



GENDER PAY GAP REPORT 2022

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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.
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.



FOREWORD

FROM ANDREW SMITH, MANAGING PARTNER

At BDB Pitmans LLP, equity, diversity and inclusion (ED&I) is at the heart of who we are as a firm. Our organisational culture is shaped by our values, working in partnership, finding solutions and acting with respect. We believe that creating a diverse and inclusive workplace supports our people to thrive, this is further embedded into our relationships with clients, partners and the communities in which we serve. In this report, we are pleased to publish our 2022 gender pay gap data in accordance with not only the mandatory reporting requirements for employees, but also our Partner data, to provide a more transparent picture of BDB Pitmans LLP. We are committed to furthering gender equality within the firm, and utilising our workforce data to inform our approach in order to achieve this. We continue to analyse and report workforce data on all protected characteristics (Equality Act, 2010), and have committed to a number of initiatives to continue to develop across all areas.

Our headline gender pay gap figures for employees are similar to those published in our 2021 report. Whilst we do see improvements in the mean and median pay gaps for all but the upper middle quartile, our overall gender pay gap figures continue to be impacted by the gender breakdown of our workforce. Whilst we have a good gender balance in the upper quartile, there are significantly more women in our lowest quartiles, which is ultimately driving our pay gap. The majority of our business and legal support roles which are paid at the lower end of the pay scale fall within the two lowest quartiles; 79% of which are held by women.

The proportion of both men and women receiving a bonus has decreased since our last report. This can be attributed to the higher number of new joiners we had over the bonus year who did not have the required length of service to fulfil the eligibility requirements. We do also see a higher bonus pay gap when compared to last year. Our figures suggest that on average men received a higher bonus than women, despite the fact that proportionally more women received a bonus overall. Whilst a firm wide bonus was paid to all eligible employees during the relevant bonus year, all additional bonus payments can vary greatly due to the nature of the scheme. The number of women in part time roles who received a pro-rated bonus payment compared to men have also affected our bonus gap. We are confident that bonuses are awarded fairly which is shown in the fact that, of the top 20 bonuses paid in the relevant bonus year, 55% of these were awarded to women.

We are pleased to see that our overall Partner gender pay gap figures have decreased since last year and, we also see a reduction in the mean and median pay gap figures within the majority of our quartiles. Whilst the proportion of men and women Partners who received a bonus are equal, we do see an increase in the bonus pay gap figures compared to last year. This can be attributed to the impact of a few bonuses at the top end of the scale. If we remove these outliers we see the bonus pay gap shift to be in favour of women which shows the impact small changes can make given our small sample size.

A handwritten signature in black ink that reads "Andrew Smith". The signature is fluid and cursive.

Andrew Smith, Managing Partner

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EMPLOYEE GENDER AND BONUS PAY GAP AS AT 5 APRIL 2022

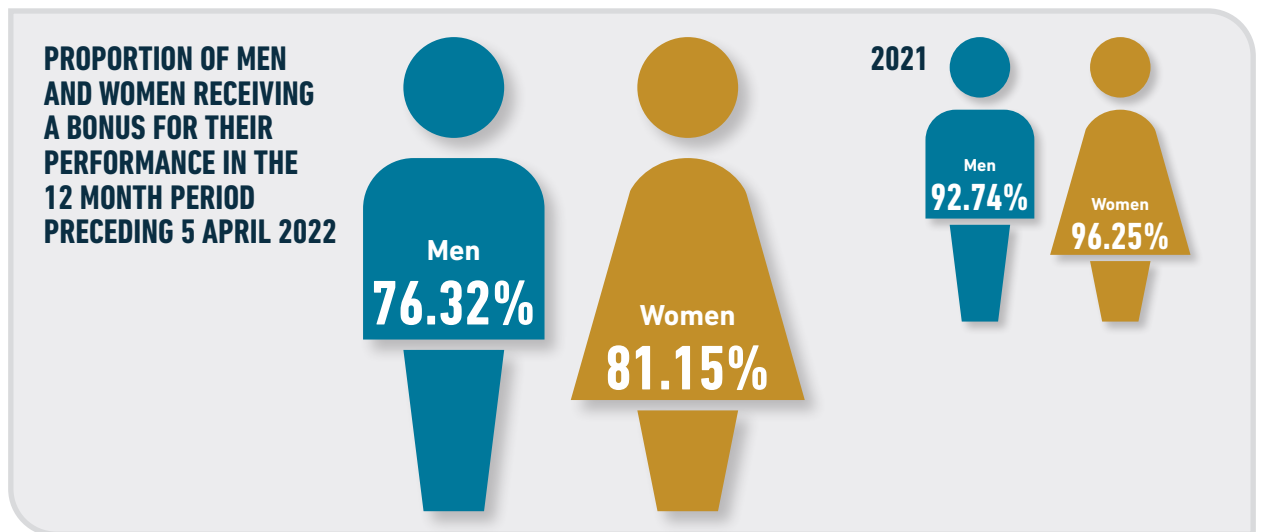
GENDER PAY AND BONUS PAY GAP

	Mean (average)		Median (mid point)	
	2022	2021	2022	2021
Hourly pay	23.76%	23.97%	29.73%	28.99%
Bonus pay	28.39%	2.69%	35.08%	-50.00%

