

Gender Pay Gap Report 2023



Overview

In an attempt to increase awareness and improve pay equality, the UK government introduced compulsory reporting of the gender pay gap for organisations with 250 or more employees.

As part of this initiative we are reporting our Gender Pay Gap data in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Shirley Woolham Chief Executive Officer

Minster Law's Results:

The data below is calculated using data from the 5th of April 2022.

Gender Pay Gap

	Median	Mean
Gender Pay Gap	19.9%	21.4%
Bonus Pay Gap	-59.8%	-10.4%

Proportion of males and females receiving a bonus payment

Females	30.5%
Males	25.6%

Proportion of males and females in each pay quartile band

	Q1	Q2	Q3	Q4
Females	64.6%	73.5%	59.3%	46.4%
Males	35.4%	26.5%	40.7%	53.6%