

# Gender Pay Gap report

Ireland 2025

HR



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# Introduction from our Senior Partner

I am delighted to introduce our first Gender Pay Gap Report for DAC Beachcroft Ireland. Publishing this report is an important milestone for us, reflecting our commitment to fairness, openness and continuous progress across every part of our business.

In Ireland, as across the wider firm, women play a central role in shaping our success. We are proud to have strong female representation in senior roles and to see the impact of our collective efforts to build an environment where all colleagues can develop and thrive.

Our initiatives continue to make a real difference. Women in Leadership supports women to grow their confidence and leadership skills as they progress in their careers. Reconnect helps those returning from extended career breaks to re-establish themselves and rebuild momentum. Flex Forward gives everyone the opportunity to work in ways that balance their professional and personal responsibilities, while meeting the needs of our clients and teams.

These programmes, alongside the work of GEN, our Gender Equity Network, and the guidance of our EDI Lead, form a strong foundation for lasting change. Together they help ensure that the culture of DAC Beachcroft Ireland remains inclusive, supportive and focused on the success of every individual.

This first report gives us a clear picture of where we stand and where we can go further. Achieving lasting progress on gender equality takes time and consistent effort, and we are committed to that journey. We will continue to listen, learn and take meaningful action to ensure that everyone has the opportunity to succeed and be rewarded fairly.

As required, I confirm that the information in this report is true and accurate.

Virginia Clegg



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# About the report

The gender pay gap is the difference in average hourly earnings between women and men. It is distinct from equal pay, which ensures that men and women are paid the same for doing the same or equivalent work.

The figures in this report are based on data from our Ireland business as of the 2025 reporting snapshot. They include all eligible colleagues, both fee-earning and business support, and reflect mean (average) and median (midpoint) differences.



## Mean

The mean figure is calculated using the average of hourly pay rate (or bonus amount) of all the men and women. The difference between the two is the mean pay gap. This can be affected by outliers (unusually high or low data points).



## Median

The median figure is calculated using the mid-point hourly pay rate (or bonus amount) of all the men and women when ranked in numerical order. The difference is the median pay gap. This is less affected by outliers (unusually high or low data points).





# Our Gender Pay Gap in Ireland

## Hourly Pay Gap

**Mean pay gap: 12.4%**

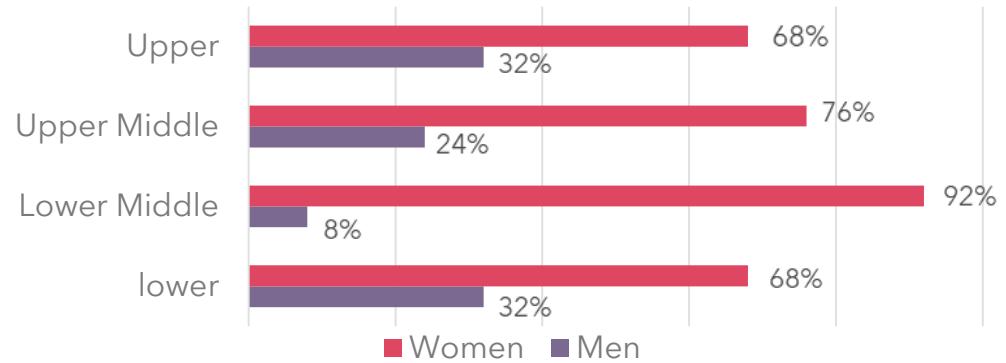
**Median pay gap: 8.6%**

Our mean pay gap of 12.4% and median gap of 8.6% indicate that, overall, men earn slightly more on average than women. The gap primarily reflects the distribution of roles across different levels and job families rather than differences in pay for equivalent work.

We have strong female representation across all pay quartiles, including the most senior levels, which demonstrates good balance overall. However, some variations within specific levels and functions affect the overall averages.



# Pay quartiles



Women are the majority in every quartile, showing strong representation throughout the firm. The higher concentration of women in the lower-middle quartile suggests a cluster of roles in this pay range, which can influence the overall median pay figure. The upper quartile shows balanced gender representation, indicating a healthy pipeline of women in senior positions.

