

Bevan Brittan 

Gender Pay Gap Report 2022



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Bevan Brittan is committed to promoting equality of opportunity and diversity both at our firm and in our relationships with clients and others. We actively promote an inclusive culture and strive to create an environment where our employees and Partners can be themselves.

This report sets out the details of our Gender Pay Gap analysis as at 5 April 2022. This is a legal requirement and is just one aspect of our commitment to monitor and analyse our data on gender pay and progression so that we can be confident that we are doing all that we can to ensure equality of opportunity and an inclusive work environment for all of our people.

Closing the gender pay gap is one indicator that gender is not a determinant of success. It is pleasing to see that we have again reduced our employee gender pay gap. Our mean employee gender pay gap reduced by 1.49% and our median gender pay gap by 0.89%. It is positive to see the progress we have made over a 3 year period: 7.09% reduction in the mean and 14.66% reduction in the median.

We remain committed to supporting flexible working arrangements in the firm: 1 in 5 of our people have a flexible working arrangement in place.

1. Employee mean and median gender pay gap

The gender pay gap is the difference in average (mean or median) hourly earnings between men and women across a workforce.

It is important to note that this is not the same as equal pay, which focuses on women and men being paid the same for doing equal work.

The mean gender pay gap shows the difference between the average of men and women's hourly pay. Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. However, very high or low hourly pay can 'dominate' and distort the figure.

The median gender pay gap is the difference between the midpoints in the ranges of men's and women's hourly pay. Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay.

On 5 April 2022, Bevan Brittan had 463 employees (on 5 April 2021 this figure was 412), of whom 70.41% were female (on 5 April 2021 this was 70.15%). The gender pay gaps for this year and last year are shown below:

Mean Gender Pay Gap			Median Gender Pay Gap		
2022	2021	Change	2022	2021	Change
17.61%	19.10%	-1.49%	23.34%	24.23%	-0.89%

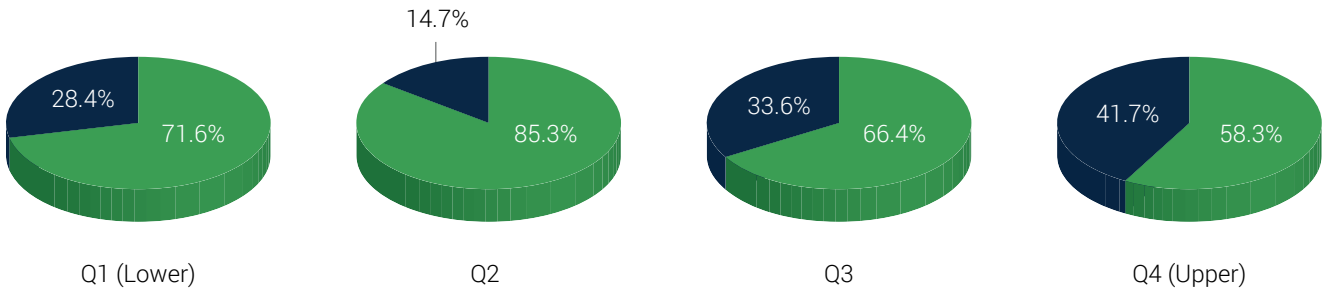
Both the mean and median gender pay gaps have reduced from last year: the mean by 1.49% and the median by 0.89%.

The employee workforce has increased by 51 employees, which is a notable 12.38% increase. Whilst the proportion of women has remained almost the same at 70.41%, the improvements to both overall gaps can be attributed to the improvements in the representation of women in both the lower and upper third quartiles.

The mean and median gender pay gaps are continuing to reduce annually and the reduction over the 3 year period demonstrates that we are making progress (7.09% and 14.66% for the mean and median respectively).

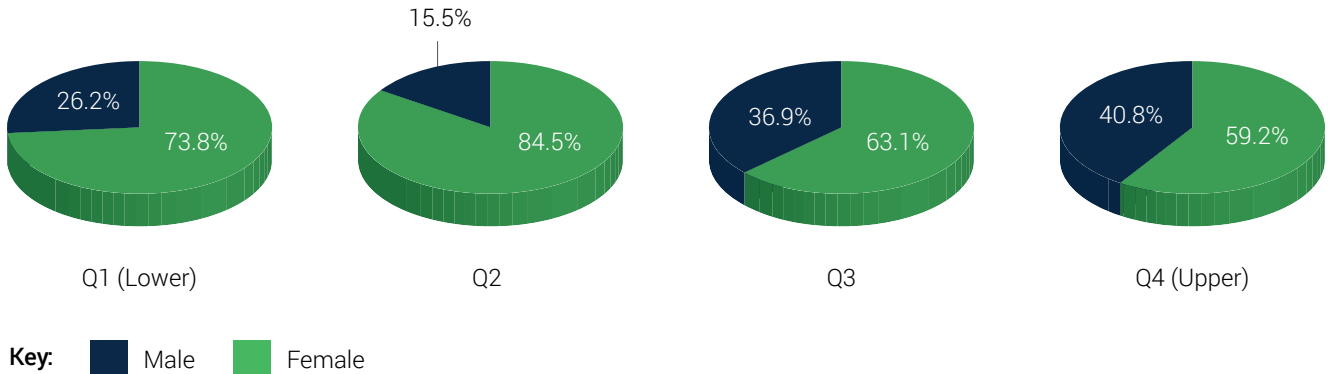
2. Distribution of men and women across the organisation divided into four quartiles from lowest to highest pay

2022



Key: Male Female

2021



Quartile 1 represents those in the lowest pay quartile and quartile 4 those in the highest pay quartile.

