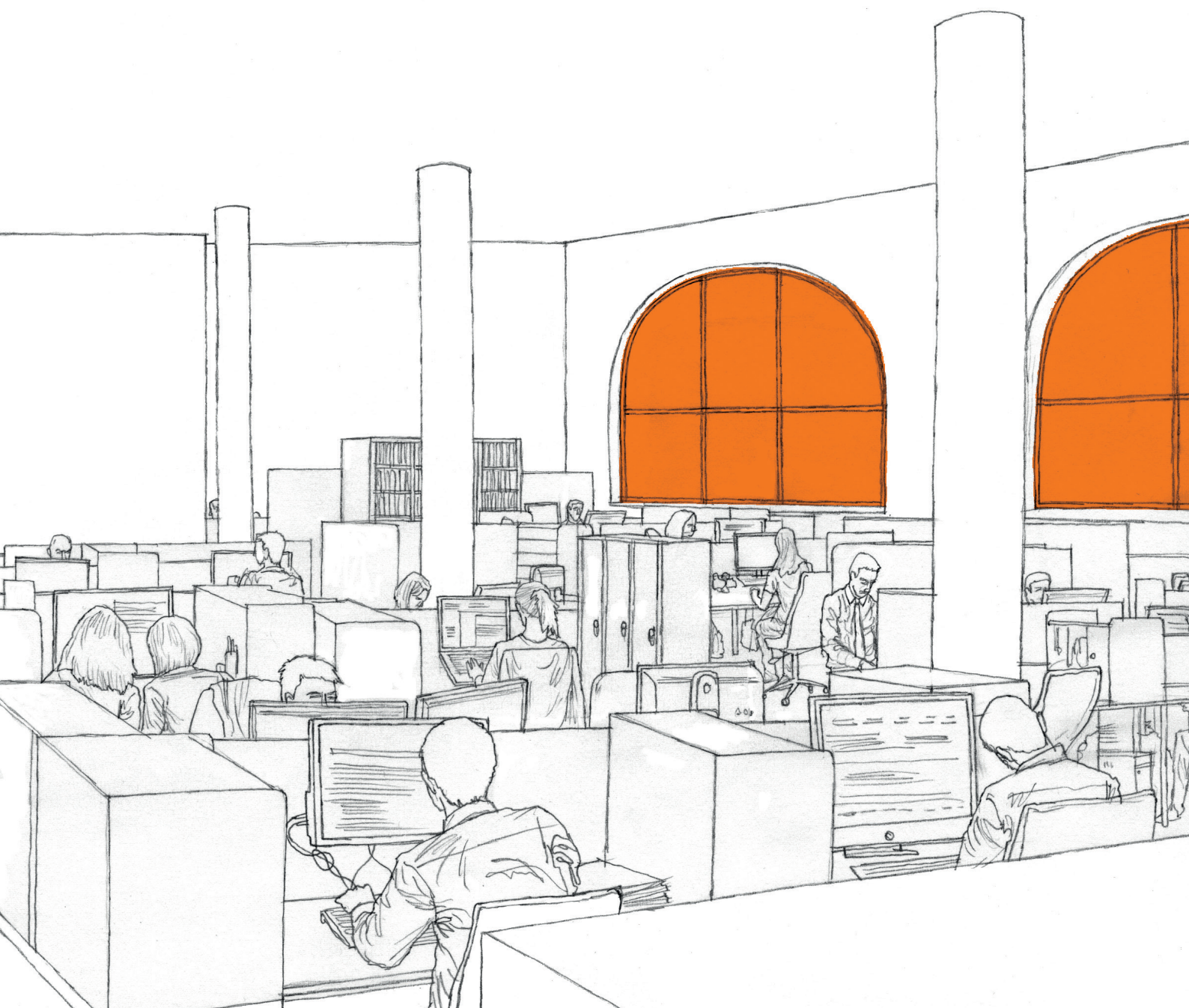




BDB PITMANS

# GENDER PAY REPORT

2018



# CONTENTS

<b>UNDERSTANDING GENDER PAY GAP REPORTING</b>	<b>2</b>
<b>FOREWORD FROM ANDREW SMITH, MANAGING PARTNER</b>	<b>3</b>
<b>BDB'S GENDER PAY GAP AS AT 5 APRIL 2018</b>	<b>4</b>
Gender pay and bonus pay gap	
Proportion of men and women receiving a bonus for their performance in the 12 month period preceding 5 April 2018	
<b>PAY QUANTILES</b>	<b>5</b>
Quartile 1 – Lowest	
Quartile 3	
Quartile 2	
Quartile 4 – Highest	

## 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.
The proportion of males and females receiving a bonus	This is the proportion 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 230 employees.

NB These figures are based on legacy Bircham Dyson Bell LLP (BDB) salaries as in line with government guidelines these figures are for the period before legacy BDB and legacy Pitmans Law LLP merged.

# FOREWORD FROM ANDREW SMITH, MANAGING PARTNER



This is the second year of reporting our gender pay gap figures and I'm pleased to confirm that there have been lots of positive changes since last year. Our overall gender pay gap has decreased, the proportion of women receiving a bonus has increased and there is a negative gap in our second and third pay quartiles.

Our overall gap is still attributable to the fact that we, as with many law firms, have a higher proportion of women in support roles, the majority of which are in the lower pay quartiles. I hope to see this gap continue to close year-on-year and I'm pleased that we have already made a step in the right direction.

When looking at men and women in comparable legal roles our gender pay gap remains low. This demonstrates our commitment to remunerate staff at the market rate for the role they perform irrespective of their gender identity, age, religion, ethnicity, disability or sexual orientation.

