



GENDER PAY GAP REPORT 2023

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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 JOHN HUTCHINSON, MANAGING PARTNER

This report contains BDB Pitmans UK pay reports for the year ending April 2023 in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

At BDB Pitmans LLP, equity, diversity and inclusion (ED&I) is at the heart of who we are as a firm. We believe that creating a diverse and inclusive workplace enables our people to thrive, which is further embedded into our relationships with clients, partners, and the communities in which we serve. We are committed to furthering gender equality within the firm and utilising our workforce data to inform our approach to achieve this. We continue to analyse and report on all protected characteristics (Equality Act 2010) and have committed to a number of initiatives to continue improving.

We are pleased to report that our headline mean and median gender pay gap figures for 2023 have reduced slightly, when compared to our 2022 report, to under 20%. The number of women in our upper quartile has increased by 12.14% reflecting advancements in senior female representation over the past 12 months. We have more women than men in senior roles throughout the firm, as evidenced by the proportion of women in our upper middle and upper pay quartiles and we are committed, as a firm, to continue to develop a strong pipeline of female talent.

However, we are aware that improvement is still required. The significantly higher concentration of women in the lower and lower middle quartiles (including junior legal and business service staff of which majority are women) continues to drive our pay gap. 74.54% of the two lower pay quartiles also consist of women which further widens our gap.

Further analysis reveals that another contributor to the overall mean pay gap is the upper quartile. Although it is made up of up of 60.98% women, we see a pay gap in favour of men, influenced by several high earning males in senior positions. We strive to see a more neutral pay gap which we believe can be achieved with developing our female talent and promotion opportunities.

The number of men and women receiving a bonus has dropped significantly, but its proportionality remains alike previous years'. Last year (2021/22), a firmwide bonus was paid to most staff, hence why we noticed a drop in the overall percentages this year, and a higher mean and median bonus pay gap when compared to that of last year. A driver for this is the higher proportion of women in our lower pay quartiles, where bonus payments tend to be lower. The bonus pay gaps appear more significant as the regulations dictate that the bonus data must be calculated using actual amounts, rather than the full-time equivalent. Our bonus payments for part-time staff are prorated in line with the number of hours they work and their base salary. Considering 20% of women who received a bonus were part-time compared to only 1% of men, the bonus pay gap was affected further.

We are pleased to see that our overall partner gender pay gap figures are similar to last year's and we continue to see a reduction in the mean and median pay figures within most of the quartiles. Our median bonus pay gap remains neutral, whilst our mean is in favour of women. Due to our small sample sizes, minor changes within the business can easily impact our headline figures and overall pay gap compared to bigger firms.

As a firm, we are committed to reducing our pay gaps and have been taking action through our ED&I strategy to support this and will continue to do so. Our work to date has included:

- Introducing a formal salary survey data relevant to the legal sector, to help attract, support and maintain employees by creating a culture of fair and competitive pay.
- Updating our appraisal process to ensure that we promote candidates in an objective and consistent manner, whilst providing them with feedback throughout.
- Formalising our Business Impact Groups, to include Gender Equity and Working Parents networks who raise awareness and support females across the firm, organise events and help shape the firm's strategic initiatives and commitments.
- Increasing our focus on women's health through the introduction of a menopause policy and signing the [Menopause Workplace Pledge](#), alongside providing free period products.

John Hutchinson

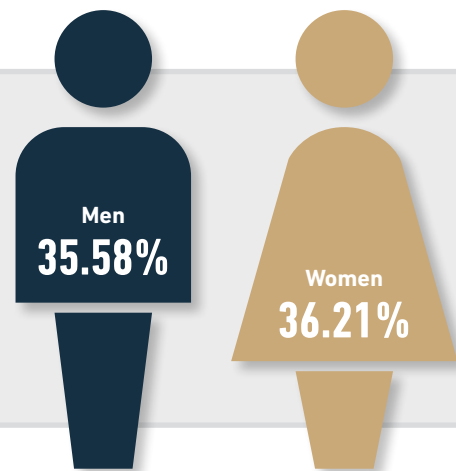
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GENDER PAY GAP AS AT 5 APRIL 2023

GENDER PAY AND BONUS PAY GAP

	Mean (average)	Median (mid point)
Hourly pay	19.24%	18.76%
Bonus pay	36.30%	40.92%

