

Gender Pay Gap Report 2017

At Knights we are committed to maintaining a culture of fairness, openness and trust. By continuing to foster our environment of balance and positivity we enable all of our people equally to strive to fulfil their own potential.

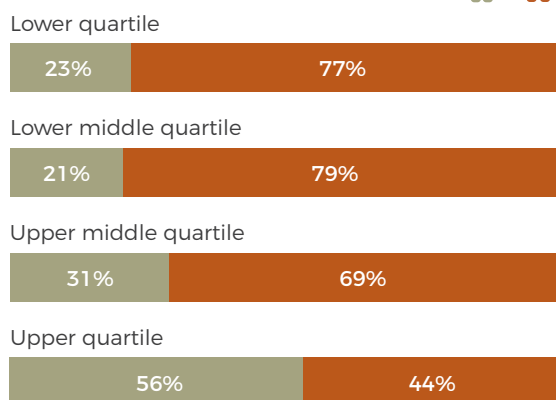
As a corporate entity, Knights is unusual within the legal sector and as such, all of the data within this Report incorporates the remuneration of everyone within the business including all partners and Board members.

The information provided in this Report therefore clearly reflects the position at Knights and the analysis demonstrates our even handed approach across all aspects of the business.

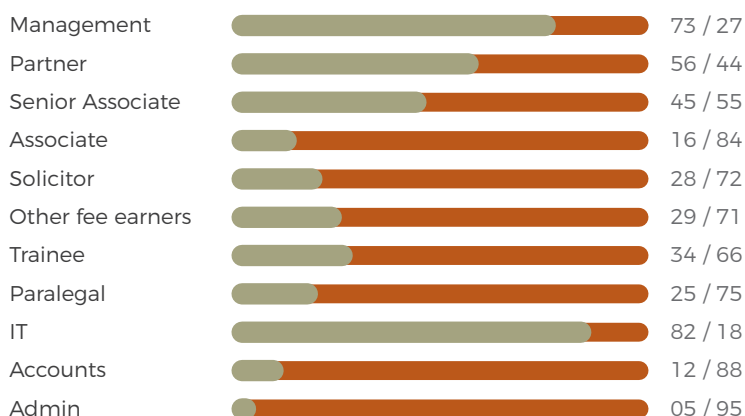
PAY QUANTILES



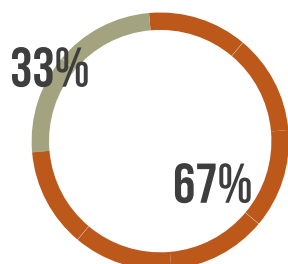
Workforce gender split percentage



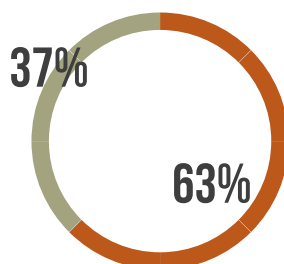
Gender split across each group percentage



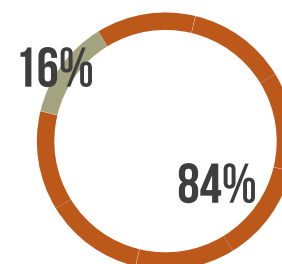
Whole Business



Lawyers



Non-Fee Earners



GENDER PAY GAP

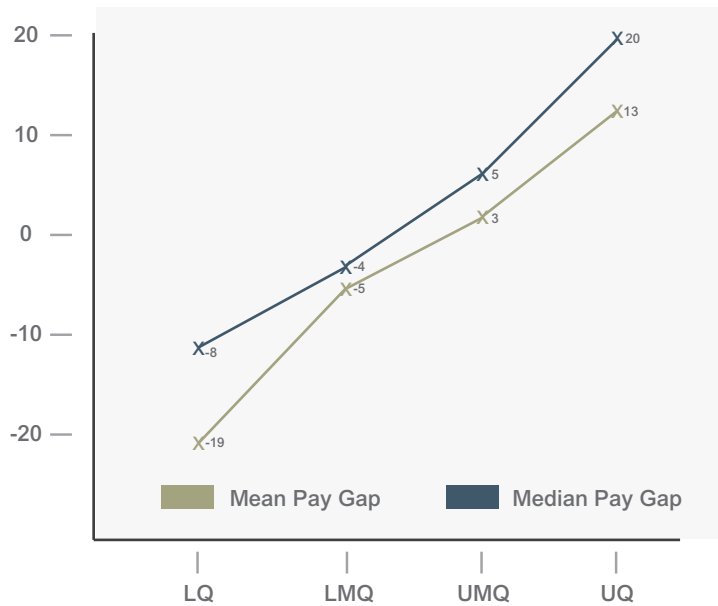
Pay and Bonus Gaps (% less than men)	Mean	Median
Hourly Pay Gap	36%	45%
Bonus Pay Gap	30%	39%

