

Gender Pay Gap

This report provides background detail to the gender pay gap data we have published relating to our employees and is reported in line with Government guidelines. This year, we have also decided to report our Partner and combined pay gap data for which there are currently no Government guidelines but we have followed the Law Society guidelines.

Gender pay gap and bonus 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 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 2018 is:

Mean Gender Pay Gap	Median Gender Pay Gap
25.7%	34%

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 relatively fewer women than men occupying senior roles.

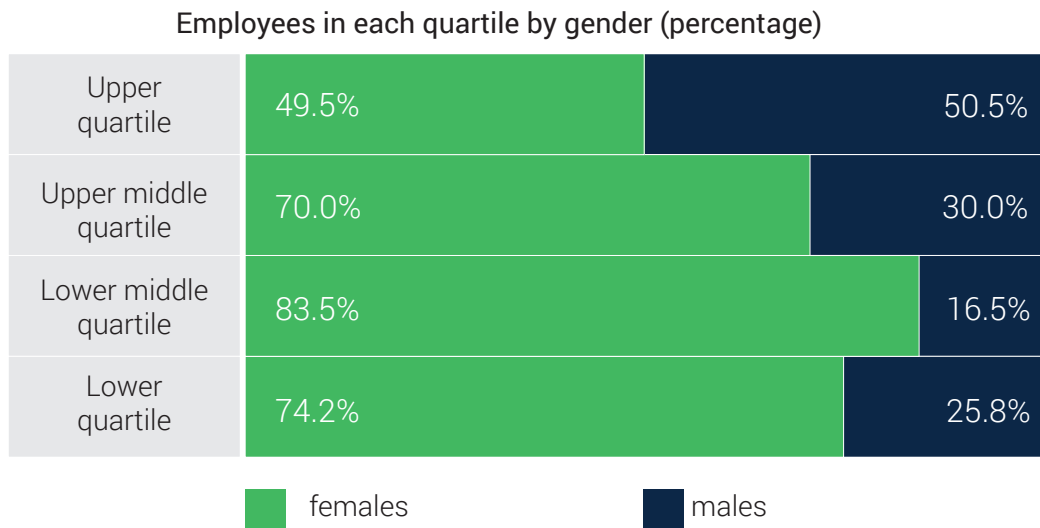
We anticipated there would be a change in our gender pay gap figures in 2018 reflecting an increase from the figures published in 2017 (shown below). This difference in both the mean and median pay gap mainly as a result of a TUPE transfer into Bevan Brittan of a significant number of business support employees who largely fulfil administrative and PA roles at a lower rate of pay.

2017 Gender Pay Gap figures:

Mean Gender Pay Gap	Median Gender Pay Gap
15.8%	14.5%

Proportion of males and females in each pay quartile

The chart below shows the gender distribution in 2018 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 eg. 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:

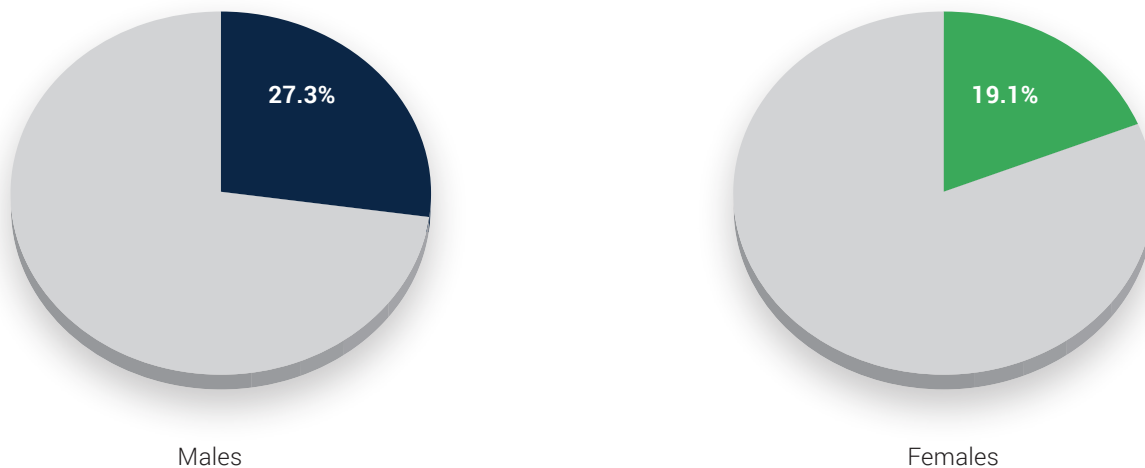
Gender Pay Gap by Quartile

Pay Data	Mean	Median
Lower quartile	-3.8%*	-3.1%
Lower middle quartile	7.0%	9.3%
Upper middle quartile	1.7%	3.7%
Upper quartile	7.1%	6.8%

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

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

Gender pay gap based on bonus payments



In the relevant bonus period (April 2017 to April 2018), 27% of the male population received a bonus and 19% of the female population received a bonus.

Proportion of males and females receiving a bonus payment

As with the hourly gender pay gap, these percentages have been affected by the TUPE transfer that took place during the year. As a result of the timing of the employees joining the firm, and in accordance with the regulations, they were used in the calculation but were not eligible to receive a bonus during that period. For this year, this has a negative effect on the figures being reported.

Mean and median bonus gender pay gap

For 2018, the men's average bonus was 43% higher than the women's average bonus. The men's mid-point bonus is 53% higher than the women's mid-point bonus.

Mean bonus pay gap	Median bonus pay Gap
43%	53%

It is relevant that the guidelines state the bonus gap should be calculated on actual bonus amounts received, with no adjustments being made for part-time workers. As a higher proportion of women who received a bonus work part time hours, they receive a proportionately lower bonus and this has an impact on the overall result.

In the bonus year reported, a number of smaller bonus amounts outside of the scope of the usual scheme were paid for two reasons; to incentivise the implementation of some major projects and as a result of our obligations under TUPE. The majority of these were awarded to female employees and this has had a negative impact on the average female bonus amount.

Gender Pay Gap – partner figures and combined gender pay gap

In April 2018, 33% of our equity partners were female and 67% 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 pay gap, rather than a pay gap.

Partner gender earnings gap

Mean partner earnings gap	Median partner earnings gap
7.75%	16.10%

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.

Total gender earnings gap – combined employee and partner earnings

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 combined earnings gap	Median combined earnings gap
57%	77%

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.

How are we addressing the key issues?

Bevan Brittan has a long term strategic objective to support diversity within our workforce and ensure equality of opportunity for our people.

It is clear that there is more that we can do. However we are pleased that, particularly in our top pay quartile, we have an even split between males and females. We have a number of actions in place already and continue to respond to feedback and review the initiatives that will help support equality of opportunity, some of this key activity is detailed below:

- Critically analyse and evaluate the rate at which individuals are progressing through our organisation and discuss this at Board level.
- A plan to engage with a wider range of employees to understand perception and views of career progression at Bevan Brittan
- Supporting and making flexible working accessible to all of our people including enabling people to work in non-traditional ways to support their lives outside of work.
- Encouraging agile working across the business
- Through the recruitment process, continuing to engage with organisations who can help us reach a wide and diverse range of candidates
- Continuing to support alternative routes into the profession – developing our apprenticeship scheme, and offering targeted work experience and engagement opportunities for underrepresented groups.
- An intention to refresh Diversity training and roll out unconscious bias training to the Board and all recruiting managers in the coming year.

We confirm that the information in this report has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Joanne Easterbrook, Senior Partner.