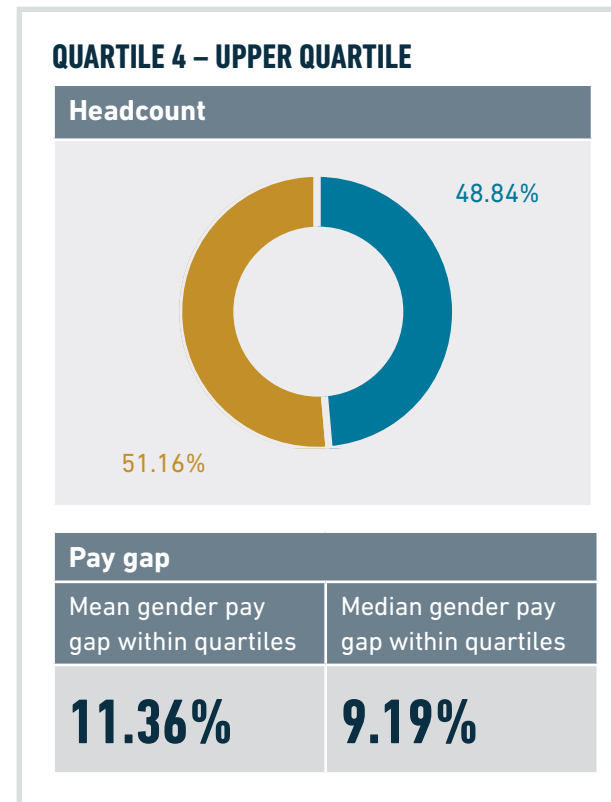
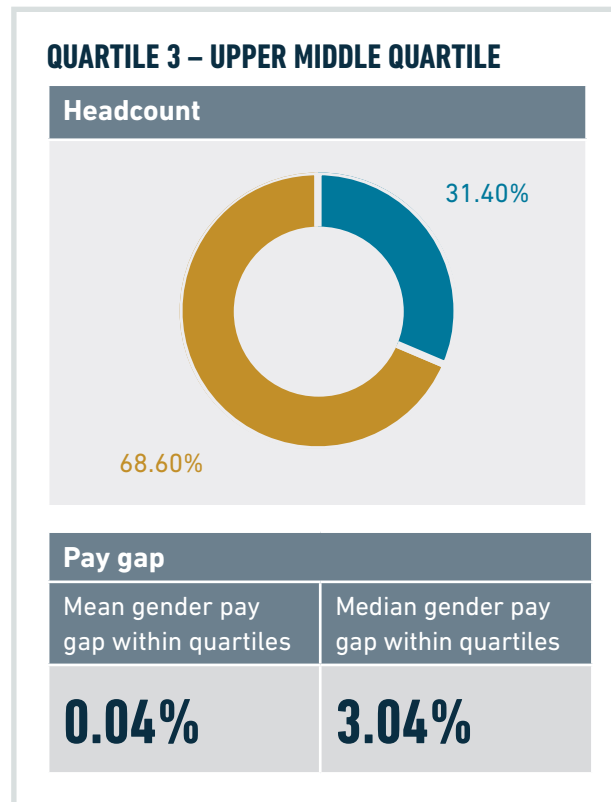
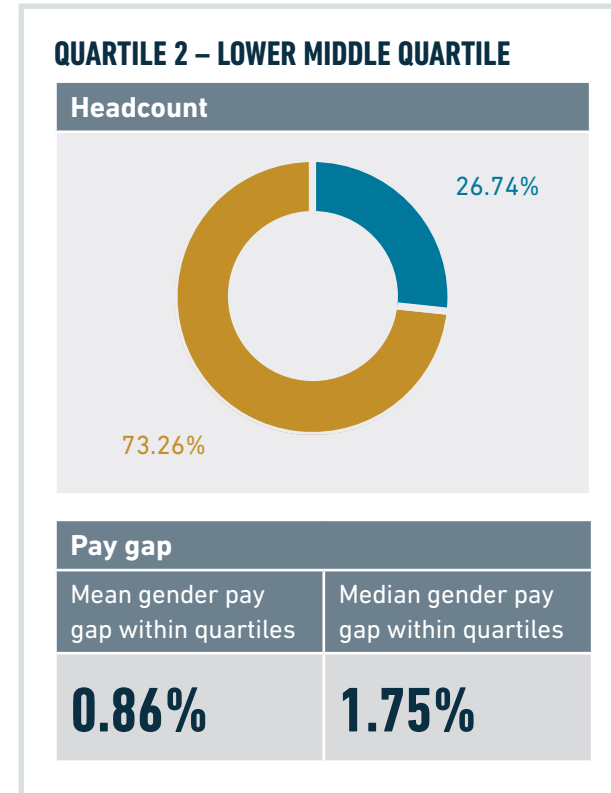
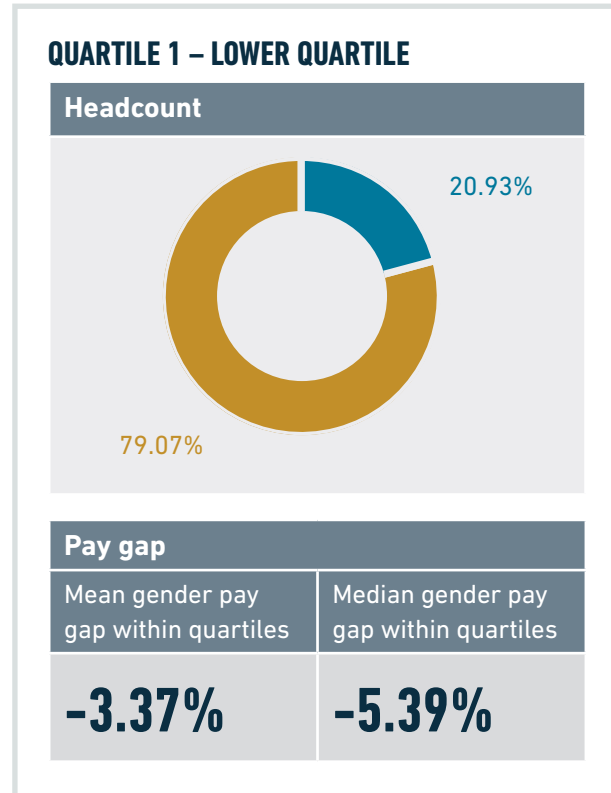
* Our mean and median gender pay gaps reflect the gender split within our junior support and administrative roles which has a higher representation of women than men. 79% of our support population are women whose roles predominantly fall in the lower and lower middle quartiles.

