



Gender pay gap report

Marks & Clerk LLP 2022

Marks & Clerk is a leading firm of Patent and Trade Mark attorneys in the UK with over 330 employees and 55 Partners across 8 UK offices. We value diversity and providing an even playing field. Our clients enjoy a comprehensive service tailored to their individual needs, and this is best achieved by harnessing the diverse range of skills, experience and ideas from all of our people.

Understanding gender pay and bonus gaps

Gender pay gap shows the difference in average hourly earnings between men and women within the organisation, regardless of seniority, experience and other differences in job roles.

Like many professional services organisations, our gender pay gap is largely due to the types of job roles undertaken by men and women. Whilst we value all employees, we recognise that different jobs attract different levels of remuneration.

Fee earners at Marks & Clerk make up the majority of our most highly paid employees. These roles require a high level of qualification and expertise, so they command higher remuneration. Most of our fee earners work with patents and require a STEM (Science, Technology, Engineering and Mathematics) degree – 65% of STEM graduates are men and 35% are women. Ensuring complete gender parity in our upper pay quartile presents an issue for us which mainstream legal firms do not have (because women constitute a much higher proportion of UK law graduates). At Marks & Clerk, we try to achieve a more even balance than the STEM graduate percentage, and are pleased to report that 40% of our fee earners are women.

Across UK society, more women than men undertake administrative jobs, which attract a lower level of pay. This is reflected at Marks & Clerk, where a significant proportion of our workforce is made up of administrative roles, and the majority of incumbents in these roles are women. This is a key contributor to our gender pay gap.

Equal pay

Separate to gender pay gap statistics, equal pay considers whether different people (e.g. men and women) who perform similar work, or work of equal value, receive equal pay. We monitor pay at all levels, we are firmly committed to equal pay, and we are confident that men and women are paid equally for equivalent work at Marks & Clerk.

Gender pay and bonus gaps, and pay quartiles

The table below shows our gender pay and bonus gaps. The pay element looks at data from 5 April 2022, and the bonus looks at data from the 12 months up to 5 April 2022:

	Mean	Median
Hourly pay	23.2%	23.9%
Bonus	52.8%	0%



The next table shows the percentage of men and women in each quartile of the payroll. This is reflective of having more men than women in high paid fee earning roles, and more women than men in administrative roles:

	Lower	Lower Middle	Upper Middle	Upper
Male	27.7	35.7	47.0	67.9
Female	72.3	64.3	53.0	32.1

However, a more detailed analysis of comparable fee earning employees, at various stages of their careers, shows a more balanced picture where any differences are due to individual performance variations:

	Patent Trainee	Patent Senior and Principal
Mean pay gap	2.7% difference in favour of women	2.8% difference in favour of men
Median pay gap	1.4% difference in favour of women	2.8% difference in favour of women

Actions to support gender equality at Marks & Clerk

At Marks & Clerk, we are committed to understanding the gender pay gap and achieving equitable remuneration and development opportunities. We have policies and practices that underpin our inclusive ethos, some of which are outlined below:

- We undertake annual salary reviews to ensure that pay is fair and equitable against market expectations and internally – regardless of gender or other individual circumstances.
- We were one of the first signatories of “IP Inclusive” and we remain an active supporter. IP Inclusive promotes diversity and inclusion amongst IP professionals. We are also an active supporter of The WISE Campaign, promoting equity and an inclusive workplace for women in STEM roles, and a member of The Employers Network for Equality & Inclusion (ENEI).
- We have recently introduced a hybrid working policy, enabling our employees to work some days in the office and some from home. Our people have flexibility in how they work, which helps those with personal or family commitments, many of whom are women. This will not have an immediate impact on our gender pay gap, but it does make a positive difference to gender equality.