

# Gender pay gap report

At Forsters, we are committed to making our firm a diverse and inclusive workplace and continue to invest in a broad range of initiatives that nurture the diversity of our talent. We understand the importance of having a workforce that reflects and respects different perspectives and experiences.

## Our gender pay gap analysis

This analysis is based on the hourly rates of pay at 5 April 2024 and bonuses paid during the 12 months to 5 April 2024.

Our actions outlined in this report have contributed to our (mean) gender pay gap narrowing since last year to 3.0% and our median gender pay gap to 39.6%.

Our gender bonus gap (mean) of 0.7% exists due to a small number of large contractual bonus payments (linked to firm performance) being made to those in senior roles. Our median bonus gap remains at 0% due to all employees receiving a one-off firmwide discretionary bonus.

We are committed to further reducing our gender pay gaps (mean and median) but they exist primarily due to the structure of our workforce with women representing the majority across each pay quartile (70.9% of our employees on 5 April 2024 were women).

Female leadership has always played an important and influential part in the growth of the firm. 51.4% of our partners on 5 April 2024 were women including our senior partner and managing partner and 55.6% of our business services teams were led by women.

Once again we have gone beyond statutory reporting requirements and published our partner pay gap figures and we are putting plans in place to enable us to report our ethnicity pay gap figures next year.



## Our approach to Diversity and Inclusion (D&I)

Our aim is to support and encourage diversity within our workforce and to make Forsters a truly inclusive place to work. We strive to improve understanding and communication, break down barriers and encourage and embrace people's differences so that every individual can flourish. We want to ensure that everyone at Forsters feels valued and included.

Our [D&I Strategy](#) supports the firm's growth and business priorities. The strategy includes commitments relating to data, recruitment, allyship and inclusion. Having a diverse and inclusive workforce will mean we are better able to meet the needs of our clients and respond to challenges.

Our D&I Committee drives action across the firm, and we have seven employee-led support networks covering disability, faith, gender equality, LGBTQ+, ethnicity, social mobility, and working parents and carers. These networks offer a space for discussion, raising awareness and influencing change through firmwide collaboration. Highlights this year include talks on Section 28, Intersectionality and Privilege, and neurodiversity awareness, South Asian Heritage Month celebrations and activity for International Women's Day. Our policies continue to support employees, creating greater flexibility for those with families or caregiving responsibilities and for those with other adjustment needs. These policies include Agile Working Policy, Shared Parental Leave Policy, Working Parents and Carers Policy, Adoption Policy, Reasonable Adjustments Policy, IVF and Assisted Conception Policy.

We aim to attract and retain diverse talent at every level by breaking down barriers and widening access to the legal profession for individuals from lower socio-economic backgrounds. We have continued to work with social mobility charities including the Sutton Trust, Social Mobility Business Partnership and Social Mobility Foundation, providing work experience for 96 students in 2024. This year, we also formed links with local state schools with a higher-than-average proportion of students eligible for free school meals, speaking at their careers fairs and running workshops in our office. We will also be recruiting up to four solicitor apprentices to join the firm in September 2025.

To improve diversity within our Early Careers recruitment process we continue to have blind interviews and use Rare Recruitment's contextualised recruitment tool to consider achievements in the context of personal background. Our Early Careers recruitment panel also complete unconscious bias training ahead of assessments so we ensure we are looking at the widest pool of talent available. We are currently trialling a broader 'Talent Acquisition Passport' with this panel, with the view to this being rolled out across wider recruitment practices.



We have a number of external accreditations and partnerships, to support diversity within recruitment and those within the firm. We are a gold member of MyPlus Consulting, a Disability Confident Committed employer, member of the NOTICED network, founding member of Legal Best (LGBTQ+) network, Living Wage accredited and signatory to the Halo Code.

We run regular firmwide D&I training. We launched Hemisphere, our firmwide anti-bias training designed by race and social mobility experts Rare this year, with a completion rate of over 80%. We will also be launching an allyship campaign in 2025, which will include firmwide training, resources and D&I network activity.

A key area of focus in our D&I Strategy is to make more data-informed decisions, and in February we launched our firmwide 'Count Me In' D&I data collection campaign. With more accurate data we will be able to analyse progress against our D&I strategy and support important decisions about future focus areas that will improve experiences at the firm.

