



**G A P S Q U A R E**

OSBORNE CLARKE

Using Gapsquare to  
Develop An Effective  
Approach to the Gender  
Pay Gap & Pay Equality





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Effective Approach to the Gender  
Pay Gap & Pay Equality



**Senior Reward & HR  
Operations Manager  
Sarah Underhill  
shares why she  
decided to use the  
Gapsquare software  
for pay gap analysis.**

# Executive Summary

Osborne Clarke is an International legal practice, with offices situated around Europe, Asia and the USA. They have been incredibly proactive, working with Gapsquare for over 2 years and taking an active approach to pay gap analysis and the impact of closing the gap.

Osborne Clarke was also one of the first law firms to engage with Gapsquare, using it for their own internal purposes, as well as adding value to their customers. They are passionate about closing the gender pay gap and are leaders in a forward-thinking approach to pay gap analysis.

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# Greater Efficiency

# Guaranteed Quality

“When the gender pay gap regulations came in, we knew that, as a law firm that takes gender pay gap responsibilities seriously, we would have to put a lot of resources into analysis and planning. We wanted to make this process as efficient as possible.

We chose Gapsquare because it stands out immediately, allowing us to deep dive into data and offer insights that go well beyond compliance. The ambition, dedication and insightfulness of the team is an added value too”

“Before we made the decision to use Gapsquare, we looked at **time efficiency, output and the quality of the software.**

If we were to take a decision to cut time - **we had to be happy with the results** and ensure the quality and reliability of the product is there.

**Gapsquare blows these expectations out of the water.”**

"It put the power  
back into our hands"

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"The brilliant thing is that it isn't just that the quality is there in the tool, it put the power back into our hands.

To give an example, the IT director at Osborne Clarke was keen to understand data specifically for that team. I just went into the system, chose the department and used the information in the Gapsquare tool to have what turned out to be a very positive conversation about the gender pay gap within IT.

Subsequently, as part of Osborne Clarke's recent pay review, the Executive Board Officer wanted to know how decisions being made throughout our pay review process were going to impact analysis and reporting on the pay gap.

With Gapsquare, you can upload your report and look in advance at future impact, this was a real improvement."

# How has using Gapsquare enhanced business processes at Osborne Clarke?

"To get the pay gap reporting done, you would be looking at around 5 full days of consultancy (if not more) and that is considerably more than it would take us to get to the stage of reporting with Gapsquare.

We have been able to cut time invested in crunching the numbers significantly and this has been immeasurably helpful in improving this process."

## Going Beyond

"Gapsquare is not only a great tool, but they have also had a wider impact on the pay gap in the legal sector, arranging sessions specifically around the importance of including partner data and how this might be done practically. The Gapsquare team have been integral to bringing the pay gap agenda to the forefront in partners and executive boards' minds, they have had an impact on how much we are all paying attention. There is a lot of added value in getting engaged with Gapsquare as a whole."

