

Gender Pay Gap Employer Statement

At HopgoodGanim Lawyers, we are committed to our role as employers in closing the gender pay gap. We are working hard to actively address any disparities within our firm so that we can achieve gender pay equity for our employees.

WGEA describes the gender pay gap as focusing on the difference in average earnings between men and women in the workforce. The gender pay gap arises from a range of societal, industrial, and organisational factors that reduce a person's earning capacity.

It's important to understand that the gender pay gap is not about men and women being paid the same for the same job. This concept is referred to as equal pay and is already a legal requirement for employers. At HopgoodGanim, our data shows that across each level of similar roles, our pay disparity between genders is less than 1%.

We acknowledge that our median gender pay gap at 32.8% is higher than the legal industry average of 22.9%. We believe that there are two factors contributing to our gender pay gap at HopgoodGanim:

- A lower number of women in senior roles, and a higher number of women in our lower paid roles.
- A higher number of women in casual and part-time roles.

Our focus moving forward is to continue to take proactive steps to reduce the gender pay gap across our firm, which will contribute to improving the gender pay gap across the legal industry.

In 2023, we enhanced our parental leave entitlement, enhanced our support for employees experiencing family and domestic violence, and reviewed our approach to salary reviews to ensure we continue to achieve pay equity across similar roles. These are great steps forward for HG and are all contributing to reducing our gender pay gap.

Our focus in 2024 and beyond is to tackle the factors contributing to our gender pay gap directly by identifying and working to remove barriers for women progressing to senior roles and normalising flexible work patterns across all genders. These priorities are supported by our focus on building strong talent management processes to support career development and ongoing investment in building capability through learning and development, mentoring and coaching programs.

We take our commitment seriously and will continue to make improvements and take action to improve gender pay equity.

Luke Mountford
Managing Partner
HopgoodGanim Lawyers