## Our Learning and Development (L&D) Programme

Our varied L&D Programme fosters continuous professional and personal growth across fee-earning and business services teams. This year, our development programme for nominated senior associates included 50% women and we commenced our second iteration of the Business Services Management Programme to support leadership development amongst this group. We are now in the third cycle of our Collaborative Mentoring Programme, which combines mentoring support with reverse mentoring to expand perspectives, especially around D&I. We continue to provide mentoring for new Partners and Counsel, as well as a dedicated mentoring and buddying programme for trainees. Additionally, we provide tailored coaching as part of our offering to support individuals to achieve their objectives.

We believe that our ongoing D&I/L&D initiatives outlined in this report will help Forsters continue to thrive in an ever-changing world and help us make a positive contribution towards gender equality.

**Natasha Rees** Senior Partner  
**Emily Exton** Managing Partner

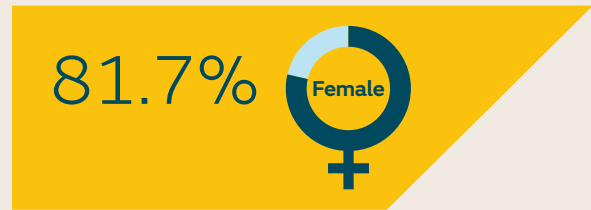
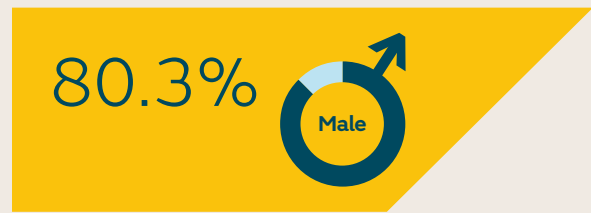


## Partner pay gap

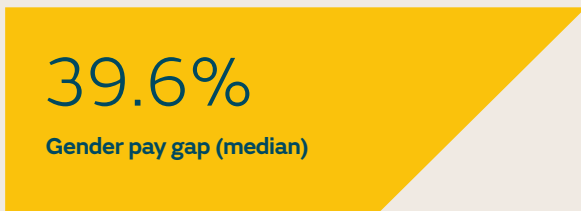
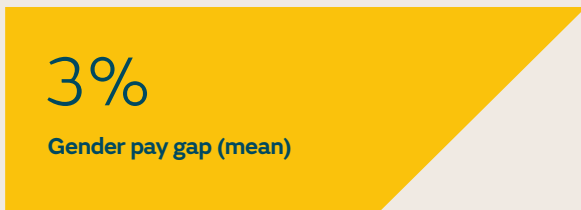


To be fully transparent and inclusive we are going beyond the statutory reporting requirements and have published our partner pay gap figures for the financial year ending 2024.

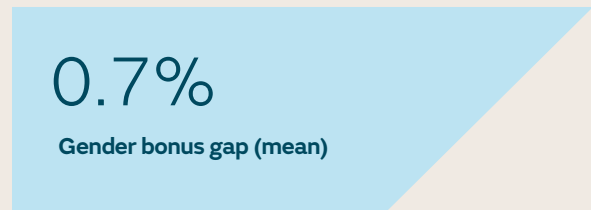
## Proportion of women and men who received bonuses in the period 6 April 2022 to 5 April 2023



## Gender pay gap



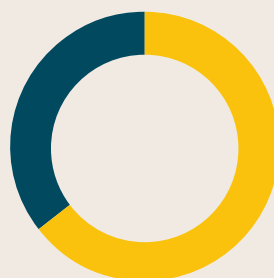
## Gender bonus gap



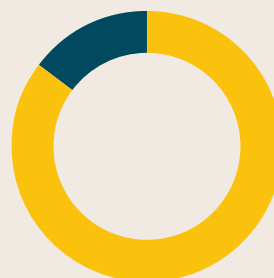
## Pay quartiles



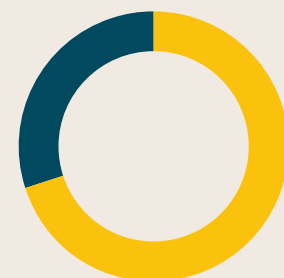
**Upper quartile**  
▲ Women 63.6%  
▲ Men 36.4%



**Upper middle quartile**  
▲ Women 64.5%  
▲ Men 35.5%



**Lower middle quartile**  
▲ Women 85.5%  
▲ Men 14.5%



**Lower quartile**  
▲ Women 70.0%  
▲ Men 30.0%

Last updated: April 2025