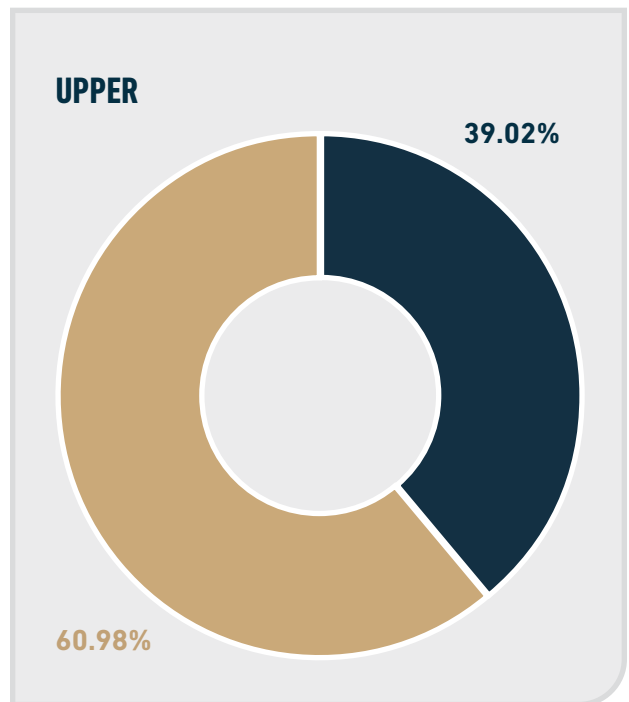
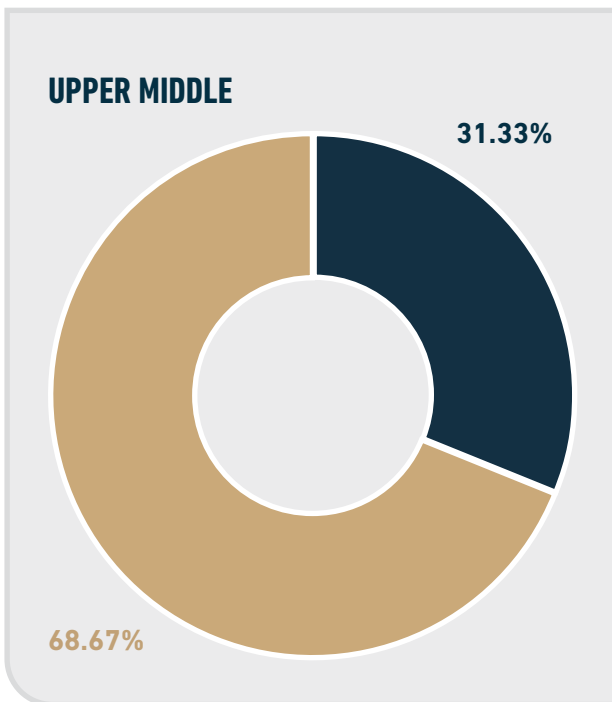
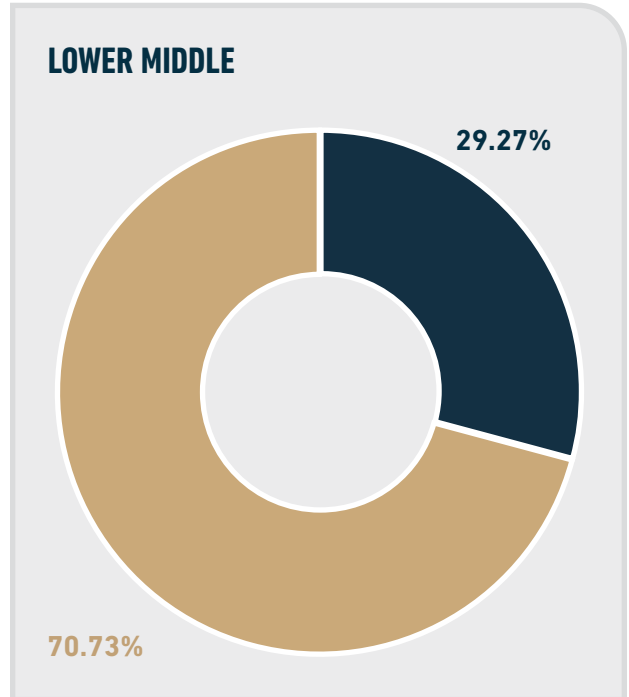
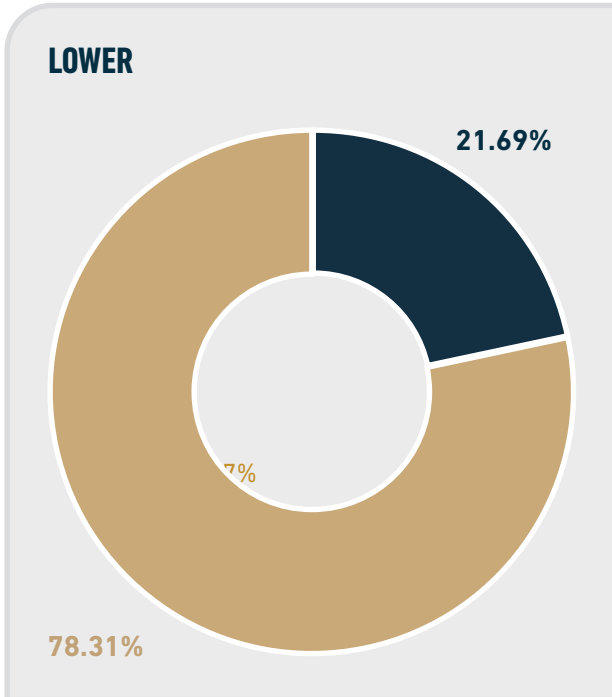
PROPORTION OF MEN AND WOMEN RECEIVING A BONUS IN THE 12-MONTH PERIOD PRECEDING 5 APRIL 2023



