

Gender pay gap report 2024

Bevan Brittan 



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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 2024. 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 significantly reduced our employee gender pay gap. Our mean employee gender pay gap reduced by 6.2% and our median gender pay gap decreased by 12.9%.

We remain committed to supporting flexible working arrangements: almost 1 in 5 (19.8%) of our employees 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 2024, Bevan Brittan had 571 employees (on 5 April 2023 this figure was 509), of whom 70.4% were female (on 5 April 2023 this was 69.4%). The gender pay gaps for this year and last year are shown below:

Mean gender pay gap			Median gender pay gap		
2024	2023	Change	2024	2023	Change
15.3%	21.5%	-6.2%	17.5%	30.4%	-12.9%

Both the mean and median gender pay gaps have reduced from last year: the mean by 6.2% and the median by 12.9%.

The employee workforce has increased by 62 employees, which is a notable 12.2% increase. Whilst the proportion of women has remained broadly the same at 70.4%, 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.

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

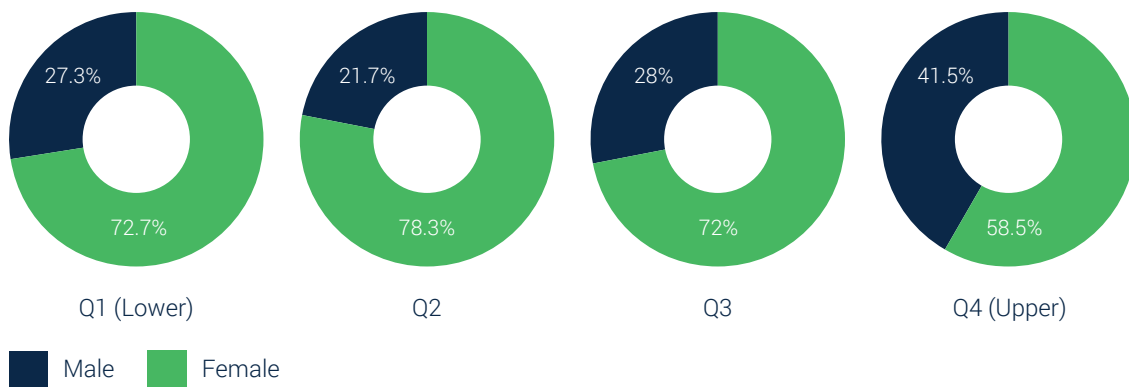
Quartile 1 represents those in the lowest pay quartile and quartile 4 those in the highest pay quartile.

The representation of men has increased in the lower middle quartile (Q2), increasing by 6% to 21.7%. The representation of women has improved in the third quartile by 3.5% to 72% and in the upper quartile by 5% to 58.5%.

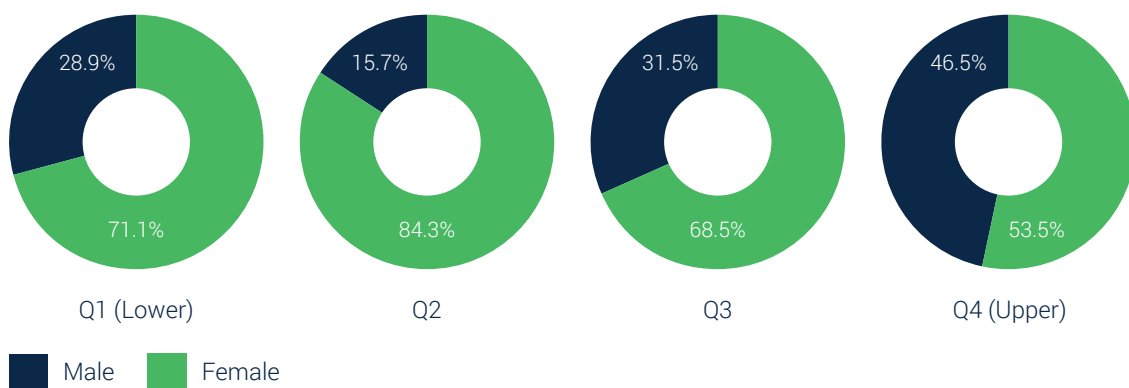
The gender pay gap at Bevan Brittan continues to be driven by the structure of our workforce. Job level is by far the highest contributing factor to our gap and even though our male/female % split in the second, third and upper quartiles have improved, significantly fewer men than women occupy roles in the lower paying quartiles.

Women also dominate non-lawyer roles, comprising 76.4% 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 mean and median pay gap of the whole employee workforce.

2024



2023



3. Employee mean and median bonus gap

Mean bonus gap			Median bonus gap		
2024	2023	Change	2024	2023	Change
34.1%	41%	-6.9%	39.6%	34.2%	+5.4%

The mean bonus gap has decreased from last year by 6.9% and stands at 34.1%. The median bonus gap has increased by 5.4% to 39.6%.

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.

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. 19.8% of our employees (nearly 1 in 5) work part-time, of whom 87.6% are women. This contributes significantly to our bonus gaps.

4. Proportion of men and women receiving a bonus

Proportion of women receiving a bonus			Proportion of men receiving a bonus		
2024	2023	Change	2024	2023	Change
27.2%	32%	-4.8%	29.6%	34%	-4.4%

The proportion of women receiving a bonus has decreased by 4.8% and the proportion of men receiving a bonus has decreased by 4.4%.

If we compare the proportion of women receiving a bonus in 2024 to 2020, it has improved by 5.4% from 21.8% in 2020 to 27.2% in 2024.

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 2024, there were 54 equity partners at Bevan Brittan (last year there were 48), of whom 42.6% were female. This is a percentage increase of 9.3% from last year (33.3%).

Mean partner earnings gap			Median partner earnings gap		
2024	2023	Change	2024	2023	Change
21.8%	5.3%	+16.5%	17.9%	-5.2%	+23.1%

Whilst the mean and median partner earnings gaps are slightly higher than the employee gender pay gaps, the data set for partners is much more volatile due to the smaller numbers involved (54 equity partners versus 571 employees). In other words, just a few small changes can have a significant impact on the figures.

The fact that the percentage of our equity partners who are female has increased by nearly 10% is really positive. As these females are relatively new to equity partnership at Bevan Brittan (either through internal promotion or lateral hiring), the percentage of females in the two lower paying quartiles is now higher than it was in 2023 (Quartile 1: 57.1% female in 2024 versus 33.3% in 2023 and Quartile 2: 46.2% versus 33.3% in 2023). Similar to our employee gender pay gaps, the upper quartile is the highest contributor towards the partner earnings gap.

6. Combined gap

Mean combined gap			Median combined gap		
2024	2023	Change	2024	2023	Change
39.3%	43.9%	-4.6%	21.4%	34.1%	-12.7%

The combined mean and median gaps are higher than the employee mean and median gender pay gaps, 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.

7. 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 coaching to anyone who returns from maternity leave to help them with their continued career aspirations.
- 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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