

# Gender pay gap report 2025

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Bevan Brittan 



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Equality, Diversity & Inclusion Lead

## Gender pay gap report 2025

**At Bevan Brittan, we are committed to promoting equality of opportunity and fostering an inclusive culture where our people feel able to be themselves and thrive. Ensuring that opportunity, progression and reward are based on performance and contribution remains central to how we operate as a firm.**

This report sets out our Gender Pay Gap data as at 5 April 2025. Gender Pay Gap reporting helps us understand how the structure of our workforce influences overall pay outcomes and provides an important opportunity to review representation across different levels of the firm. While the gender pay gap is distinct from equal pay for like for like roles, it remains an important indicator of how successful we are building a balanced and inclusive organisation. Our

mean gender pay gap is 12.5%, a reduction from 15.3% in 2024, reflecting the continued progress in strengthening the diversity of our workforce and supporting progression across the firm.

We have also seen positive progress in the gender balance of our partnership. Women now represent 54% of partners and 46% of our equity partnership.

This progress reflects sustained action to support inclusion and career development across the firm. Over the past year we have strengthened family leave related policies, enhanced maternity pay and introduced additional support for colleagues experiencing fertility challenges and pregnancy loss. Alongside this, we continue to invest in inclusive recruitment practices, firmwide inclusion training and leadership development to support progression at all levels.

We recognise that reducing the gender pay gap requires continued focus. By strengthening our talent pipeline, supporting career progression and ensuring our reward structures recognise high performance and contribution, we aim to further improve representation across all levels of the firm.

## 1. What is the Gender Pay Gap?

The gender pay gap measures the difference in average pay between men and women across the firm, regardless of role. It reflects how pay is distributed overall, rather than comparing individuals doing the same roles.

It is important to distinguish this from equal pay. Equal pay is about ensuring men and women receive the same pay for performing the same or equivalent work, and we are committed to that principle. Gender pay gap reporting, however, highlights patterns in the representation, showing where men and women are positioned across different roles, levels of seniority and working arrangements.

A gender pay gap can emerge where there are proportionately more men in senior, higher-earning roles or where working patterns differ across the workforce. It does not mean that men and women are paid differently for doing the same job, but it can reflect the pace at which progression and leadership representation evolve over time.

Understanding our gender pay gap helps us to look beyond headline figures. It provides insight into career progression, senior leadership balance and the structural factors that influence long-term earning potential. This transparency enables us to focus our efforts where they will have the greatest impact and continue building a more balanced firm at every level.

## 2. Employee mean and median gender pay gap

This report includes both mean and median results. 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 2025, Bevan Brittan had 677 employees (on 5 April 2024 this figure was 571), of whom 71.6% were female (on 5 April 2024 this was 70.4%). The gender pay gaps for this year and last year are shown below:

Mean gender pay gap			Median gender pay gap		
2025	2024	Change	2025	2024	Change
12.5%	15.3%	-2.8%	16.1%	17.5%	-1.4%

Both the mean and median gender pay gaps have reduced from last year: the mean by 2.8% and the median by 1.4%.

The employee workforce has increased by 106 employees, which is a notable 15.7% increase. Whilst the proportion of women has remained broadly the same at 71.6%, the improvements to both overall gaps can be attributed to the improvement in the representation of women in the upper two quartiles, where salaries are highest. Job level remains the most significant structural driver of our gap. However, this year's data demonstrates continued progress in reducing disparity across the employee population.

### 3. Workforce composition

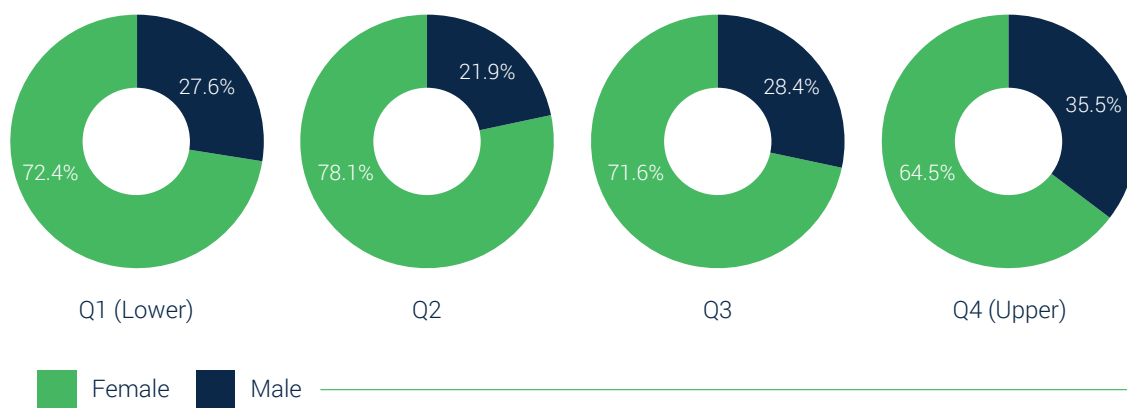
To provide greater insight to our pay gap figures, we also review pay quartiles, ordering employees by hourly pay and dividing them into four equal groups, from lowest to highest paid. The gender balance within each quartile provides context to our overall gap, highlighting how career progression and senior representation influence the figures we report.