Pay gap				
Quartiles	Mean gender pay gap	Median gender pay gap	Proportion of men	Proportion of women
Lower	-5.42%	-10.55%	21.69%	78.31%
Lower middle	3.79%	5.45%	29.27%	70.73%
Upper middle	0.00%	0.77%	31.33%	68.67%
Upper	16.13%	15.65%	39.02%	60.98%

PAY QUANTILES

PAY QUANTILES - GENDER PROPORTION

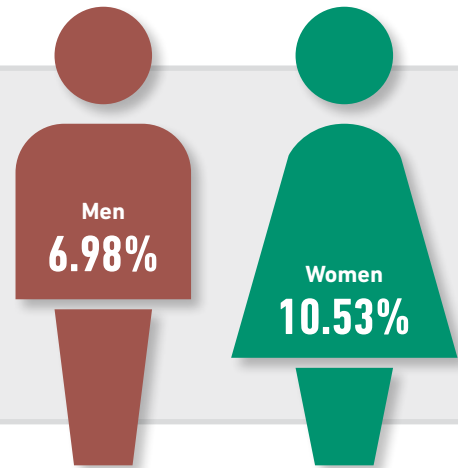


PARTNER GENDER PAY GAP AS AT 5 APRIL 2023

PARTNER'S GENDER PAY AND BONUS PAY GAP

	Mean (average)	Median (mid point)
Hourly pay	2.47%	0.00%
Bonus pay	-12.50%	0.00%

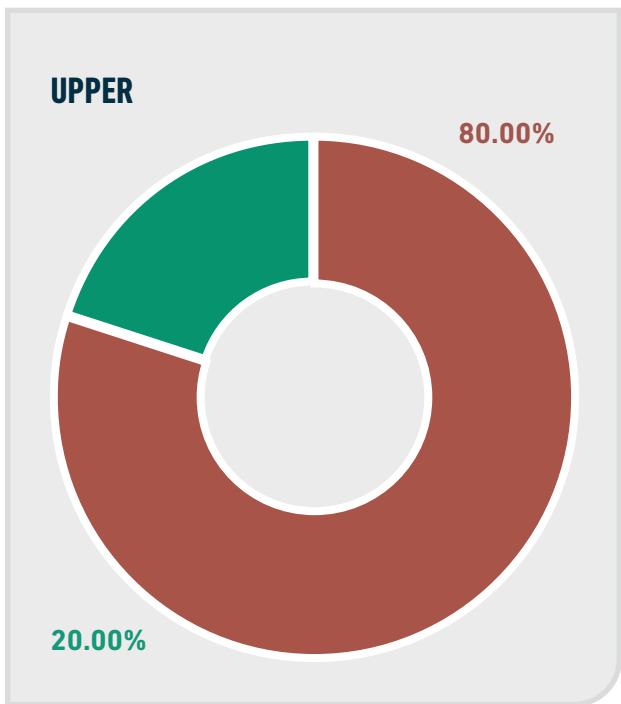
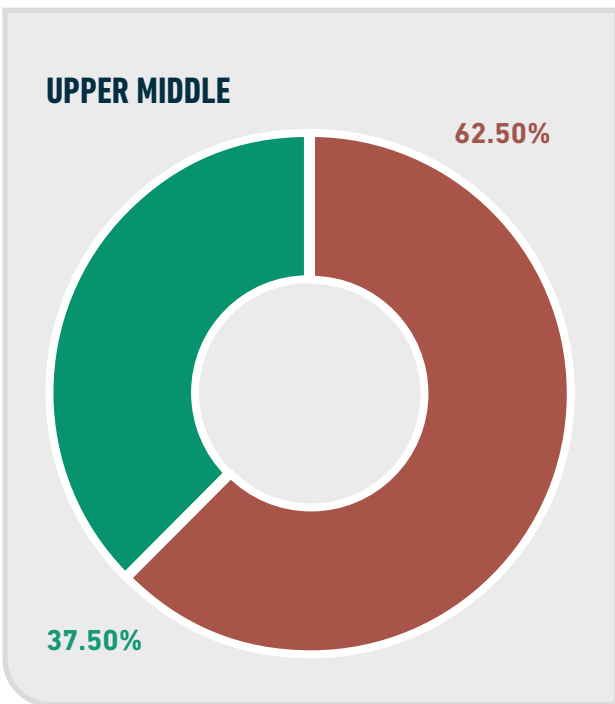
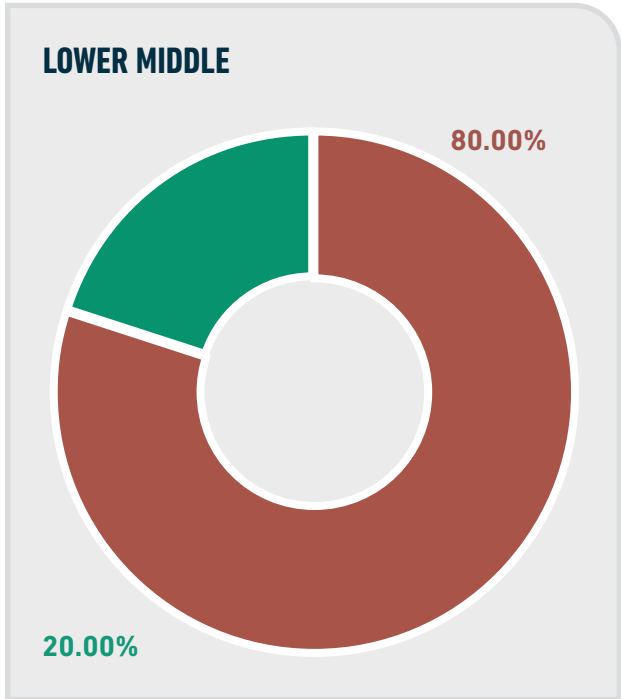
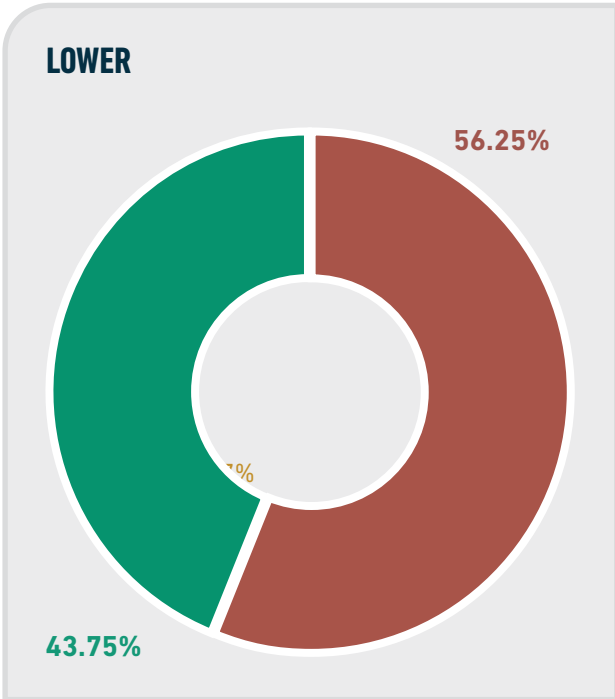
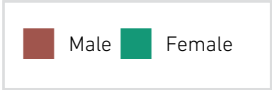
**PROPORTION OF MEN AND WOMEN RECEIVING
A BONUS IN THE 12-MONTH PERIOD
PRECEDING 5 APRIL 2023**

