



BIRCHAM DYSON BELL

GENDER PAY REPORT

2017



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UNDERSTANDING GENDER PAY GAP REPORTING

Mean gender pay gap	This is the difference between the mean (average) hourly rate of pay of male employees and female employees
Median gender pay gap	This is the difference between the median (mid-point) rate of pay of male employees and that of female employees
Mean bonus pay gap	This is the difference between the mean (average) bonus paid to male employees and that paid to female employees
Median bonus pay gap	This is the difference between the median (mid-point) bonus paid to male employees and that paid to female employees
Females receiving a bonus	This is the proportions of male and female employees who were paid a bonus during the period.
Quartile pay bands	These are the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

NB Not all employees are included in the calculations, for example those on maternity leave during the period are excluded from the calculations in line with the government guidance. Our calculations are based on approximately 220 employees.

FOREWORD FROM ANDREW SMITH, MANAGING PARTNER



The pay gap figures reported below focus solely on gender but our aim is much wider; we strive for inclusivity across Bircham Dyson Bell (BDB) while recognising and rewarding great performance. When I look around the firm I see lots of talented women and men and I am committed to ensuring that they are all fairly recognised and rewarded. We regularly review our policies and reward systems to better enable us to retain and attract highly talented individuals.

Upon reading our gender pay figures, while not unusual for a law firm, I was therefore disappointed that we have a headline mean gender pay gap of 23.28%. A more detailed analysis of our figures shows this can be largely attributed to us having a higher proportion of women in support roles, the majority of which are in the lower pay quartiles.

If we look further at comparable fee earning roles within each office, our gender pay gap is virtually eliminated. At associate level women earn 0.73% more than their male counterparts. At solicitor level, men earn 0.25% more than women and at senior associate level 0.86% more.

We have more women than men in the first three quartiles and an equal split of men and women in the upper quartile. Although there is still work to be done to ensure a more equal balance of men and women in all roles, I am pleased that the mean gender pay gap within each of the four quartiles is no more than 6.42% and in one quartile, as low as 0.58%.

These variances are far more reflective of our culture and the way in which we aim to remunerate our staff at the market rate for the role they perform irrespective of their gender identity, age, religion, ethnicity, disability or sexual orientation.

We acknowledge that there is still work to do, but are very proud of our achievements in recent years. We actively encourage and support flexible working for all and 23% of BDB staff now work part time with many more working remotely on a regular or ad hoc basis.

We actively promote diversity and inclusion through our diversity champions, our annual Diversity Week and through our regular lunch and learn sessions covering a wide variety of topics. All partners and staff attend unconscious bias training and our partners have all recently taken part in Inclusive Leadership training.

We have recently reviewed our firmwide training programme for staff of all levels and revised our performance appraisal process, ensuring we give our staff the skills to develop their careers and to encourage both women and men to take on more senior roles at BDB. We recognise the influence that partners and senior managers have on the development of their teams and will be ensuring over the coming year that our partners and managers further develop their skills and understanding to provide appropriate guidance and support to help their team members progress their careers at BDB.

A handwritten signature in black ink that reads "Andrew Smith". The signature is fluid and cursive, written in a professional style.

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BDB'S GENDER PAY GAP AS AT 5 APRIL 2017

GENDER PAY AND BONUS PAY GAP

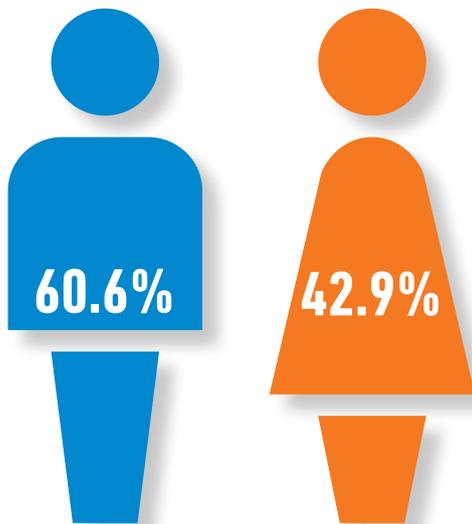
	Mean (average)	Median (mid point)
Hourly Pay	23.28%	34.98%
Bonus Pay	18.07%	40.00%

* Our mean gender pay gap is because we have more women than men in junior and administrative roles. We also have more women than men working part-time.

* Our median hourly pay gap is because the mid-point for women is a non-fee earning role and the mid-point for men is a senior fee earning role. This is because we have more women in the non-fee earning roles.