* Our median bonus payment for women fell between two support roles whose bonus would be based on a lower salary, whilst the median bonus payment for men was a qualified fee earner.

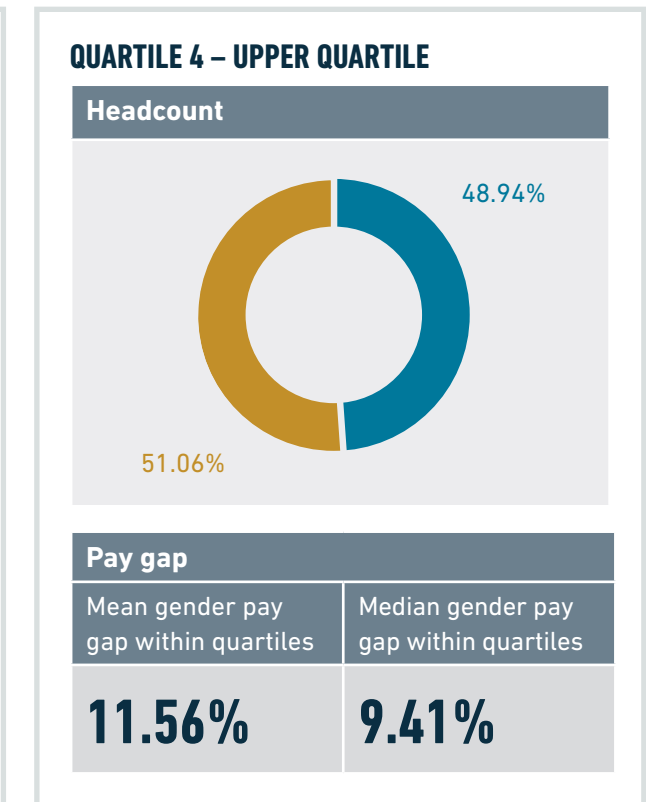
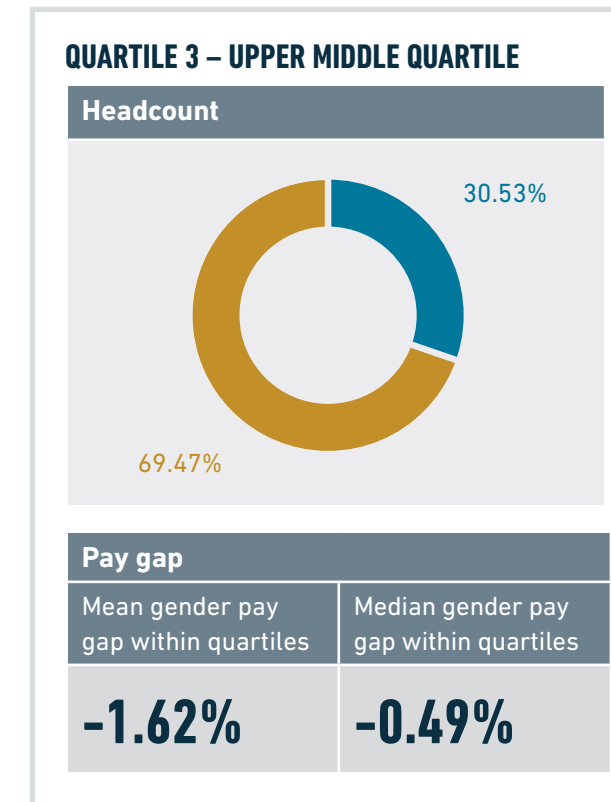