While the overall gap has reduced, the figures show that we must still strive for inclusivity while recognising and rewarding great performance. One of the areas where the gap has not improved is for bonuses. I was very pleased to see that the overall number of employees receiving a bonus has increased, however the gap has widened. This is again due to having a higher proportion of women in support roles but, again, we will be working on how to reduce the gap. Following legacy Bircham Dyson Bell LLP's merger with legacy Pitmans LLP on 1 December 2018, we are introducing a new bonus policy which will aim to not only reward individual performance but also be tied to the firm's overall performance.

We are also working hard to integrate the two firms and cultures. This includes continuing to train and educate our people managers and all partners and senior managers will receive unconscious bias training. In addition, we will be encouraging more input from all areas of the business into how we can ensure that we are a truly inclusive employer, including rolling out diversity champions across all of our offices and supporting network groups. We continue to recognise the benefits all of our differences bring and we have already celebrated International Women's Day on 8 March 2019 and will be supporting our LGBTQ+ network, Best Self, at Pride in London on 6 July 2019.

Our firm wide training programme, open to all who wish to attend, is continuing and this has received positive feedback. We are ensuring transparency around our criteria and expectations for promotion with a new performance development review form and clear competencies. Training is also provided to ensure everyone has the same opportunities for advancement, regardless of their personal characteristics or circumstances.

Andrew Smith, Managing Partner

**E** andrewsmith@bdbpitmans.com **T** +44 (0)20 7783 3614

# BDB'S GENDER PAY GAP AS AT 5 APRIL 2018

## GENDER PAY AND BONUS PAY GAP

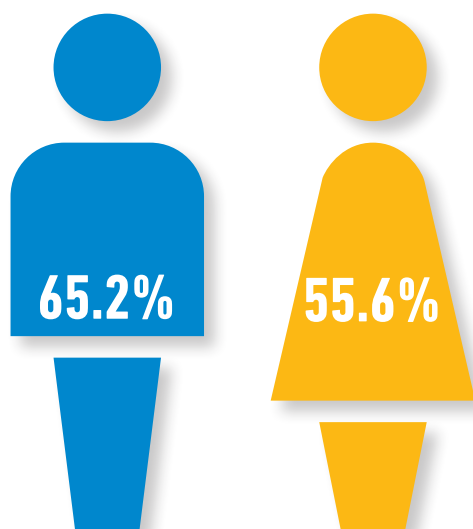
	Mean (average)	Median (mid point)
Hourly pay	22.79%	29.83%
Bonus pay	28.92%	56.55%

\* Our mean gender pay gap reflects the fact that 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 due to the fact that 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 relates to the fact that 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 2018

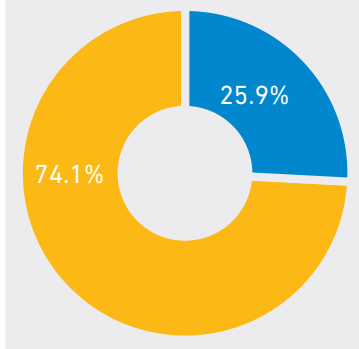


\* More men than women received a bonus because a higher portion of men are in fee earning or senior roles where higher bonuses were awarded.

# PAY QUARTILES

## QUARTILE 1 – LOWEST

### Headcount



### Pay gap

Mean gender pay gap within quartiles

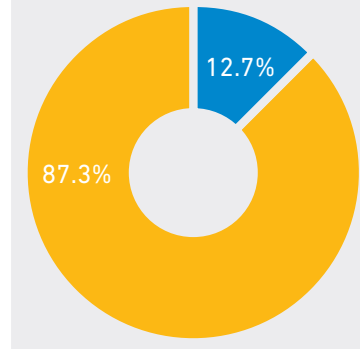
**5.06%**

Median gender pay gap within quartiles

**7.13%**

## QUARTILE 2

### Headcount



### Pay gap

Mean gender pay gap within quartiles

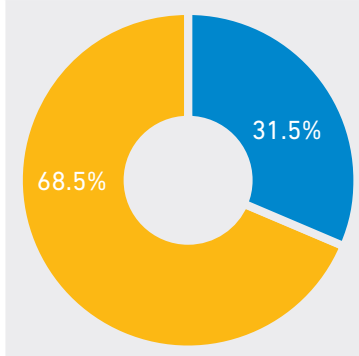
**-2.03%**

Median gender pay gap within quartiles

**-2.66%**

## QUARTILE 3

### Headcount



### Pay gap

Mean gender pay gap within quartiles

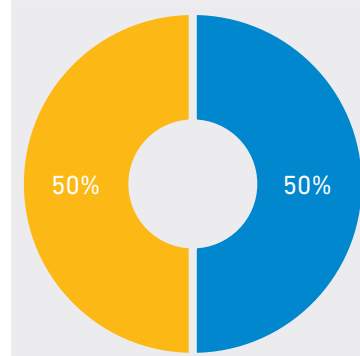
**-0.34%**

Median gender pay gap within quartiles

**-0.16%**

## QUARTILE 4 – HIGHEST

### Headcount



### Pay gap

Mean gender pay gap within quartiles

**5.37%**

Median gender pay gap within quartiles

**0.07%**



© BDB Pitmans LLP 2019

T +44 (0)345 222 9222 W [www.bdbpitmans.com](http://www.bdbpitmans.com)

Cambridge | London City | London Westminster | Reading | Southampton

---

FIND US ON