Female representation in the upper quartile has increased from 58.5% in 2024 to 64.5% in 2025. This improvement has positively influenced the reduction in the overall employee pay gap.

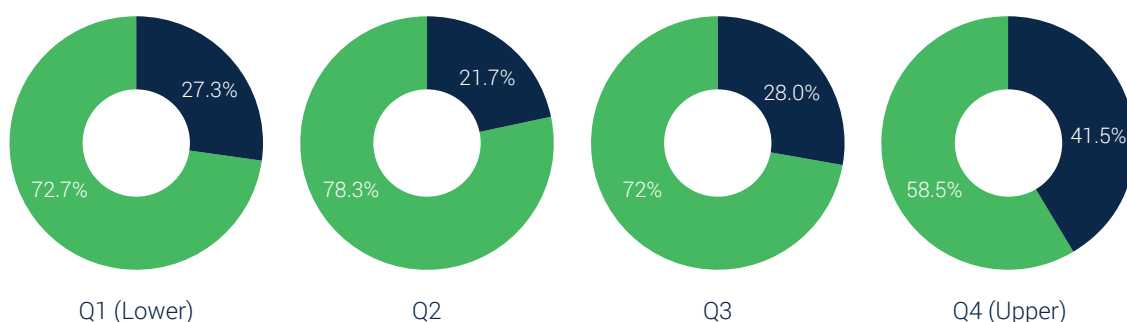
Women continue to represent a higher proportion of roles in the lower quartiles and dominate non-lawyer roles. Consistent with previous years, the gender pay gap at Bevan Brittan continues to be driven by the structure of our workforce, and job level remains the highest contributor to the pay gap.

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 mean and median pay gap of the whole employee workforce.

#### 2025



#### 2024



## 4. Employee mean and median bonus gap

Mean bonus gap			Median bonus gap		
2025	2024	Change	2025	2024	Change
40.3%	34.1%	<b>+6.2%</b>	39.8%	39.6%	<b>+0.2%</b>

The mean bonus gap has increased from 2024 by 6.2% and stands at 40.3%. The median bonus gap has remained broadly stable.

The highest percentage and number of men received a bonus in the upper quartile and conversely the highest percentage and number of women received a bonus in the lower quartile. The upper quartile is the highest contributor towards the bonus gaps and variability in higher value bonus payments significantly influence the mean bonus gap.

Within gender pay gap reporting, bonuses are calculated on actual amount paid, 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. In 2025, 19.8% of our employees (nearly 1 in 5) work part-time, of whom 88.1% are women. 25.2% of all employees who received a bonus work part time, and of this group, 74.2% were female. This continues to contribute significantly to our bonus gap calculations.

## 5. Proportion of men and women receiving a bonus

Proportion of women receiving a bonus			Proportion of men receiving a bonus		
2025	2024	Change	2025	2024	Change
26.3%	27.2%	<b>-0.9%</b>	34.4%	29.6%	<b>+4.8%</b>

In 2025, the proportion of men receiving a bonus increased, while the proportion of women receiving a bonus remained broadly stable.

Of the 677 employees included within this year's reporting data, 163 were not eligible for the bonus scheme due to having only joined part way through the financial year. Of this number, 71% (116) were female, impacting the proportion of female employees who received a bonus.

## 6. Partner earnings gap

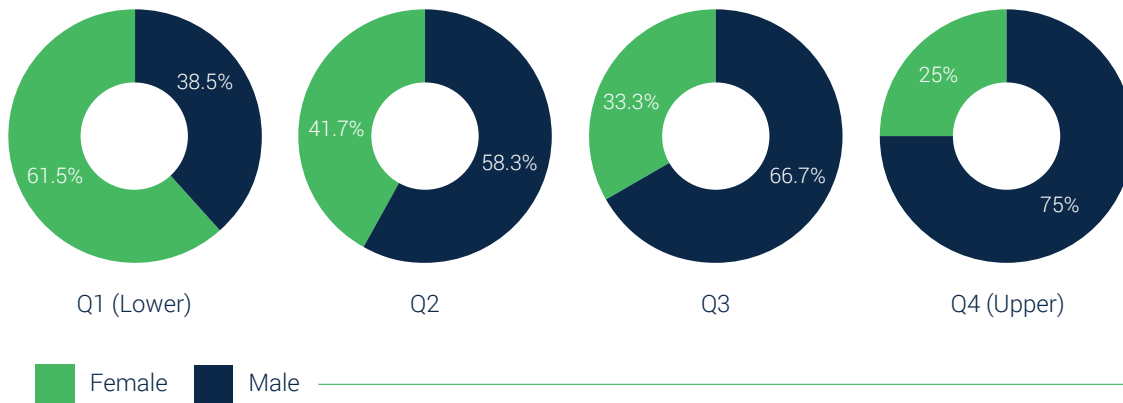
Members of a partnership are excluded from compulsory gender pay gap reporting, however in line with best practice, we choose to publish our partner earnings gap.