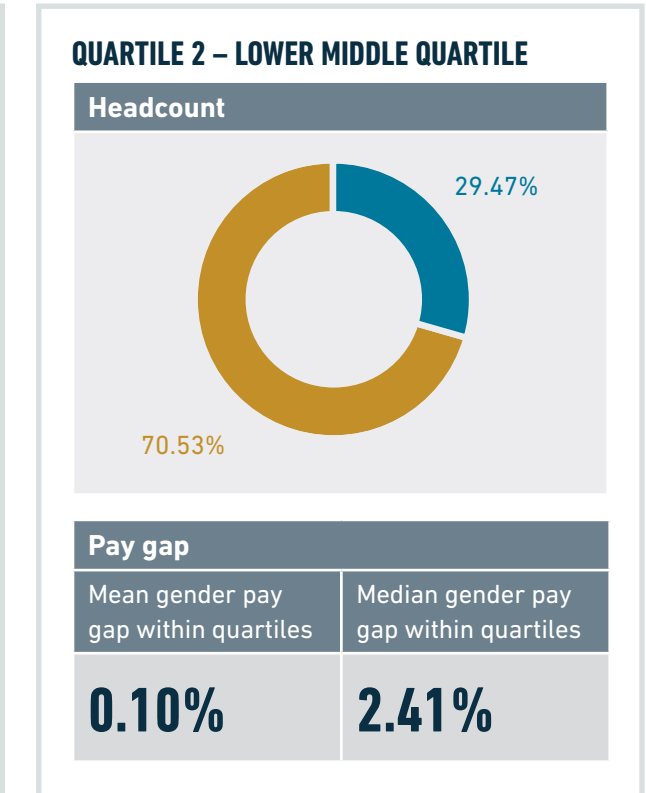
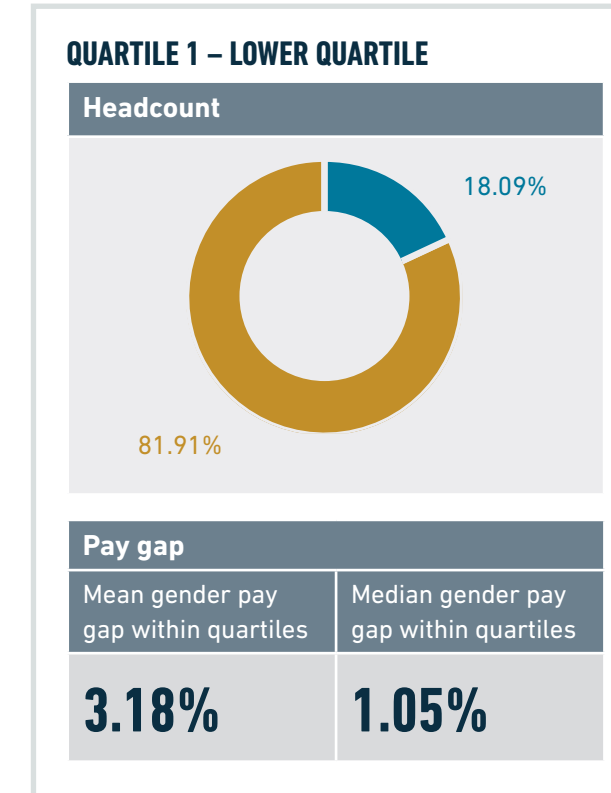
* 25% of women who received a bonus on top of the firm wide element were part time whereas only 9% of men who received this payment worked on a part time basis.



