Mean	Median
Hourly Pay Gap	1.3%	-1.9%
Bonus Gap	-32.8%	-88.8%

Proportion of employees receiving a bonus



Proportion of employees in each quarter of our pay range



Social Mobility Pay Gap

This is our fourth year of voluntarily reporting our social mobility pay gap. In the last two years, there has been a focus within the firm on increasing self-declaration in relation to social mobility. This reporting period has seen an impact on our pay gap data, with all categories narrowing compared to our last report.

Overall Social Mobility Pay (includes partners)

	Mean	Median
Intermediate vs Working Class*	13.6%	17.8%
Professional vs Working Class*	43.7%	43.0%
Professional vs Intermediate Class*	34.8%	30.7%

*Employees may choose to answer the question “When you were aged 14 what was the occupation of the main earner in your household?” Responses are then grouped into the above three broad categories in accordance with the [National Statistics Socio-Economic Classification \(NS-SEC\)](#).

Year of Action:

- Focus on increasing self-declared social mobility data
- Launch of RISE roundtables – group mentoring led by the RISE affinity network
- Continuation of [ELEVATE conference and ACCESS Scheme](#)

See more on [Clifford Chance's Social Mobility web pages](#).

Some general examples of parental occupations which fall into these categories according to the NS-SEC:

Professional: Teacher, nurse, accountant, solicitor, scientist, police officer

Intermediate: Secretary, call centre agent, nursery nurse, restaurant manager

Working: Electrician, farm worker, train driver, cleaner, security guard, plumber

Year-on-Year Comparison

Gender Pay Gap

Pay and bonus gaps (% less than men)

	Mean 2024	Mean 2023	Difference in percentage points	Median 2024	Median 2023	Difference in percentage points
Hourly pay gap	19.8%	17.2%	2.6%	33.0%	33.5%	-0.5%
Bonus gap	41.5%	45.7%	-4.2%	48.4%	51.5%	-3.1%

Proportion of men and women in each quarter of our pay range

	Women 2024	Women 2023	Difference in percentage points	Men 2024	Men 2023	Difference in percentage points
Upper quarter	53.7%	53.5%	0.2%	46.3%	46.6%	-0.3%
Upper middle quarter	57.8%	56.3%	1.5%	42.2%	43.7%	-1.5%
Lower middle quarter	61.8%	62.2%	-0.4%	38.2%	37.8%	0.4%
Lower quarter	80.0%	78.0%	2.0%	20.0%	22.0%	-2.0%

Proportion of employees receiving a bonus

	2024	2023	Difference in percentage points
Women	63.0%	66.1%	-3.1%
Men	66.0%	68.1%	-2.1%

Pay gaps by employee type (% less than men)

	Mean 2024	Mean 2023	Difference in percentage points	Median 2024	Median 2023	Difference in percentage points
Partner	13.4%	21.4%	-8.0%	33.2%	43.0%	-9.8%
Associates	5.4%	2.0%	3.4%	5.4%	4.9%	0.6%
Business Professionals	25.0%	27.3%	-2.3%	37.3%	62.7%	-25.4%

How to read this data

Mean

Mean figures represent an average, i.e., the sum of compensation of the individuals included in the data divided by the number of individuals.

Median

If we rank each individual's pay/bonus data from lowest to highest, the median is the value in the middle of that list.

Hourly pay gap

This reflects the equivalent hourly rate of pay for all employees of the firm, so long as they were in receipt of full pay in April 2024. This includes those working both part- and full-time.

In 2024, on a mean basis, women were on average paid 19.8% less than men. This gap has increased since 2023.

Bonus gap

The bonus gap reflects the actual bonuses paid to employees during FY22/23. For us, this means bonuses awarded at the end of FY22/23 but paid in early FY23/24 (June 2023).

In 2024, on a median basis, women received an average bonus that was 48.4% lower than that paid to men. This gap has reduced since 2023 (-3.1%). The mean bonus gap has also narrowed (4.2%).

Proportion of men and women in each quarter of our pay range

The quarter of our pay distributions divide our employees into four equal groups ranked from highest to lowest levels of pay. The proportions show the relative number of each gender in those groups.

In 2024, 53.7% of those employees in our upper pay quarter were women. This increased by 0.2% since 2023, when 53.5% of the upper pay quarter were women.

Proportion of employees receiving a bonus

This shows the proportion of employees who receive any level of bonus payment.

In 2023, 66.1% of women received some form of bonus payment. This decreased in 2024, when 63.0% of women received a bonus.

Pay gaps by employee type

These figures break down the pay gaps for our major job families in the UK. We use 'Partners' to refer to members of Clifford Chance LLP. 'Associates' are our other qualified lawyers. 'Business Professionals' refers to those employees whose role does not include giving legal advice.

In 2024, on a mean basis, female associates were on average paid 5.4% less than men. This gap has increased by 2% since 2023, when female associates were paid 3.4% less on a mean basis.

Pay gap data for UK subsidiaries of the firm is included in our 2024 overall pay gap data, but not our statutory data.

How do we collect our data?

Our gender data is informed by official reporting figures required for tax purposes.

Our further diversity information is collected on a voluntary basis through our HR self-identification portal.

We encourage all our employees and partners to share their diversity data to help us progress our important inclusion agenda, particularly with regards to our pay gap reporting.

The proportion of people who have responded to our requests to provide diversity information is:

83.8%
ETHNICITY

79.3%
LGBT+

67.6%
DISABILITY

56.8%
SOCIAL MOBILITY

This shows how willing people are to share their information, giving context to the statistics in this report.

Those who have chosen not to disclose their data have been excluded from these calculations.

Overall Pay Gap Data Comparisons

Comparison to Clifford Chance's 2023 Report

NB '+' denotes gap has increased in 2024, '-' denotes gap has decreased

Overall gender pay gap

	Mean 2024	Mean 2023	Difference in percentage points	Median 2024	Median 2023	Difference in percentage points
Pay Gap	58.7%	58.8%	-0.1%	37.1%	40.7%	-3.6%

Overall disability pay gap

	Mean 2024	Mean 2023	Difference in percentage points	Median 2024	Median 2023	Difference in percentage points
Pay Gap	47.1%	39.7%	7.4%	44.1%	44.5%	-0.4%

Overall ethnicity pay gap

	Mean 2024	Mean 2023	Difference in percentage points	Median 2024	Median 2023	Difference in percentage points
Pay Gap	43.4%	45.7%	-2.3%	-3.6%	1.3%	-4.9%

Overall LGBT+ pay gap

	Mean 2024	Mean 2023	Difference in percentage points	Median 2024	Median 2023	Difference in percentage points
Pay Gap	27.3%	30.8%	-3.5%	2.3%	18.3%	-16%

Overall social mobility pay gap

	Mean 2024	Mean 2023	Difference in percentage points	Median 2024	Median 2023	Difference in percentage points
Intermediate vs Working Class	13.6%	20.4%	-6.8%	17.8%	25.9%	-8.1%
Professional vs Working Class	43.7%	48.3%	-4.6%	43%	52.9%	-9.9%
Professional vs Intermediate Class	34.8%	35.1%	-0.3%	30.7%	36.5%	-5.8%

CLIFFORD CHANCE

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