



Gender Pay Gap Report 2021



FIRST FOR JUSTICE

Contents

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

Foreword

In the last 12 months we continued to develop 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.



As we referenced last year we delivered on a number of initiatives which included:

- Reviewed resourcing practices, anonymising CV's, refreshing unconscious bias for hiring managers, reviewing our agency partners and ensuring females on interview panels for senior leader roles.
- Launched our flexible working policy with a goal that all roles can be worked flexibly unless proven otherwise.
- Launched **Aspire** our 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.
- Launched a reverse mentoring scheme where members of our **Executive** team are mentored by colleagues from our inclusion networks.
- Reviewed our processes and the support we offer for women on maternity and adoption leave and how we can assist their return.
- Signed up to the **Women in Finance** and the **Women in Law Charters** and focusing on clear action plans to drive change.

This year it was pleasing to see our improvements, our best year so far, in the proportion of women represented in the **Top** and **Upper Middle** pay quartiles. Whilst this represents some improvement a more sustained improvement year on year is desired. I believe if we continue to work on the initiatives we have in place we'll see improvements come to fruition.

With thanks

A handwritten signature in black ink, appearing to read 'Jay Williamson', written over a thin horizontal line.

Jay Williamson
Interim Chief People Officer

Our statistics



	DAS UK	
	Mean	Median
Average Pay Gap	28.3%	21.5%
Bonus Pay Gap	63.3%	53.9%
	Male	Female
Percentage of Employees Receiving a Bonus	32.2%	23.9%



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

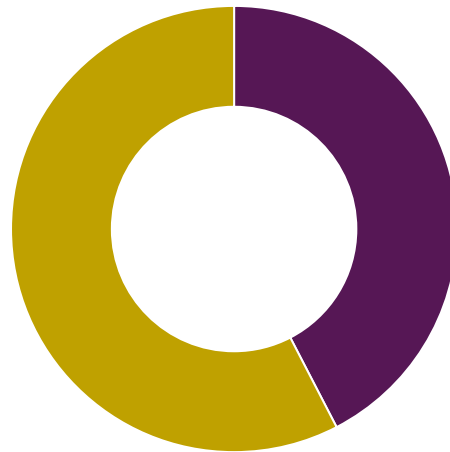
Top quartile (highest paid)

43.0% female **57.0%** male



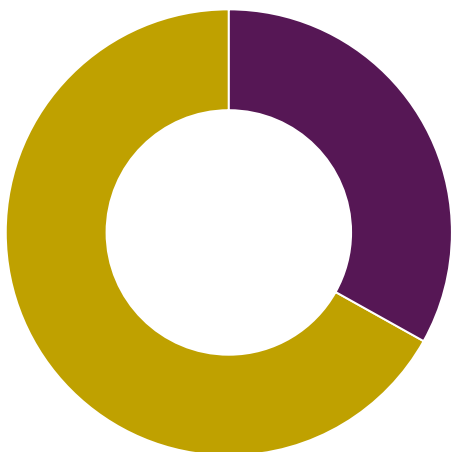
Upper middle quartile

57.6% female **42.4%** male



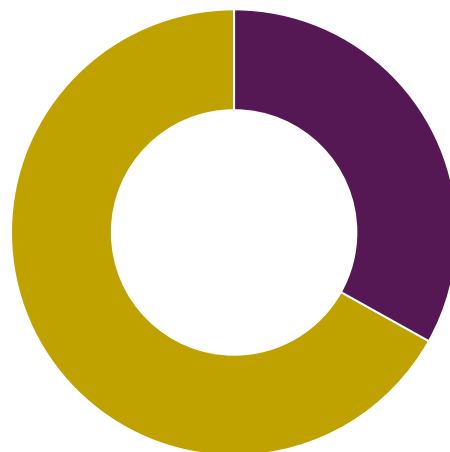
Lower middle quartile

66.9% female **33.1%** male



Lower quartile (lowest paid)

66.9% female **33.1%** 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.



Jay Williamson

Interim Chief People Officer



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