

Bevan Brittan 

Gender Pay Gap Report 2019



This report provides context to the gender pay gap data we have published relating to our employees and that we are required to report in line with Government guidelines. As we did in 2018, we have also chosen to report our Partner and combined pay gap data for which there are currently no Government guidelines but have followed the Law Society guidelines.

Employee gender pay gap

The gender pay gap is the difference in the average hourly earnings of all men and women across an organisation. It is important to recognise the difference between the gender pay gap and equal pay which looks at paying men and women differently for carrying out the same work.

Our gender pay gap data for 2019 is shown below:

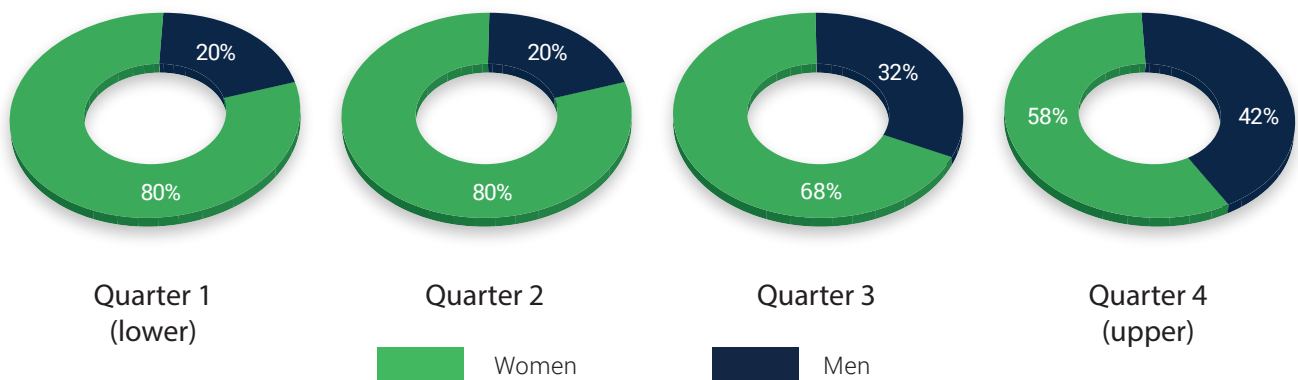
| Mean Gender Pay Gap | Median Gender Pay Gap |
|---------------------|-----------------------|
| 24.7% | 38% |

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.

The gender pay gap at Bevan Brittan is caused by the structure of our workforce. Bevan Brittan employs 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 lower paid roles.

Proportion of males and females in each pay quartile

The images below shows the gender distribution in 2019 at Bevan Brittan across four equally sized pay quartiles.



Our results mirror other professional services firms split of the workforce, in so far that we have a large proportion of women employed in roles that fall into the lower pay quartile e.g. administrative assistants, PAs and apprentices. We are encouraged that the gender split in the upper pay quartile is well balanced. We have analysed the gender pay gap in each of our pay quartiles and this is shown in the table below:

Gender Pay Gap by Quartile

| | Mean | Median |
|---------------|---------|---------|
| Quarter One | -2.63%* | -5.91%* |
| Quarter Two | 2.5% | 4.77% |
| Quarter Three | 8.11% | 8.93% |
| Quarter Four | 6.84% | 4.96% |

*A negative pay gap indicates that women receive a higher average salary

It is positive that the gender pay gaps within each quartile are relatively small, as our approach to salary setting is gender neutral. The remaining differences can largely be attributed to geographic pay variances.

Employee bonus gap

For 2019, the men's average bonus was 51% higher than the women's average bonus. The men's mid-point bonus is 43.5% higher than the women's mid-point bonus.

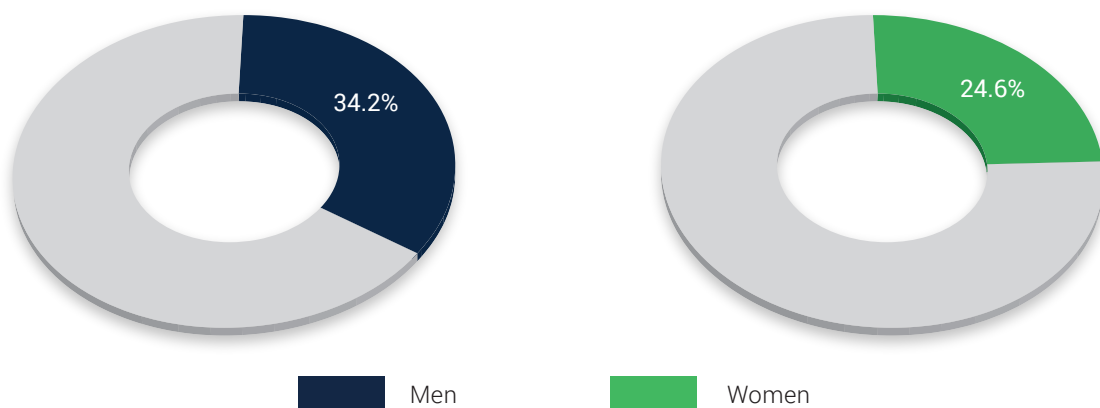
| Mean bonus pay gap | Median Gender Pay Gap |
|--------------------|-----------------------|
| 51% | 43.5% |

Our bonus pay gap remains higher than we would like, however this is a product of the make-up of the workforce and reflects the fact that we have much fewer men in lower paid roles and a lot more women who work part time than men.

The guidelines state the bonus gap should be calculated on actual sums received so therefore does not reflect part time working and therefore suppresses the average bonus pay for women relatively more than men.

Proportion of men and women receiving a bonus

In the relevant bonus period (April 2018 to April 2019), 34% of the male population received a bonus and 25% of the female population received a bonus.



Partner earnings gap

In April 2019, 31% of our equity partners were female and 69% 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.

| | Mean | Median |
|----------------------|-------|--------|
| Partner earnings gap | 6.41% | 1.80% |

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.

There is a good gender split within our partnership, and while a 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 pay gap, as does the gender split by geographical location.

Combined employee and partner earnings gap

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.

| | Mean | Median |
|-----------------------|------|--------|
| Combined earnings gap | 46% | 40% |

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.

We will continue to focus on increasing the number of women within the partnership.

We confirm that the information in this report has been calculated in accordance with the Equality Act 2021 (Gender Pay Gap Information) Regulations 2017.

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