

Bevan Brittan 

Gender Pay Gap Report 2020



Equality, Diversity & Inclusion are integral to our firm wide strategy. We actively promote an inclusive culture and aim to create an environment where our employees can be themselves. Our Equality, Diversity & Inclusion committee meets regularly to ensure we deliver against our strategy.

We are committed to treating all employees equally and ensuring that all employees have the same opportunities for reward, recognition and career progression.

This report is published as the second wave of COVID-19 is receding and the pandemic has had a significant impact on our employees and the way we work. The pandemic has highlighted existing societal inequalities and it was disappointing to see the evidence of the disproportionate impact on women. Throughout the pandemic we have promoted and supported informal flexible working arrangements for all employees in order to support a range of circumstances and commitments, including those of working parents. We continue to encourage flexible working applications from both men and women across the firm.

Although there was no statutory obligation to publish our 2019 data we have chosen to do so. As in previous years we have also gone beyond the statutory requirements in our gender pay gap reporting and are voluntarily reporting our Partner earnings gap and combined pay gap for Partners and employees.

Whilst we are pleased to see that our gender pay gap has reduced each year since 2018, we remain committed to ensuring we take steps to address our gender pay gap and embed gender equality into our future strategic plans.



Employee gender pay gap

The gender pay gap is the difference in the average hourly earnings of all men and women across an organisation. The mean gender pay gap shows the difference between the average of men's and women's pay. The median gender pay gap is the difference between the midpoints in the ranges of men's and women's pay.

Our gender pay gap data is shown below:

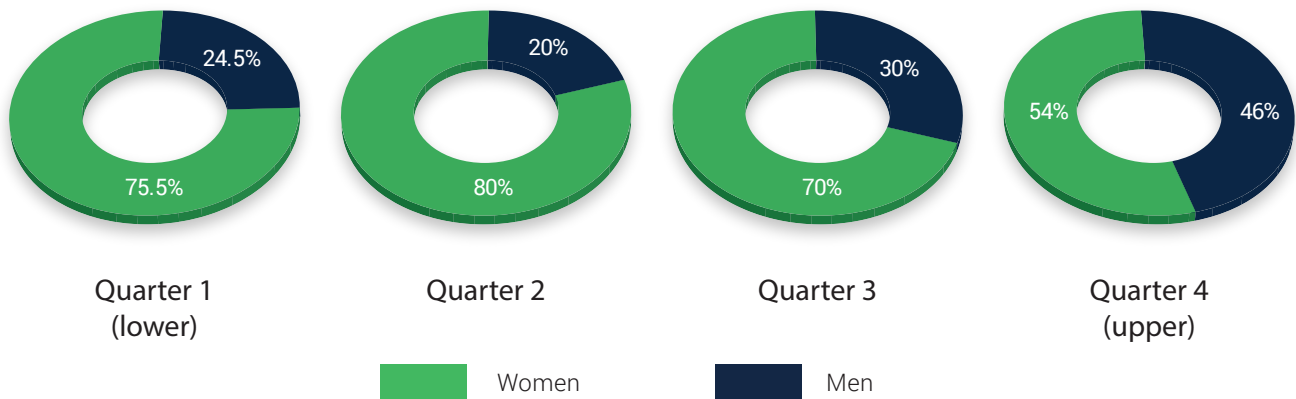
Year	Mean Gender Pay Gap	Median Gender Pay Gap
2020	20.8%	26.2%
2019	24.7%	38%

We are very pleased to report that our gender pay gap has reduced since 2019 and we are committed to continuing to close the gap.

The gender pay gap at Bevan Brittan is predominantly caused by the structure of our workforce. We employ more women than men, and while there is a good representation of female employees at all levels, when we look at the gender split across roles within the firm, we have significantly fewer men than women occupying roles in the lower and lower middle pay quartiles.

Proportion of males and females in each pay quartile

The images below show the gender distribution in 2020 at Bevan Brittan across four equally sized pay quartiles:



This year 24.5% of men occupied roles in the lower pay quartile, compared to 20% of men occupying those roles in 2019. This has contributed to a reduction in our median gender pay gap.

While we have seen a reduced number of women occupying roles in the upper pay quartile (54% compared to 58% in 2019). The top end of the range of hourly pay for women occupying those roles has increased which has contributed to a reduction in our mean gender pay gap.

As in previous years, we have analysed the gender pay gap in each of our pay quartiles shown in the following table:

Gender Pay Gap by Quartile

Pay Data	Mean	Median
Quarter One	-1.27%	-1.85%
Quarter Two	-0.97%	-2.49%
Quarter Three	1.07%	0.15%
Quarter Four	2.95%	2.07%

The gender pay gap within each quartile has reduced since 2019, with women receiving a higher average salary than men in quartiles one and two.

