



# Gender Pay Gap Report 2020



FIRST FOR JUSTICE

# Contents

- 3 Foreword**
- 4 Our statistics**
- 5 What's causing our gap?**
- 6 Declaration**

# Foreword

In the last 12 months we have worked hard to refresh our whole inclusion strategy; we've listened to colleagues to understand how well we are embedding our culture of belonging for all and have a set of actions based on the feedback.



We've also launched our new **Inclusion Policy** which sets out clear expectations of behaviours at all levels. We've continued to support some of our female leaders through a women in leadership programme run by our parent company, **ERGO**.

As we move into the year ahead we continue to work towards our public commitment to raising the number of women in senior positions, by:

- Reviewing resourcing practices, such as anonymising CV's, refreshing unconscious bias for hiring managers and reviewing our agency partners
- Launching our flexible working mindset with a goal that every role can be worked flexibly
- Creating a new **Talent** programme, with self-nomination (supported by our inclusion networks), focused on career mapping, personal confidence, emotional intelligence and creating opportunities to interact with senior leaders
- Reviewing our processes and the support we offer for women on maternity and adoption leave and how we can assist their return
- Signing up to the **Women in Finance** and the **Women in Law Charters** and focusing on clear action plans to drive change.

Whilst we have seen improvement in the figures since we started reporting we're not yet seeing a sustained year on year improvement. However, I believe we have the right foundations which over time will see a higher percentage of senior women.

With thanks

A handwritten signature in black ink that reads "Kate Banks".

**Kate Banks**  
Chief People Officer

# Our statistics



	DAS UK	
	Mean	Median
Average Pay Gap	27.5%	22.5%
Bonus Pay Gap	56.7%	42.9%
	Male	Female
Percentage of Employees Receiving a Bonus	35.9%	32.5%



# What's causing our gap?

The gender pay gap at DAS UK, which differs from and is not caused by *unequal pay*, has continued to be driven by a higher proportion of men in more senior positions.

## Percentage of employees in each pay quartile

### Top quartile (highest paid)

**39.4%** female    **60.6%** male



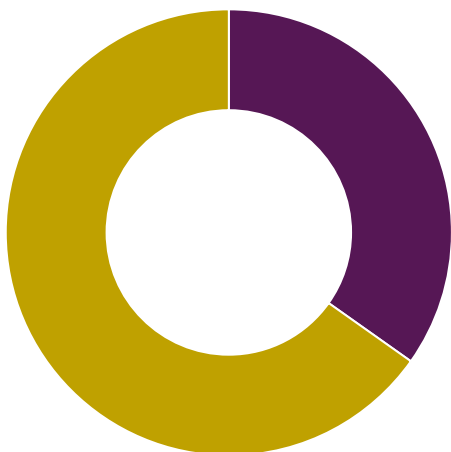
### Upper middle quartile

**56.1%** female    **43.9%** male



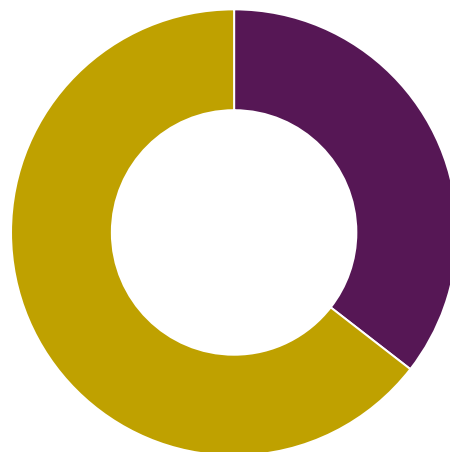
### Lower middle quartile

**65.2%** female    **34.8%** male



### Lower quartile (lowest paid)

**64.5%** female    **35.5%** male



# Declaration

I confirm that the **DAS UK Group Gender Pay** statistics featured in this report are accurate, and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

*Kate Banks*

**Kate Banks**

Chief People Officer



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