



Marks & Clerk LLP 2021

Gender pay gap report

Marks & Clerk is a leading firm of Patent and Trade Mark attorneys in the UK with over 330 employees and 47 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 – 74% of STEM graduates are men and 26% are women¹. 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 42% 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.

¹ <https://www.stemwomen.co.uk/blog/2021/01/women-in-stem-percentages-of-women-in-stem-statistics>

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 2021, and the bonus looks at data from the 12 months up to 5 April 2021:

	Mean	Median
Hourly pay	26.3 %	32.0%
Bonus	38.9%	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:

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	18%	40%	43%	66%
Female	82%	60%	57%	34%

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 Trainees, Post Foundation	Patent Trainees, Single Qualified	Patent Attorneys, dual qualified with 0 – 36 months post qualification
Mean pay gap	0.9% difference in favour of women	2.5% difference in favour of men	3.5% difference in favour of women
Median pay gap	2.6% difference in favour of women	3.4% difference in favour of men	4% 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 uphold inclusive organisational values, which are at the core of how we do business. Inclusivity, equal opportunities for all and respect for individual differences underpin these values.

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 are a founder member and active supporter of “IP Inclusive”, which 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 run recruitment and bias awareness training to ensure we maintain a high standard of gender-blind selection. We continue to examine our recruitment and selection processes to ensure that we follow fair processes, regardless of any candidates’ personal characteristics.

During this reporting period, we undertook a full review of our working practices, and we have embraced hybrid working (some days in the office and some working from home) for most job roles. 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.