

Bevan Brittan 

Gender Pay Gap Report 2021



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Bevan Brittan is fully 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 2021. 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 once again we have reduced our employee gender pay gap. Our mean employee gender pay gap reduced by 1.7% and our median gender pay gap by 1.97%. We know that there is room for improvement and have an action plan to address this. We are pleased that 70.15% of our employees and 32.61% of our equity partners are women. The latter is an increase of 2.61% compared with last year.

This is something that we are proud of and it tells us that women are increasingly progressing to senior roles in the firm. We are committed to analysing our promotions to ensure a fair representation of women and men. In this way, we expect to see a continuing reduction in our gender pay gap.

These figures reflect the second year of the Covid-19 pandemic and a pattern of largely working from home. As we continue to work in a hybrid way, we will be looking to ensure that our flexible working arrangements meet the needs of all of our people.

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 2021, Bevan Brittan had 412 employees (on 5 April 2020 this figure was 423), of whom 70.15% were female (on 5 April 2020 this was 69.98%). The Gender Pay Gaps for this year and last year are shown below:

Mean Gender Pay Gap			Median Gender Pay Gap		
2021	2020	Change	2021	2020	Change
19.10%	20.8%	-1.7%	24.23%	26.2%	-1.97%

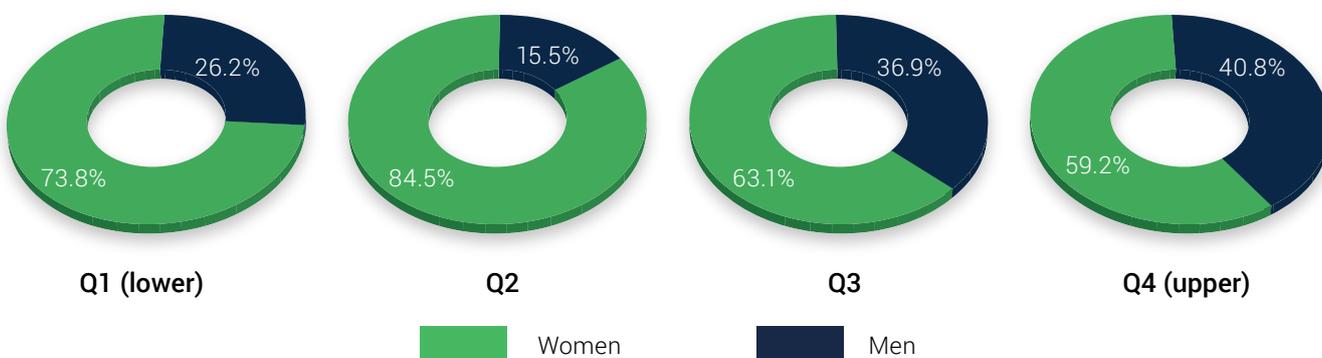
Both the mean and median gender pay gaps have reduced from last year: the mean by 1.7% and the median by 1.97%.

These improvements can be attributed to the size of the workforce decreasing slightly by 11 employees but the representation of women remaining constant.

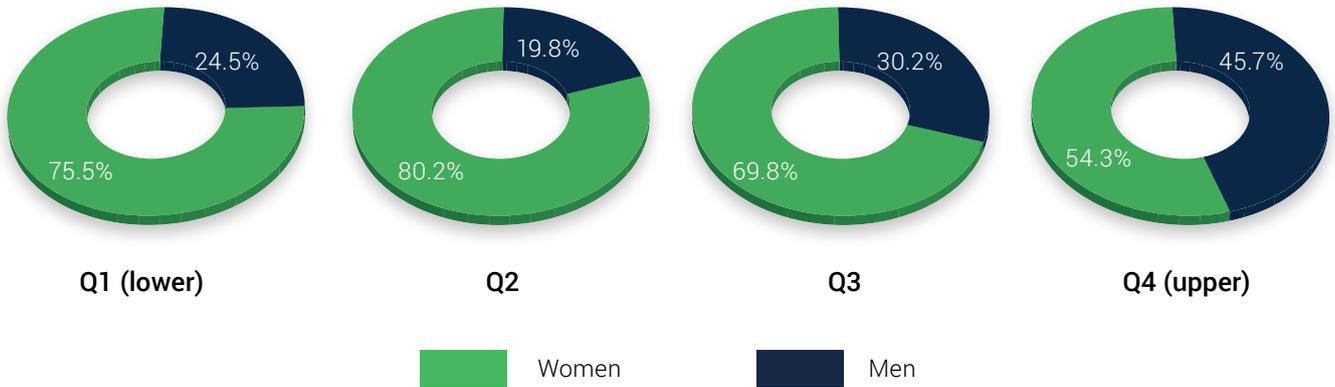
2. Distribution of men and women across the organisation divided into four quartiles from lowest to highest pay