PAY QUANTILES 2022



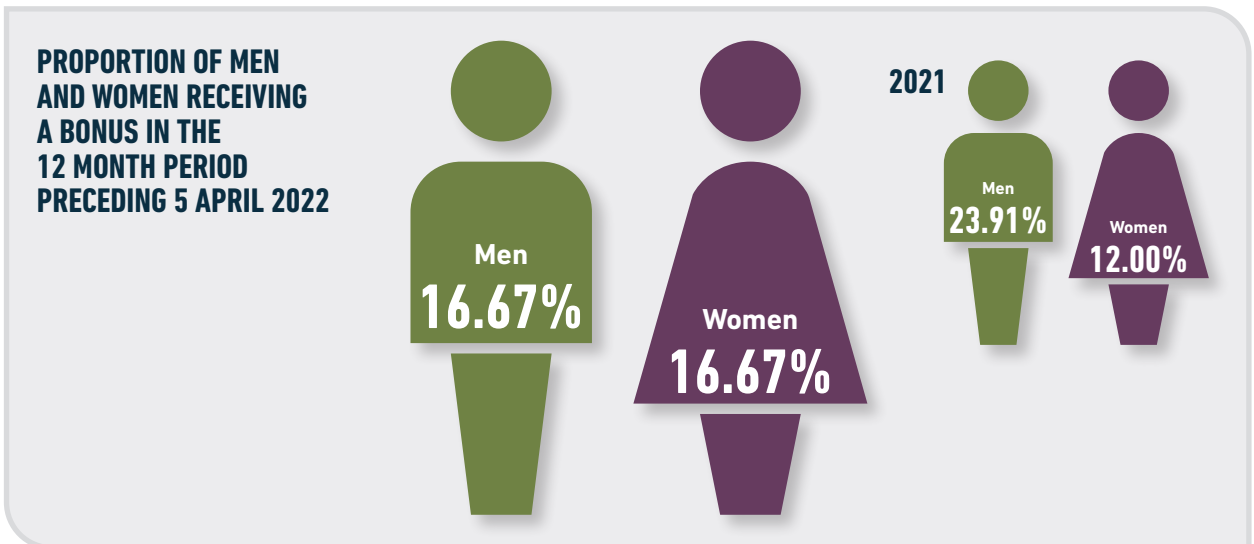
PAY QUANTILES 2021



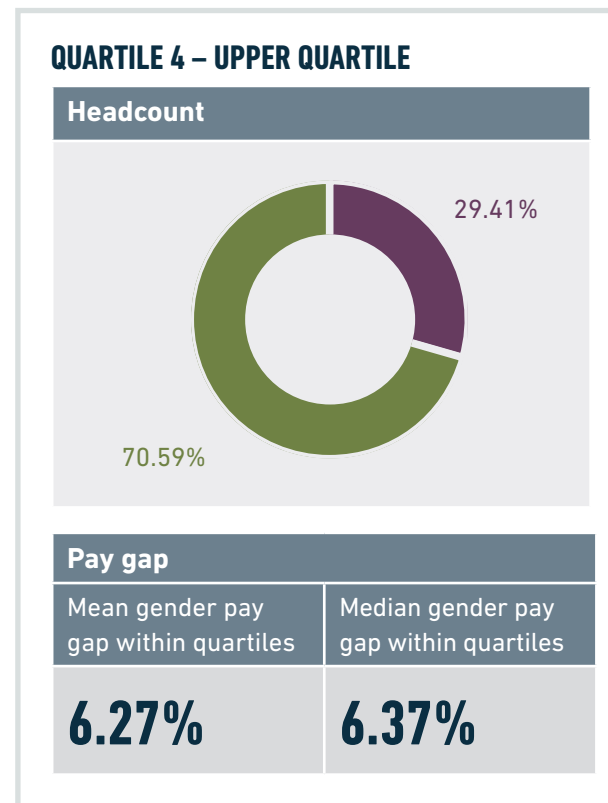
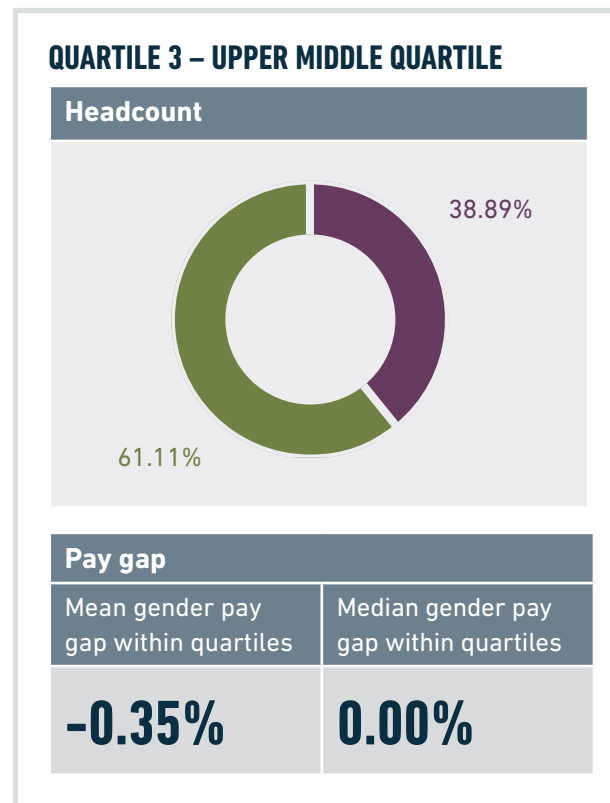
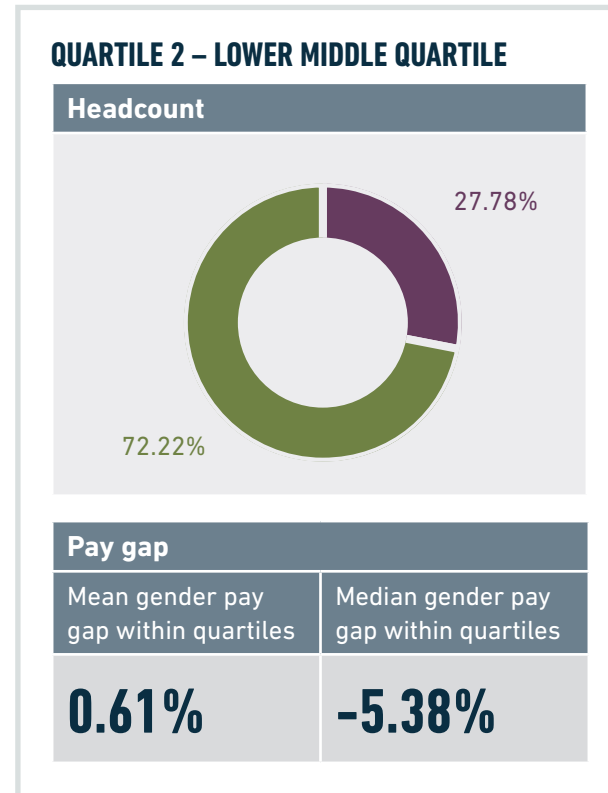
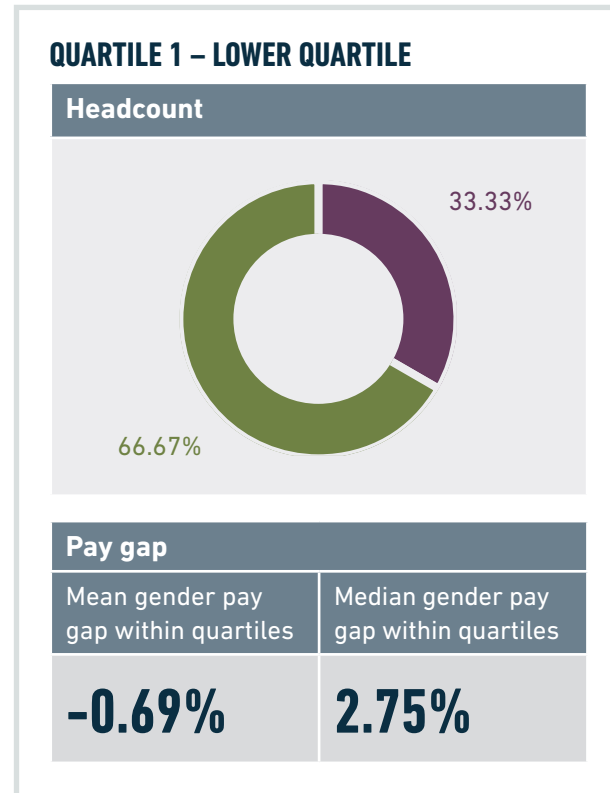
PARTNER GENDER PAY GAP AS AT 5 APRIL 2022

PARTNER'S GENDER PAY AND BONUS PAY GAP

	Mean (average)		Median (mid point)	
	2022	2021	2022	2021
Hourly pay	1.62%	4.23%	-3.11%	0.53%
Bonus pay	27.97%	-42.6%	0%	-100.00%

