



# Gender Pay Gap Report 2023



FIRST FOR JUSTICE

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# Foreword

As referenced in our previous report we continue to develop our inclusion strategy and have continued to listen to colleagues to develop and embed our culture of belonging for all. In the last 12 months we have:



- Launched our guidelines on supporting women through menopause which included mandatory face to face people manager awareness sessions to ensure women are supported.
- Our **Women in Finance** and the **Women in Law Charter**, continues to focus on career progression into leadership roles. In **Law** we have focused on:
  - Launching a reverse mentoring programme to give senior leaders insight into the challenges their people face.
  - Ensuring that women are on the panels for all management roles (not just senior leadership roles).
  - Holding exit interviews for all female managers to help understand their experience.

We have hosted career networking sessions throughout the year where senior leaders take time to talk with more junior women about careers and progression. These receive great feedback and have already driven results in raised confidence in attendees.

Our **Leadership** programme has now upskilled all our managers in the skills of career and development conversations, with expectations that they complete them regularly.

We recognise that we still have further to go to create a diverse and inclusive culture where all, including women, can flourish and give the best of themselves.

With thanks

A handwritten signature in black ink that reads "Kate Banks". The script is fluid and cursive.

**Kate Banks**  
Chief People Officer

# Our statistics



	DAS UK	
	Mean	Median
Average Pay Gap	26.2%	23.4%
Bonus Pay Gap	41.7%	0.0%
	Male	Female
Percentage of Employees Receiving a Bonus	80.3%	88.2%



# 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.

Our bonus gap and participation figures are much improved this year as a result of our cost of living initiatives which included the delivery of a lump sum payment during this review period.

## Percentage of employees in each pay quartile

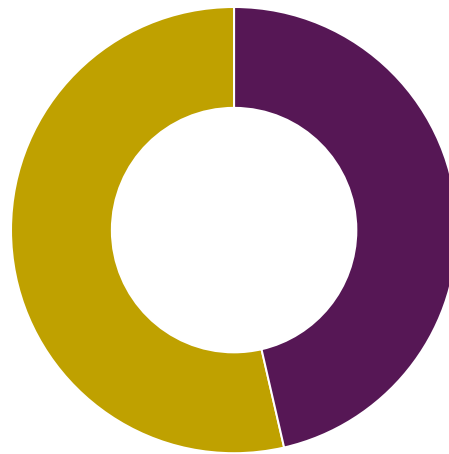
### Top quartile (highest paid)

42.0% female 58.0% male



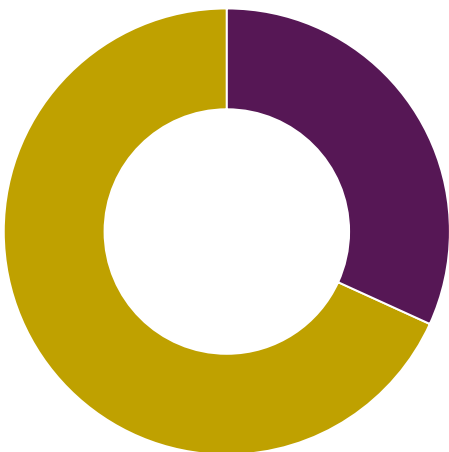
### Upper middle quartile

53.6% female 46.4% male



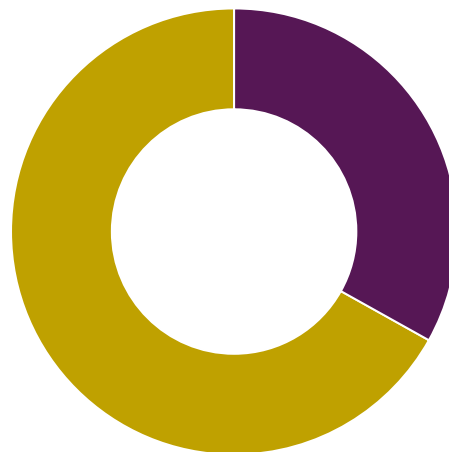
### Lower middle quartile

68.2% female 31.8% 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.

*Kate Banks*

**Kate Banks**

Chief People Officer



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