# Bonus and Benefits

## Bonus Gap

**Mean bonus gap: 3.3%**

**Median bonus gap: 53.9%**

## Proportion Receiving a Bonus

**Women: 38.2%**

**Men: 37.5%**

## Benefits in Kind

**Men: 100%**

**Women: 97.4%**

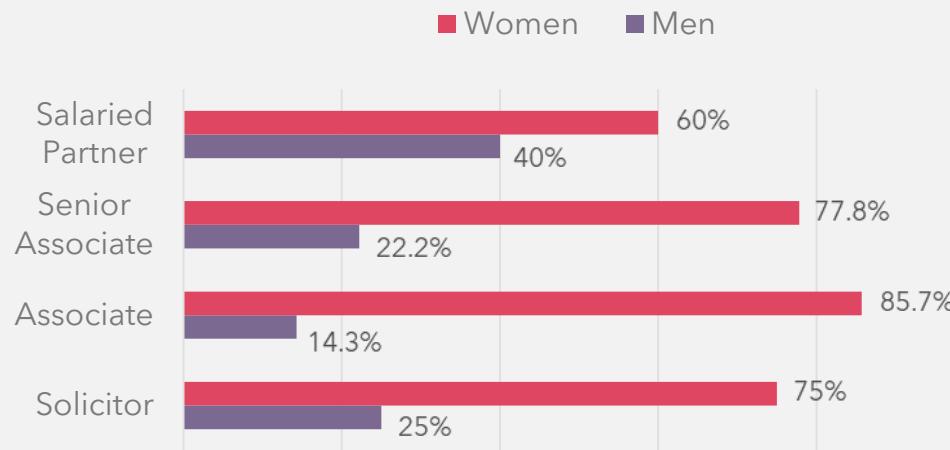
A similar proportion of women and men received a bonus. The mean bonus gap of 3.3% shows that average bonus amounts are relatively even. However, the median bonus gap of 53.9% indicates that midpoint bonus values are higher for men. This may be due to differences in role seniority, hours worked, or the distribution of higher-value bonuses within smaller groups. We will review bonus outcomes more closely to ensure our processes remain fair and transparent.

Almost all colleagues receive benefits in kind, with only a very small difference between men and women.





# Representation Across Lawyer Levels

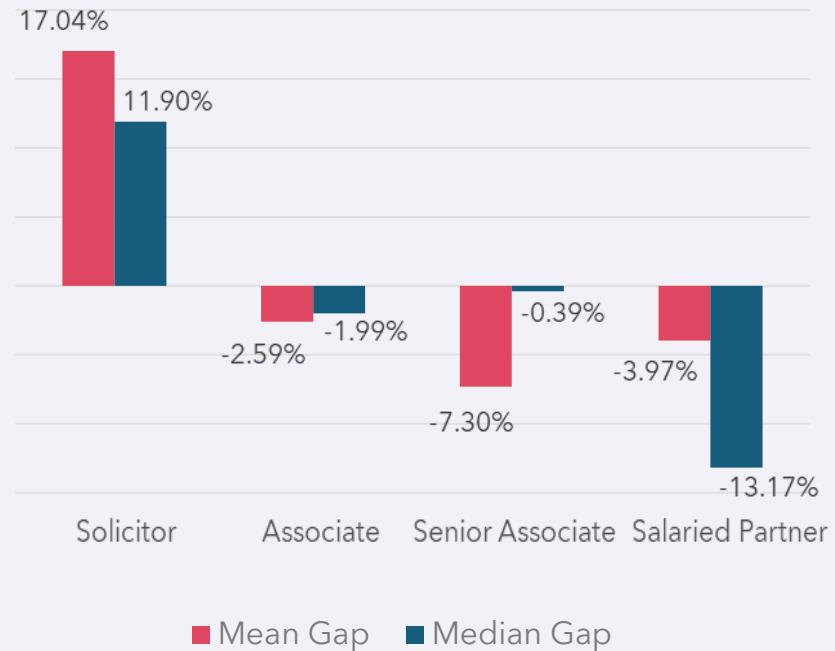


Women are well represented at every level, including salaried partner. This reflects the success of initiatives that support the progression and retention of women within the firm. At solicitor level, the pay gap favours men, which may be due to differing experience levels or specialisms within this group. We will continue to monitor this area to ensure that opportunities for progression and reward remain equitable.



## Pay Gaps by Lawyer Level

The pay gaps at most levels are either very small or in favour of women. The solicitor level shows a gap in favour of men, suggesting this is the key area to focus on. This could reflect differences in tenure or in the spread of responsibilities within that group rather than pay inequality.





## Role Mix

Job Family	Women	Men
Fee-earner	72.4%	79.2%
Business Support	27.6%	20.8%

There is a slightly higher proportion of women in business support roles, while men are more concentrated in fee-earning roles. Since pay levels and bonus structures differ between these job families, this mix contributes to the overall pay and bonus gaps.

# Promotions

Promoted colleagues:

**85.7%** women,

**14.3%** men

The majority of promotions in the reporting period were awarded to women, which is encouraging and reflects the strength of the female talent pipeline in Ireland.

