

Gender Pay Gap Report



Message from Joanne Easterbrook, Senior Partner, Bevan Brittan LLP

Bevan Brittan supports a working environment in which everyone enjoys equality of opportunity in all aspects of their working life. We are pleased that our pay gap results are better than both the national and legal sector averages. We remain committed to identifying and monitoring the factors that influence our pay gap and taking necessary steps to ensure that there are no barriers to absolute equality in an individual's ability to succeed in their career at Bevan Brittan.

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

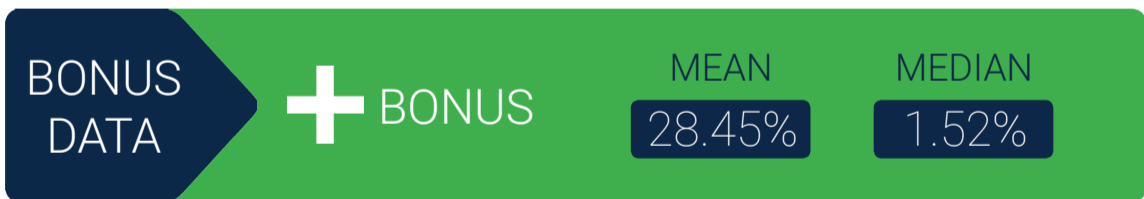
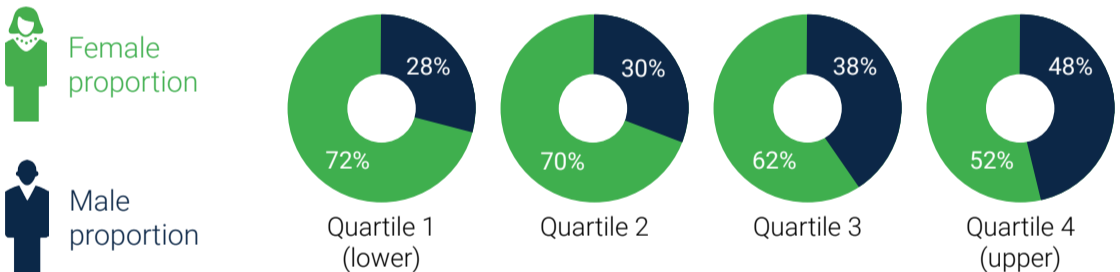


The above table shows our mean and median pay gap, based on hourly pay for our employees as at 5th April 2017.

Understanding the pay gap

Our hourly gender pay gap is primarily caused by the structure of our workforce. Bevan Brittan employs more women than men, with a good representation of female employees at all levels. As is the case with other firms, there are fewer women occupying senior roles which in line with the market, attract higher salaries.

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



Understanding the bonus gap

The Bevan Brittan bonus pay gap is influenced by the fact a number of bonus payments were made to female employees with flexible part time working arrangements and these bonus amounts were pro-rated.

While the overall number of women receiving a bonus payment was slightly higher than the number of men who received one, the number of women who work part time is significantly higher than the number of men. In line with the reporting regulations, the bonus pay gap is calculated using the actual bonus sums received, in contrast to the pay gap which is calculated using hourly rates.

Proportion of males and females receiving a bonus