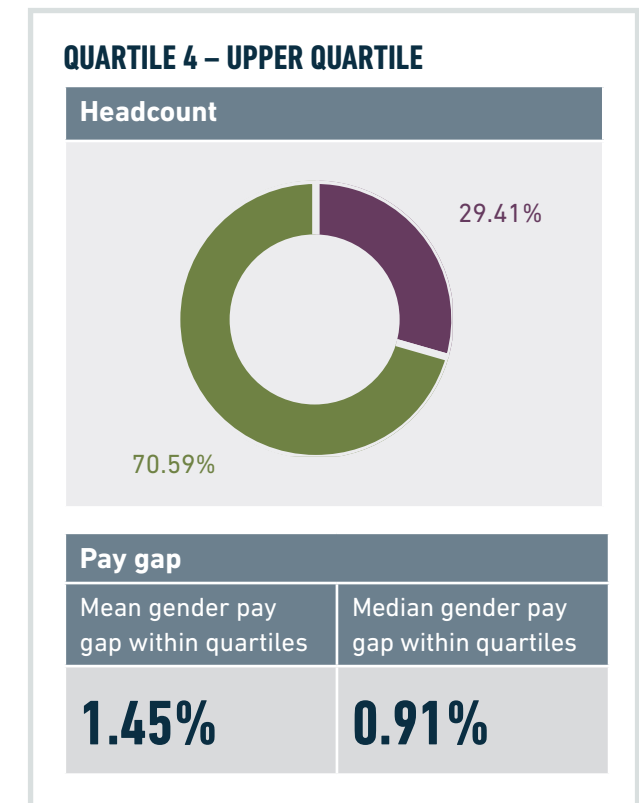
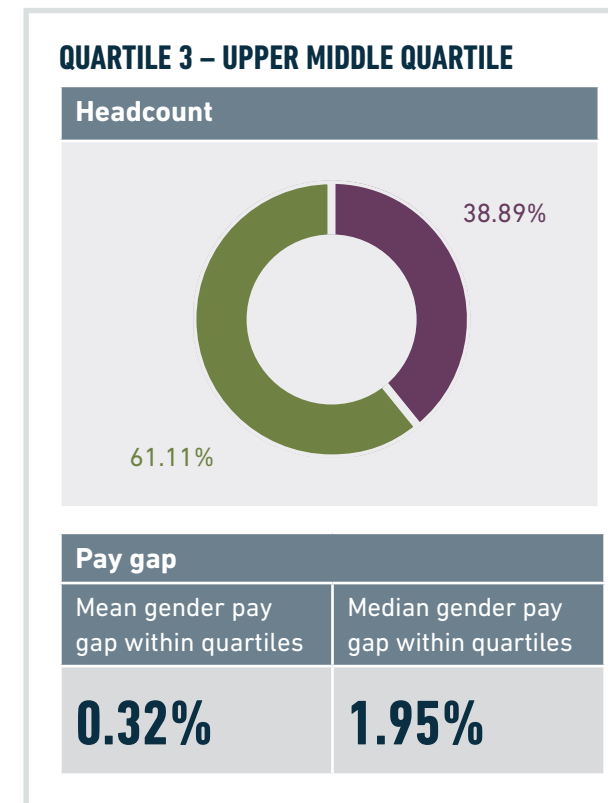
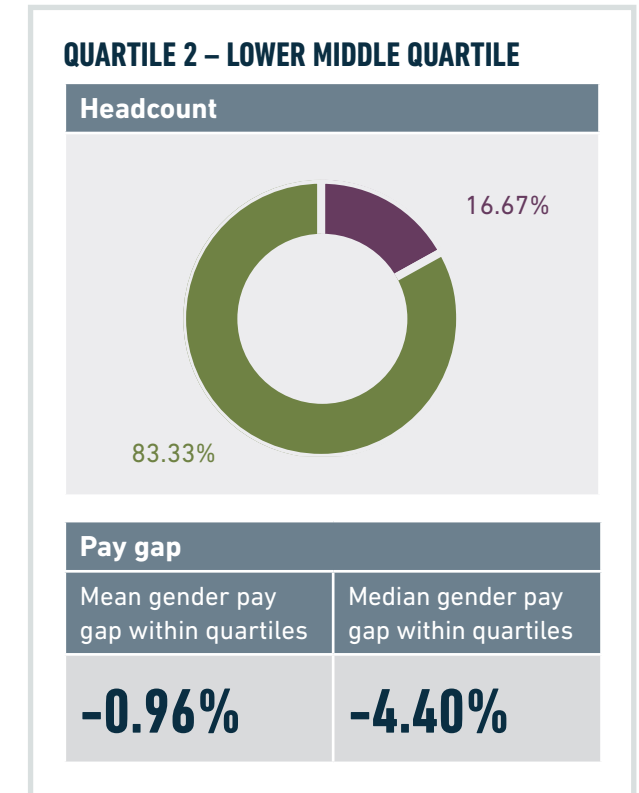
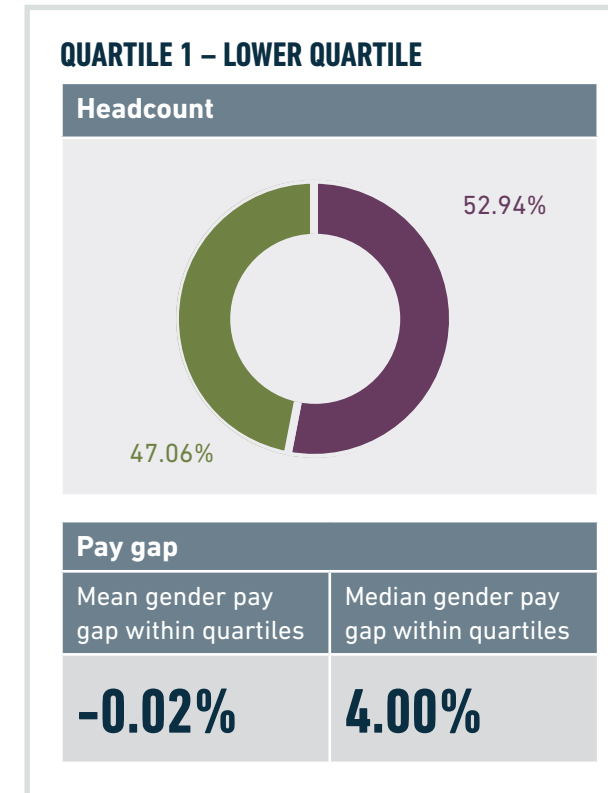