The representation of men has increased in the lower paying quartile, increasing by 2.2% to 28.4% and the representation of women has improved in the third quartile by 3.3% to 66.4% from 63.1%. The improvements to the mean and median gender pay gaps can be attributed to these two changes.

It is encouraging that our gender pay gap has declined again this year. The gender pay gap at Bevan Brittan continues to largely be driven by the structure of our workforce. Job level is the greatest contributing factor to our gap and even though our male/female % split in the lower and third quartiles have improved, significantly fewer men than women occupy roles in the two lower paying quartiles.

Location is the second highest contributing factor because there are more men working in London, where we generally pay more.

Women also dominate non-lawyer roles, comprising 77.6% of the non-lawyer population. Since non-lawyer roles are paid less on average than lawyer roles and there are more women in these roles, this contributes to the higher median pay gap of the whole employee workforce.

3. Employee mean and median bonus gap

Mean Bonus Gap			Median Bonus Gap		
2022	2021	Change	2022	2021	Change
42.51%	45.69%	-3.18%	28.05%	26.42%	+1.63%

The mean bonus gap has decreased from last year by 3.18% and stands at 42.51%. The median bonus gap has increased by 1.63% to 28.05%.

The highest percentage and number of men received a bonus in the upper two quartiles and conversely the highest percentage and number of women received a bonus in the lower two quartiles. The upper quartile is the highest contributor towards the mean bonus pay gap.

The bonus gap legally has to be calculated using actual bonus amounts, with no adjustments made for part-time working and as is the case in other organisations, Bevan Brittan pays bonuses on a pro rata basis. 19.4% of our workforce (nearly 1 in 5) are part-time employees, of which 84.4% are women. This contributes significantly to our mean bonus gap.

4. Proportion of men and women receiving a bonus

Proportion of Women Receiving a Bonus			Proportion of Men Receiving a Bonus		
2022	2021	Change	2022	2021	Change
27.13%	96.05%	-68.92%	35.77%	96%	-60.23%

The proportion of women receiving a bonus has decreased by 68.92% and the proportion of men receiving a bonus has decreased by 60.23%. These reductions can largely be attributed to the fact that in the previous year an exceptional one-off bonus payment was made.

If we compare the proportions of men and women receiving a bonus in 2022 to 2020, which is arguably a better comparison, the percentage of women receiving a bonus has improved by 5.29% from 21.84% in 2020 to 27.13% in 2022.

5. Partner Earnings Gap

Members of a partnership are excluded from compulsory gender pay gap reporting, however we choose to publish our partner earnings gap in line with best practice. There are challenges in including partners in calculations and where calculations include partner remuneration, we have referred to this as an earnings gap, rather than a pay gap.

In April 2022, there were 49 equity partners at Bevan Brittan, of whom 32.65% were female. This is an increase of 0.04% from last year.

Mean Partner Earnings Gap			Median Partner Earnings Gap		
2022	2021	Change	2022	2021	Change
2.08%	5.59%	-3.51%	-9.08%	-12.53%	+3.45%

Both the mean and median partner earnings gaps are lower than the employee gender pay gaps at 2.08% and -9.08% respectively.

6. Combined Gap

Mean Combined Gap			Median Combined Gap		
2022	2021	Change	2022	2021	Change
47.81	46.87%	+0.94%	35.10	37.52%	-2.42%

The combined mean and median gaps are higher than the employee gender pay gap, due to the relatively higher proportion of males in the partner population than males in the firm as a whole. Partner earnings are determined by the profits of the firm and overall they receive higher levels of remuneration than employees.

Closing our Gender Pay Gap

We continue to focus on taking steps to make improvements including:

- Focus and attention on how we can hire, retain and promote women in to senior positions.
- Ensuring we have a good gender balance in shortlists for recruitment and promotions.
- Having diverse selection panels wherever feasible.
- Using skill-based assessment tasks in recruitment, reflective of what individuals would be expected to perform in the role they are applying for, rather than rely on interviews.
- Advertising as many jobs as possible as having the option to work flexibly.
- Actively promoting and supporting our hybrid working approach for as many roles as possible.
- Analysing promotions to ensure a fair representation of women and men.
- Improving our Equality, Diversity and Inclusion training and awareness across the firm.
- Ensuring that our lower quartile roles carry on attracting men as well as women.
- Considering how our bonuses are distributed across the different pay quartiles.
- Focusing on women's health and wellbeing and raising awareness for managers.
- Regularly reviewing our promotion processes.
- Providing financial grace periods for any family leave.
- Monitoring and analysing exit interview data; the proportion of men/women leaving and their reasons for leaving.

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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.