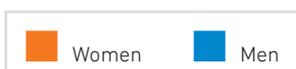
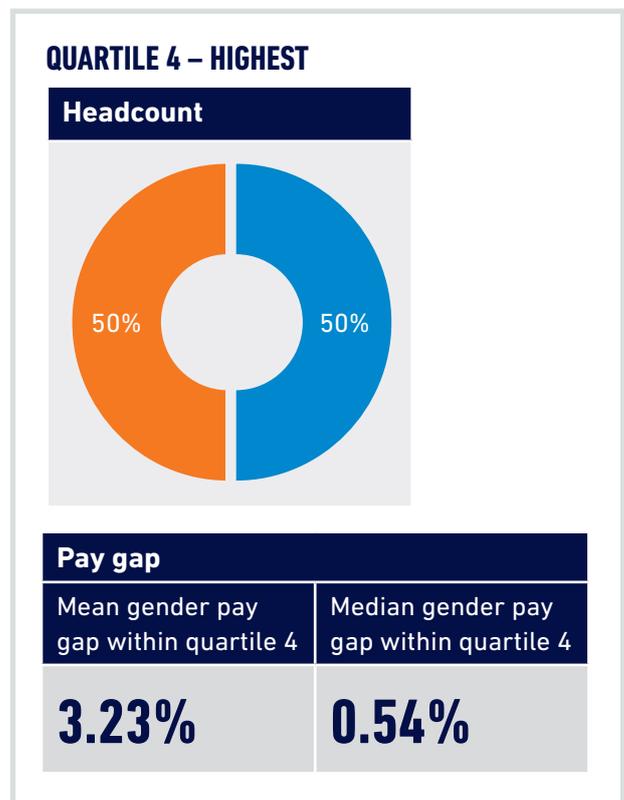
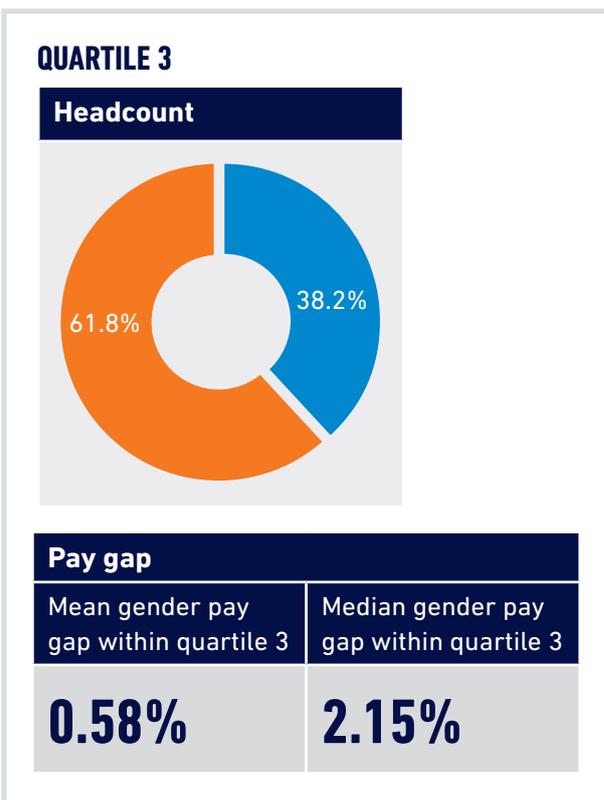
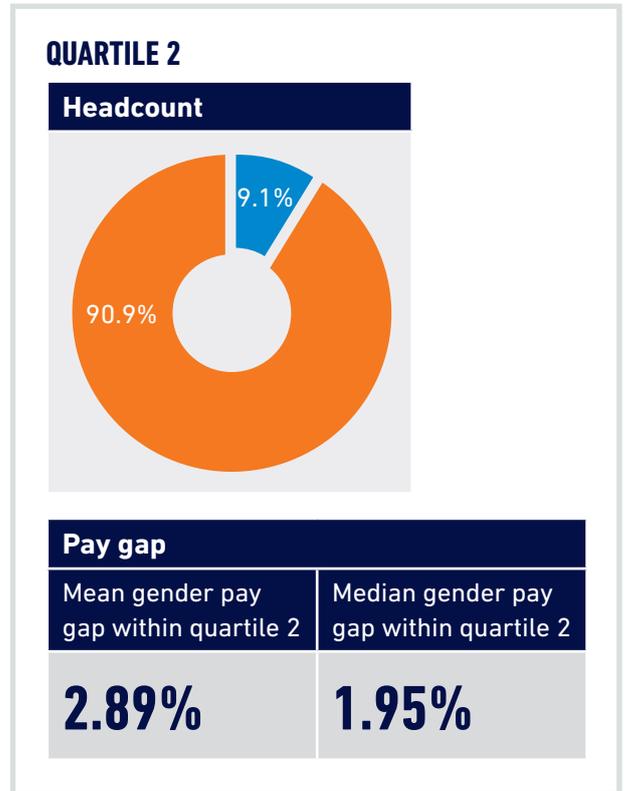
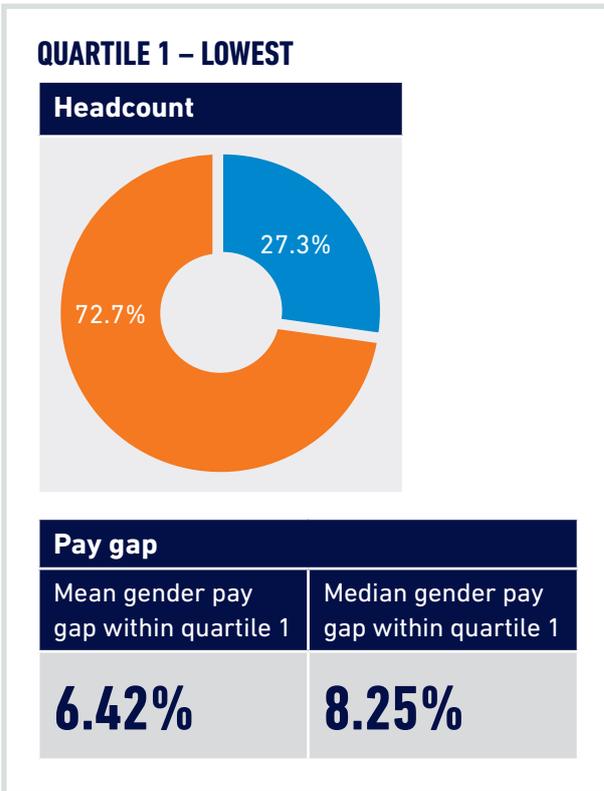
* Our median bonus pay gap is because the mid-point for women is a more junior position and the mid-point for men is a senior role.

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS FOR THEIR PERFORMANCE IN THE 12 MONTH PERIOD PRECEDING 5 APRIL 2017



* More men than women received a bonus because a higher portion of men are in fee earning or senior roles where bonuses were awarded.

PAY QUARTILES



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