PARTNER PAY QUARTILES 2022

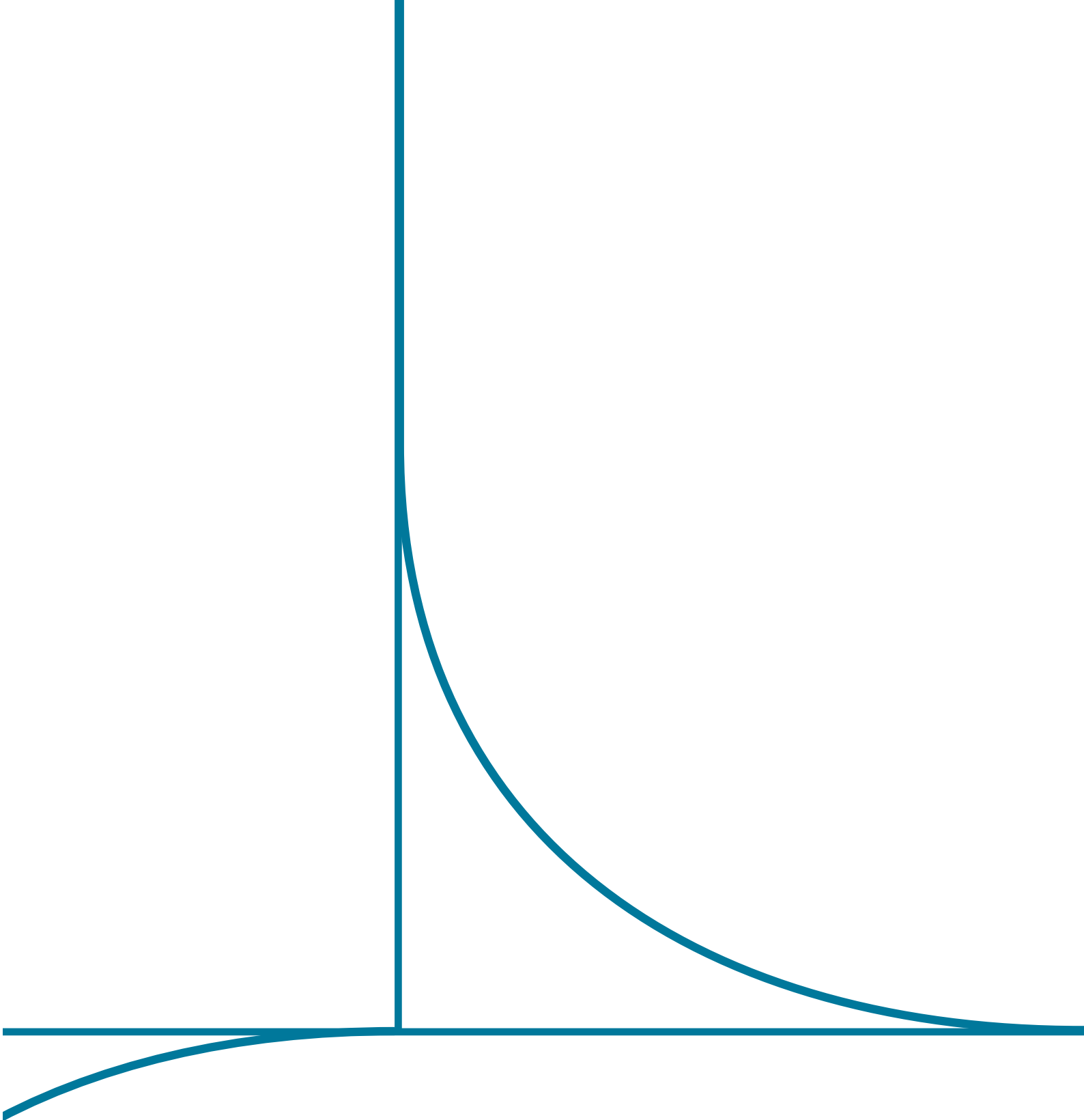


Male Female

PARTNER PAY QUARTILES 2021



Male Female



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