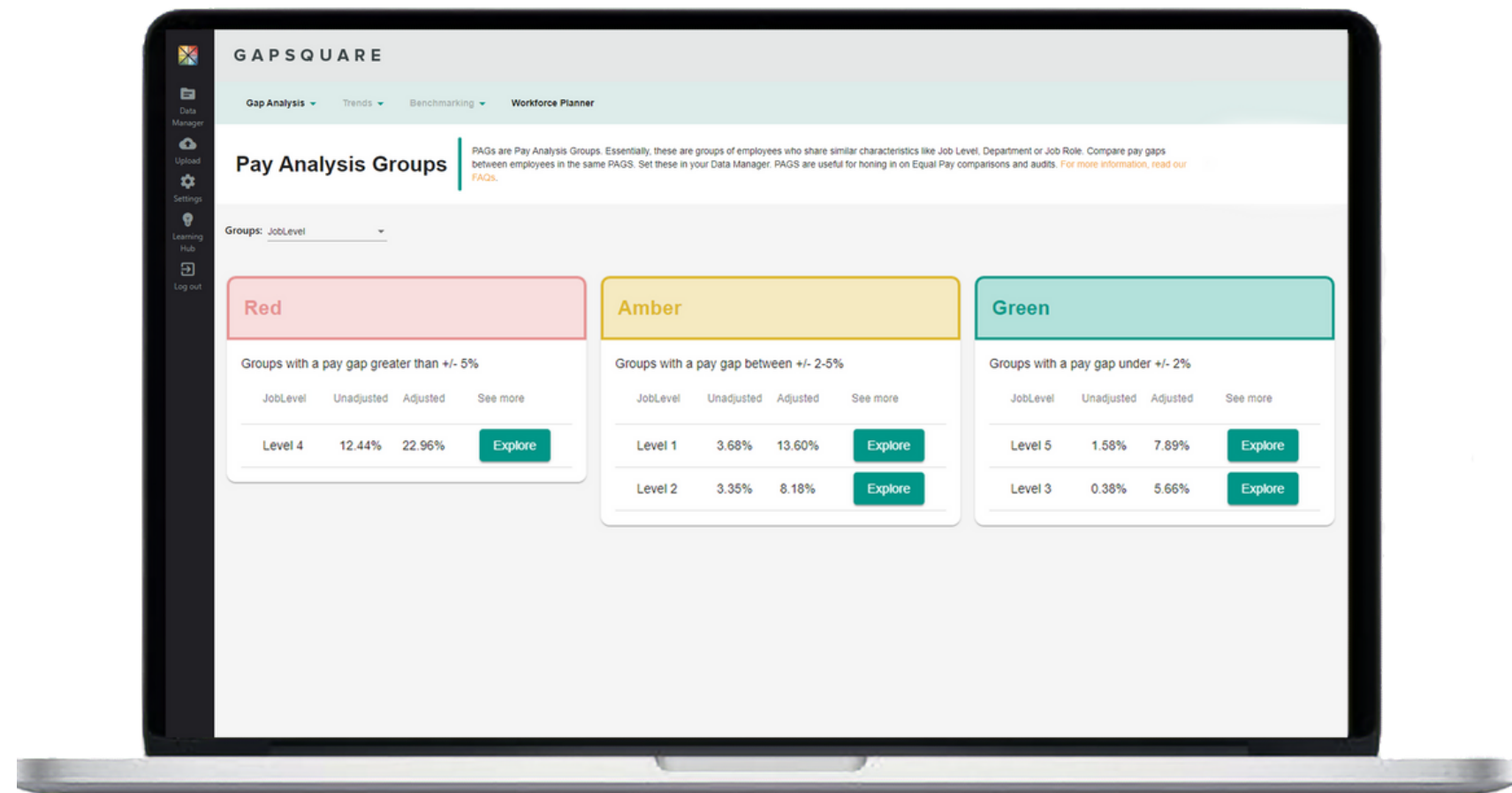
# Handing Over & Next Steps

"Another thing worth highlighting is that handing over the pay gap work is really easy.

It's easy to pick up where a previous team member left off, the system is so user-friendly that anyone can adapt to using it. As such, passing on work around the gender pay gap has been made a great deal more efficient by the tool's ease of use.

Being on the Gapsquare system, we are also sure we can adapt to future requests and needs, e.g. in reporting the ethnicity pay gap.

We're not so worried about getting our figures prepared for the ethnicity pay gap stage of reporting, we have the confidence in knowing we have back up, as well as access to best practice examples and recommendations."



# Would you recommend Gapsquare?



"Yes - We cannot speak more highly of the system or of the people who work at Gapsquare, it's been incredible and we'd be lost without it.

The experience we've had has been amazing, we would definitely recommend Gapsquare."





## Pay Analytics for Inclusive Employers

Gapsquare are intelligently building a world where work is inclusive, where pay meets value and diverse talent thrives.

We provide innovative solutions that ensure all work is fair, so that companies can focus on performance, productivity and building inclusive teams.

We support organisations across the globe through our analytics software Gapsquare Fairpay®, consultancy services and research projects.

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