Knights is proud of its commitment to fairness and equality to all of its workforce. We are confident that historical gender gaps arising through restricted access to the profession generally have been eroded quickly at Knights:

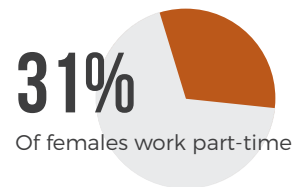
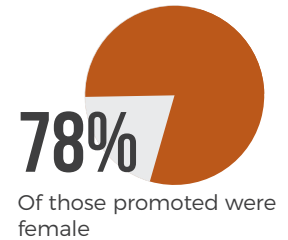
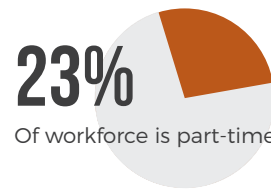
Proportion	National average	Knights
Qualified females in law prior to 1990	23%	50%
Qualified females in law prior to 2015	48%	59%
Non-partner females in law prior to 2017	59%	72%
Female partners in law prior to 2017	33%	42%

Gender Pay Gap Report 2017

GENDER PAY GAP ACROSS THE QUARTILES

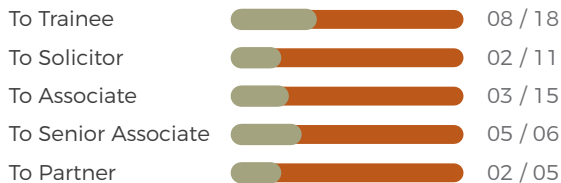


Knights supports flexible working arrangements and promotes on merit



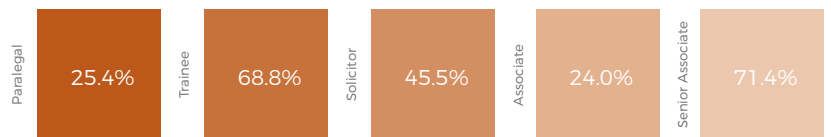
PROMOTIONS

Promotions by gender

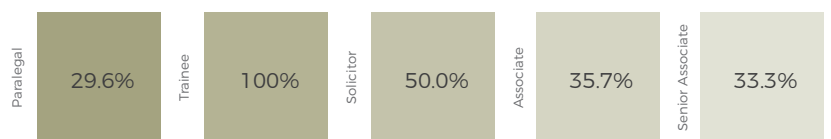


Promotions as a proportion of the gender group

Percentage of females promoted

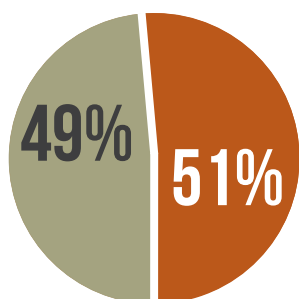


Percentage of males promoted



RENUNERATION

Salary increases



Knights takes care in its review of remuneration across the business. Formal pay reviews are conducted annually through a process of consultations by the management team and Board approval.

Bonuses

Knights does not pay bonuses. Feedback from our colleagues was consistently in favour of salary reviews to reflect performance. The bonuses reflected in this snapshot represent inherited payments from an acquired business.

Gender proportion receiving bonus		Mean difference	Median difference		
Males	4%	Females	5%	30%	39%

Gender Pay Gap Report 2017

DECLARATION

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



A handwritten signature in black ink, appearing to read 'M Whitehouse'.

Mark Whitehouse
HR Director, Knights Professional Services Ltd