Within each quartile there are just over 100 employees, which enables further analysis as below. Quartile 1 represents those in the lowest pay quartile and quartile 4 those in the highest pay quartile.

2021



2020



The representation of women has reduced in the lower paying quartile, decreasing by 1.7% and has improved in the upper, higher paying quartile, increasing by 4.9%. This will also account for the improvements to the mean and median gender pay gaps.

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 upper quartiles have improved, significantly fewer men than women occupy roles in the lower paying quartiles.

3. Employee mean and median bonus gap

Mean Bonus Gap			Median Bonus Gap		
2021	2020	Change	2021	2020	Change
45.69%	41.71%	+3.98%	26.42%	40%	-13.58%

The mean bonus gap has increased from last year by 3.98% and the median bonus gap has decreased substantially by 13.58%.

The significant decrease in the median bonus pay gap can be attributed to a large increase in the proportion of both men and women receiving a bonus since most employees were paid a bonus in response to the pandemic.

The highest percentage and number of men received a bonus in the Upper Quartile, whereas the highest percentage and number of women received a bonus in the Lower Quartile. The Upper Quartile is the highest contributor towards the mean bonus gap increase.

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. 21.6% of our workforce are part-time employees, of which 85.4% 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		
2021	2020	Change	2021	2020	Change
96.05%	21.84%	+74.21%	96%	26.36%	+69.64%

The proportion of women receiving a bonus has increased by 74.21% and the proportion of men receiving a bonus has increased by 69.64%. This can largely be attributed to our Thank You pandemic bonus payment.

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 2021, there were 46 equity partners at Bevan Brittan, of whom 32.61% were female. This is an increase of 2.61% from last year.

Mean Partner Earnings Gap			Median Partner Earnings Gap		
2021	2020	Change	2021	2020	Change
5.59%	5.2%	+0.39%	-12.53%	-2.71%	-9.82%

Both the mean and median Partner Earnings gaps are lower than the employee gender pay gaps at 5.59% and -12.53% respectively. The lower number of women in partnership and the four highest earning partners being men is what is contributing to the positive nature of the mean Partner Earnings gap, whilst the higher number of men in the lower Partner quartiles is contributing to the negative median Partner Earnings gap.

6. Combined Gap

Mean Combined Gap			Median Combined Gap		
2021	2020	Change	2021	2020	Change
46.87%	44%	+2.87%	37.52%	35%	+2.52%

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:

- Continued focus and attention on how we can hire, retain and promote women in to senior positions.
- Continue to ensure we have a good gender balance in shortlists for recruitment and promotions.
- Ensure diverse selection panels wherever feasible.
- Use 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.
- Continue to advertise as many jobs as possible as having the option to work flexibly.
- Actively promote and support our hybrid working approach for as many roles as possible.
- Analyse promotions to ensure a fair representation of women and men.
- Continue to improve our Equality, Diversity and Inclusion training and awareness across the firm.
- Ensure that our lower quartile roles carry on attracting men as well as women.
- Consider how our bonuses are distributed across the different pay quartiles.
- Continue to focus on women's health and wellbeing and raise awareness for managers.
- Carry out a thorough review of our promotion processes.
- Continue to provide financial grace periods for any family leave.
- Continue to monitor and analyse 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.