

Submission - Law Firm

In answer to the questions posed by Deputy Doublet's letter of 13th September 2018:-

1. Undoubtedly, if the gender gap is construed as men earning more than women for the same role.
2. No, but in an island where income tax is still taken as being the man's responsibility in a marriage, the assumption that a man earns more than a woman would not be an unnatural conclusion to draw.
3. We do not need a more gender diverse business. We recruit solely on the basis of ability.
4. Presently, mostly males. That is because we are not a large firm and two senior roles previously held by women were vacated because of choice moves away from Jersey. At the beginning of this year we had four senior associates likely to be partner material with an equal gender split. That was and continues to be entirely ability driven. One of the women chose to pursue her career elsewhere and we are down to three with the ability to progress to highest roles in the firm, only one of whom is female.

I would stress again, we are ability, not gender driven in this firm.