In April 2025, there were 49 equity partners at Bevan Brittan of whom 40.8% were female, reflecting a modest change from 2024 when there were 54 equity partners and 42.6% were female.

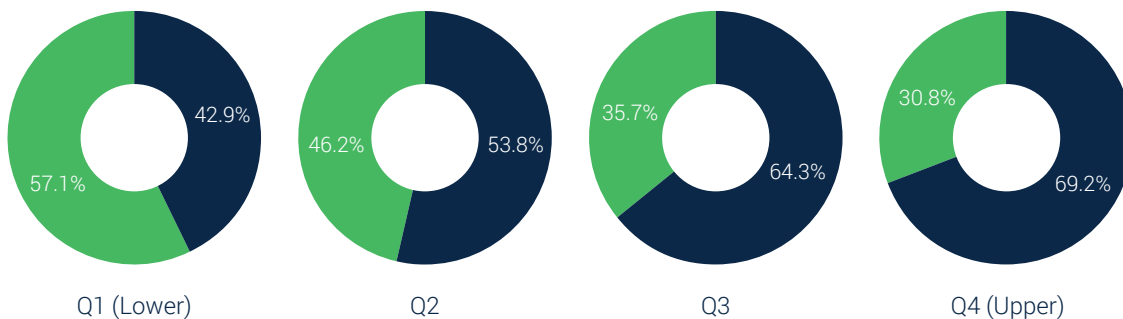
Mean partner earnings gap			Median partner earnings gap		
2025	2024	Change	2024	2023	Change
17.6%	21.8%	-4.2%	22.2%	17.9%	+4.3%

The mean partner earnings gap has reduced compared to 2024, reflecting movement within the overall earnings distribution. The median has increased, which is influenced by the distribution of partners across pay quartiles and the relatively small population size.

### 2025



### 2024



There has been a slight increase in female representation in the lower quartile and a modest decrease in the upper quartile. The upper quartile remains predominantly male and continues to be the highest contributor to the partner earnings gap.

The data set for partners is much more volatile due to the smaller numbers involved. In other words, just a few small changes can have a significant impact on the figures and therefore our partner earnings gap calculations year on year.

## 7. Combined gap

Mean combined gap			Median combined gap		
2025	2024	Change	2025	2024	Change
38.5%	39.3%	-0.8%	18.7%	21.4%	-2.7%

Both combined mean and median gaps have reduced compared to 2024.

The combined gap remains higher than the employee gap due to the proportion of males in equity partner roles compared to males across 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.

## 8. Understanding, and closing our gender pay gap

To better understand the drivers behind our employee gender pay gap, we undertook a regression analysis which adjusts for pay determining factors such as job level, experience and location. While our un-adjusted mean pay gap is 12.5%, the analysis shows that almost all this difference can be explained by these structural factors. In fact, when these variables are considered, the adjusted gap is just 0.77%, indicating that there is no material unexplained gender pay gap with incomparable roles.

The analysis confirms that job level is by far the most significant contributing factor, accounting for over 96% of the explainable gap. This reinforces our conclusion that the overall gender pay gap is primarily driven by representation at different levels of seniority, particularly within the highest paid roles in the upper quartile, rather than unequal pay for like for like work.

This insight provides confidence that our pay framework is operating fairly within roles, whilst also underlining the importance of continuing to focus on progression, promotion and representation at senior levels to achieve further reductions in the overall gap.

2025 analysis shows encouraging progress, including a continued reduction in the employee gender pay gap, and narrowing of the mean partner earnings gap and improved female representation within the employee upper pay quartile.

However, our data continues to show that the most significant driver of the gender pay gap remains the distribution of men and women across the most senior roles, particularly within the upper pay quartile across employees, partner earnings and the combined workforce.

To address this structural imbalance, our priorities will be focused on the following areas:

### **Supporting progression into senior roles**

- Continuing to support the development and progression of women into senior positions including leadership and partnership opportunities.
- Reviewing promotion processes and outcomes to ensure fair and consistent decision making.
- Monitoring representation across pay quartiles and leadership levels to better understand progression patterns.

### **Ensuring fairness and transparency in reward**

- Monitoring promotion, pay and bonus outcomes to ensure they operate fairly and consistently across the firm.
- Continuing to review how reward outcomes apply across full-time and part-time roles.
- Ensuring transparency in the way bonus and reward decisions are made.

### **Strengthening inclusive recruitment and promotion practises**

- Promoting flexible and hybrid working across as many roles as possible.
- Supporting colleagues returning from family leave through coaching and structured career support.
- Continuing to strengthen well-being initiatives, including support relating to Women's Health and menopause.

Closing the gender pay gap requires sustained focus and long-term commitment. We remain committed to ensuring that opportunity, progression and reward across the firm are based on performance fairness and contribution, while continuing to strengthen the diversity and representation of our workforce at all levels.

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