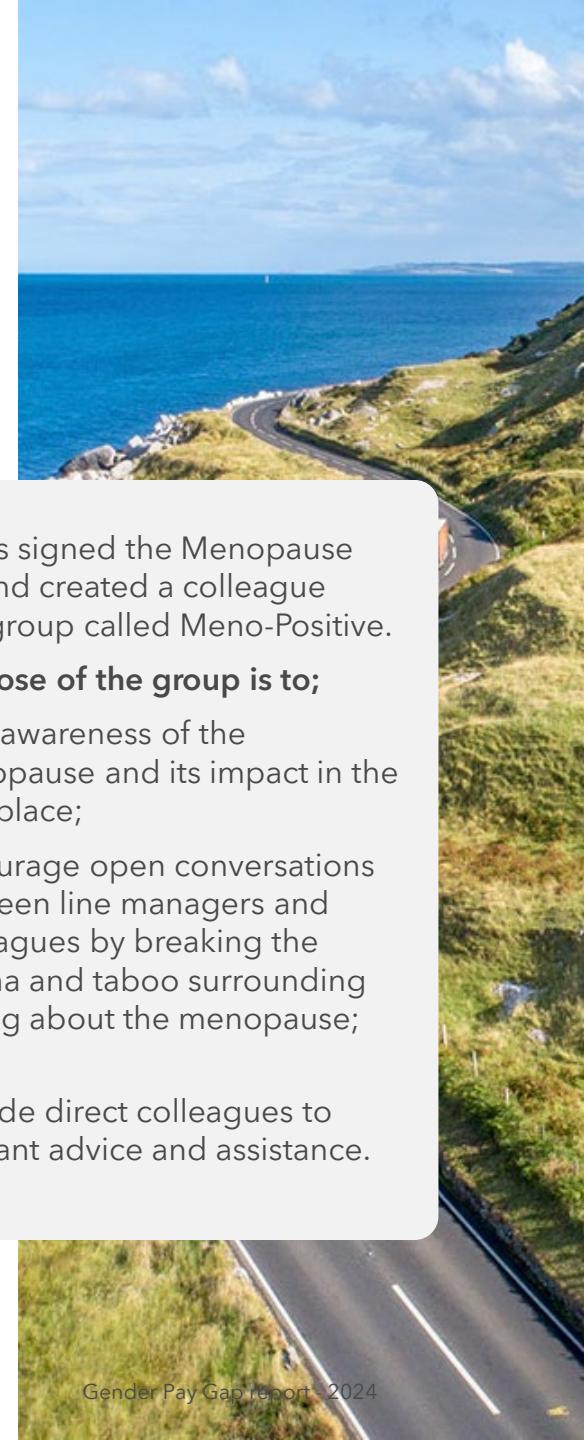


# Closing the gap

We are proud of the strong female representation across DAC Beachcroft Ireland and the progress shown in our first report. However, we recognise that pay and bonus gaps remain, particularly at solicitor level and in the distribution of bonuses.

## Our actions for the coming year include:

- Focusing on early career progression  
Supporting women at solicitor level to progress into associate roles through mentoring, sponsorship and access to development opportunities.
- Monitoring bonus distribution  
Reviewing how bonuses are awarded and ensuring that part-time colleagues and those returning from leave are not disadvantaged.
- Balancing role representation  
Continuing to encourage women into a range of business support and fee-earning roles to ensure equitable representation across job families.
- Embedding inclusive talent practices  
Ensuring recruitment, promotion and reward processes are free from bias and support diverse career paths.
- Data and transparency  
Continuing to analyse gender representation and pay trends in Ireland, using regular reporting to identify and address emerging gaps early.
- We retained for the 2nd year running our Working Families Top 10 accreditation.
- Menopause policy and pledge



DACB has signed the Menopause Pledge and created a colleague support group called Meno-Positive.

## The purpose of the group is to;

- i. raise awareness of the menopause and its impact in the workplace;
- ii. encourage open conversations between line managers and colleagues by breaking the stigma and taboo surrounding talking about the menopause; and
- iii. provide direct colleagues to relevant advice and assistance.

# Closing the gap (continued)



## Women in Leadership Programme (WLP)

This initiative is key in reducing the gender pay gap by strengthening the leadership pipeline and increasing female representation at senior levels. With the backing of executive sponsorship and the GEN (Gender Equity Network), the programme not only enhances leadership capabilities but also creates an environment where women are supported in achieving their career ambitions.

Through bite-sized workshops, coaching, and networking events, participants develop critical business leadership skills, benefiting both their individual progression and the firm's commitment to equality, diversity and inclusion. WLP is an important step in ensuring talent is recognised, supported and rewarded fairly.



## Reconnect

Through Reconnect, our returners programme, we encourage and support the return to private practice of lawyers who have taken extended careers breaks, including time out to raise a family, which has traditionally impacted women disproportionately.

We work in partnership with Career Returners to deliver a Support Programme for a group of lawyers (predominantly women) considering a return to the law after a number of years out of the law, all of whom have applied to participate in our Reconnect programme.



## Flexible working

We know how critical flexible working is to our workforce and their families, especially those colleagues who have caring responsibilities.

We operate a flexible working policy, known as Flex Forward, which allows colleagues more control of how, when and where they do their best work.

We also advertise all jobs with the Working Families strapline, "Happy to Talk Flexible Working".





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