

The background features a complex network of glowing lines in various colors (blue, green, orange, purple) against a dark blue background. The lines are interconnected at various points, creating a sense of a digital or data network. The lines vary in thickness and opacity, with some appearing as thin white or light blue lines and others as thicker, more vibrant bands of color. Small circular nodes are scattered throughout, some connected to the lines and others floating independently.

Gender pay gap report 2025

ReedSmith

About Reed Smith

Reed Smith is a dynamic international law firm dedicated to helping clients move their businesses forward.

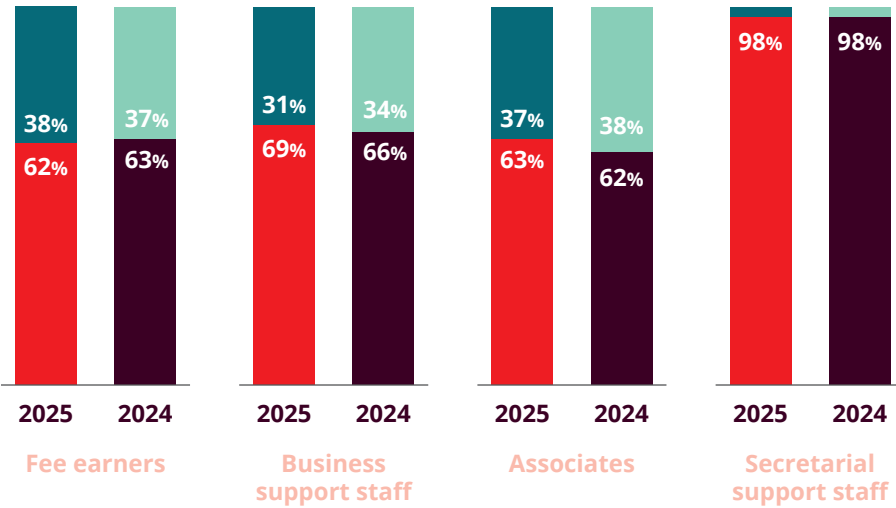
We monitor our diversity statistics across the entire firm to ensure that we are utilising the best talent possible in every one of our 34 offices. Only our London and Leeds offices fall under the UK regulations for gender pay gap reporting and so they feature in this report.



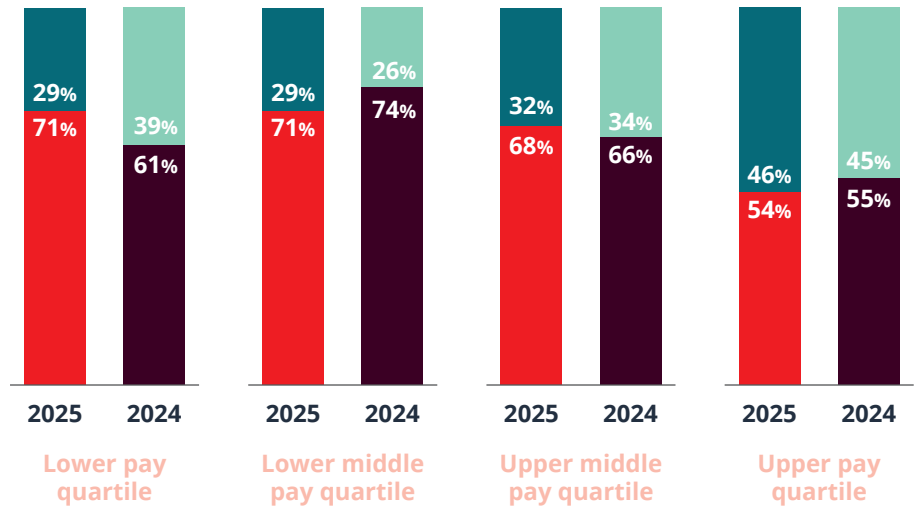
Statutory data

■ Women
■ Men

Gender split by job responsibility



Gender split by quartile



Proportion of women receiving a bonus



The proportion of women receiving a bonus has stayed the same this year

Proportion of men receiving a bonus



The proportion of men receiving a bonus has increased this year

Mean and median pay and bonus gaps

The gender pay gap is the difference between the average hourly pay for all male and female employees. It does not compare pay for men and women in the same or similar roles; rather, it measures the gap between the entire male staff and the entire female staff.

The mean and median gender pay gaps have **increased** since last year.

The mean and median bonus pay gaps have also **increased** this year.

Mean gender pay gap (staff) has increased from **13.3%** to

22.1%

Mean gender bonus gap (staff) has increased from **23.5%** to

46.1%

Median gender pay gap (staff) has increased from **30.7%** to

37.5%

Median gender bonus gap (staff) has increased from **17.7%** to

19.3%