Employee bonus gap

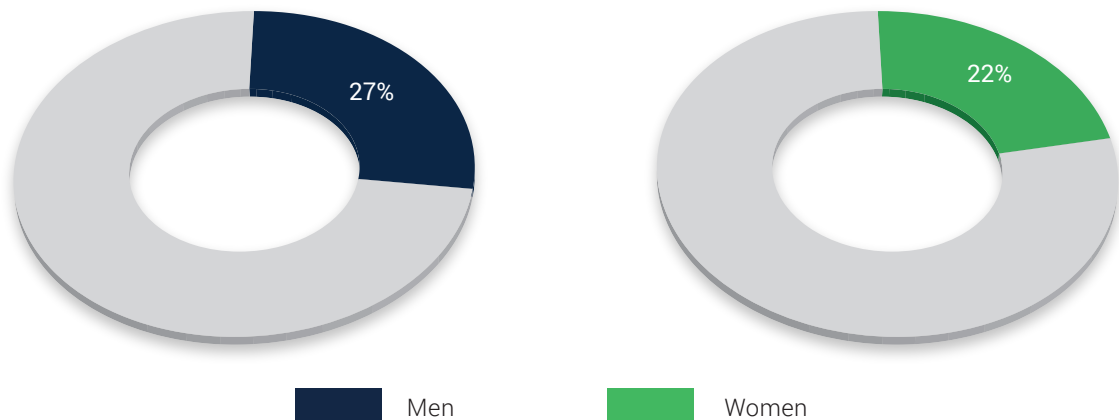
Our mean bonus gap has reduced by 10% compared to 2019 and our median bonus gap has reduced by 3.5%.

Year	Mean bonus pay gap	Median Gender Pay Gap
2020	41.7%	40%
2019	51%	43.5%

While we are pleased to see a reduction in both our mean and median bonus gap, a substantial gap still remains. This is predominantly because we have fewer men than women in lower paid roles and the bonus gap is calculated using actual bonus amounts with no adjustments for part time workers. We have a lot more women working part time than men which suppresses the average bonus pay for women relatively more than men.

Proportion of males and females receiving a bonus payment

In the relevant bonus period (April 2019 to April 2020), 27% of the male population received a bonus and 22% of the female population received a bonus.



Partner earnings gap

In April 2020, 30% of our equity partners were female and 70% were male. Although members of a partnership are excluded from compulsory reporting, we have chosen to report on these figures and have done so in line with the Law Society guidelines.

As with other partnerships who have chosen to report, we recognise there are challenges in including partners in these calculations and where calculations include partner remuneration, we have referred to this as an earnings gap, rather than a pay gap.

Our Partner earnings gap looks at all partner remuneration as a bonus, this means that part time hours are not accounted for. Our Partner earnings gap would likely reduce further if we were to take account of the hours worked.

Year	Mean	Median
2020	5.2%	-2.71%
2019	6.41%	1.80%

There is a good gender split within our partnership, and while a mean earnings gap remains, it is relatively small. There remain a higher number of men than women in the partnership which has an impact on the earnings gap, as does the gender split by geographical location.

We have seen a decrease in both the mean and median partner earnings gap compared to 2019. This is largely to do with six new male Partners joining the partnership part way through the year, meaning they received less remuneration than they would have if they worked the entire year.

Combined employee and partner earnings gap

Year	Mean	Median
2020	44%	35%
2019	46%	40%

The overall gender earnings gap increases when partners are taken into account, due to the relatively higher proportion of males in the partner population than males in the firm as a whole. In addition, as partner earnings are determined by the profits of the firm, overall they receive higher levels of remuneration which impacts on the combined earnings gap.

The result of this is that the mean and median pay for males has increased proportionally higher than for females, therefore increasing the overall earnings gap.

Closing our gender pay gap

We are committed to ensuring we continue to close our gender pay gap, we are encouraged by the decrease in the pay gap since 2018 and want to continue to focus on taking steps to make improvements.

- As with other law firms, we can see from our data that the job roles which fall into the lower pay quartiles are largely occupied by women. We will work to ensure that our Business Support Services roles are attracting both men and women.
- It is important to monitor career progression opportunities across the firm and how both men and women are progressing. We will actively monitor the proportion of men and women being promoted each year in comparison to the gender ratio across the firm.
- Our promotion criteria is transparent and published on the firm's intranet page. This allows all employees to be clear about the process and what is involved. Managers understand that the decisions need to be objective and evidence based.
- We have recently conducted a review of all our enhanced family leave pay packages to ensure that we remain competitive.
- We will continue to monitor our flexible working practices, taking into account learning from the pandemic.
- We continuously monitor data gathered from exit interviews, and track the proportion of men/ women leaving and their reasons for leaving. We will address any issues that arise from this data ensuring we monitor data that might indicate there are any career progression barriers present.

Birmingham

One Temple Row
Birmingham
B2 5LG

Bristol

Kings Orchard
1 Queen Street
Bristol
BS2 0HQ

Leeds

Toronto Square
7th Floor
Toronto Street
Leeds
LS1 2HJ

London

Fleet Place House
2 Fleet Place
Holborn Viaduct
London
EC4M 7RF

Bevan Brittan is a limited liability partnership registered in England & Wales: Number OC309219. Registered office: Kings Orchard, 1 Queen Street, Bristol BS2 0HQ. A list of members is available from our offices in London, Leeds, Birmingham and Bristol and on our website (which has other regulatory information). Authorised and regulated by the Solicitors Regulation Authority: number 406315. Any reference to a partner in relation to Bevan Brittan LLP means a member, consultant or employee of the firm who is a lawyer.