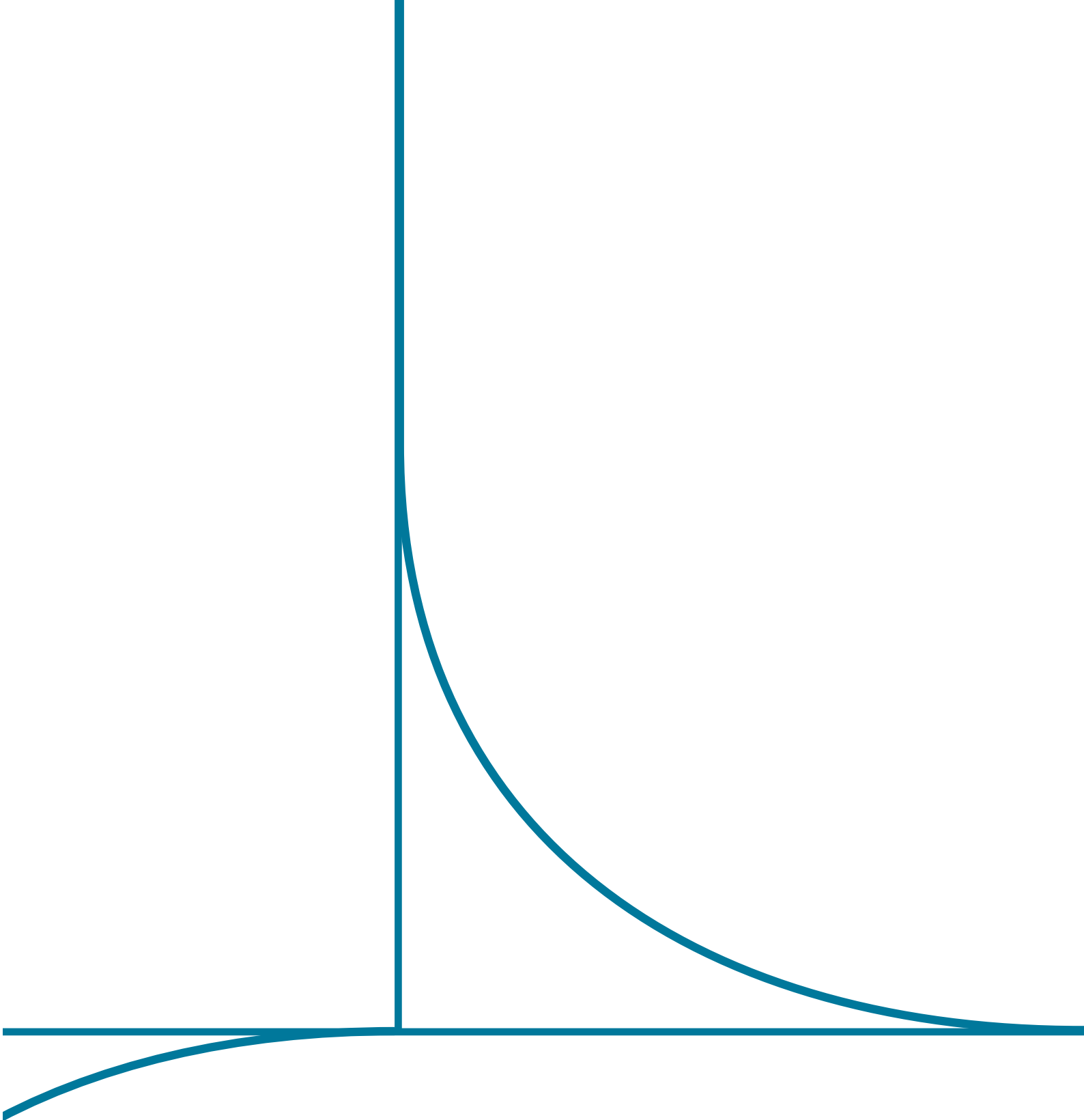


Partner Pay gap				
Quartiles	Mean gender pay gap	Median gender pay gap	Proportion of men	Proportion of women
Lower	-2.69%	-1.07%	56.25%	43.75%
Lower middle	-4.30%	-3.59%	80.00%	20.00%
Upper middle	0.76%	0.00%	62.50%	37.50%
Upper	-3.38%	6.37%	80.00%	20.00%

PAY QUARTILES

PARTNER QUARTILES - GENDER PROPORTION





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