

gender pay report 2017

We welcome this opportunity to create transparency and focus on the equality, diversity and inclusion agenda, which is already an area of strategic importance for Browne Jacobson. Our strategy and values clearly state that we believe creating a level playing field for all will be a key part of the success of our business in the future, as well as part of our corporate responsibility. We do not think that this is limited to gender, or just for those who are formally employed by the firm. Whilst we have more work to do in this area we are passionate about continuing the progress we have already made.

Iain Blatherwick, Managing Partner and Sarah Walker-Smith, Chief Operating Officer



Our results

Pay and bonus gap - the difference between men and women

Women's mean hourly rate is

21%
lower

Women's median hourly rate is

34%
lower

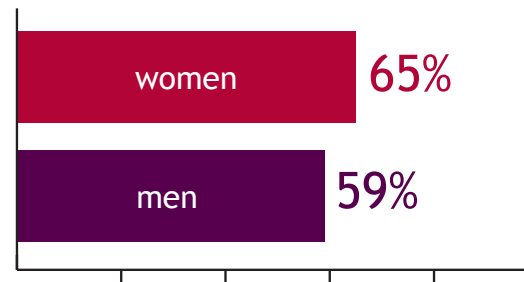
Women's mean bonus pay is

38%
lower

Women's median bonus pay is

41%
lower

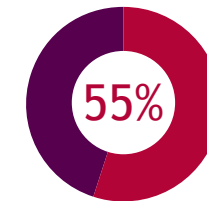
Proportion of women and men receiving a bonus payment



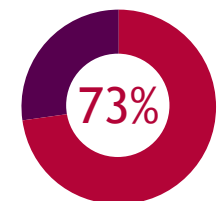
Pay quartiles

The charts below show the gender distribution at Browne Jacobson across four equally-sized pay quartiles.

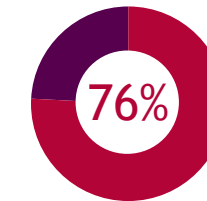
■ women ■ men



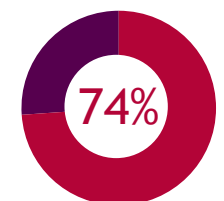
Top quartile



Upper middle quartile



Lower middle quartile



Lower quartile

What does the analysis tell us?

The explanation for our gender pay gap is because the average pay between men and women is being significantly impacted by the fact that we have a much higher proportion of women in legal support roles: a proportion sufficiently large enough to influence the gender pay gap. This means that even though we had more women than men in our more senior roles, and that men and women were almost equally represented in the top quartile of pay, the women's average pay was being affected by the large number of women in legal support roles.

For example, on 5 April 2017, 41% of our salaried partners were female but in legal support this number was 92%.

Although more women than men received a bonus, there is a gap in the amount of bonus that was paid. Here the figures are based on actual amounts paid and the gap is influenced by a having a higher number of women working part-time with their bonus payments being pro-rated accordingly.

It is important to recognise that although we can actively influence our gender pay gap, some of its contributing factors are outside of our control. Societal influences often move more slowly than we would like. But there are things that we can do and we are taking action to level the playing field.

Taking action to level the playing field

While our gender pay gap for 2017 has narrowed from 2016 data, we recognise that there is significantly more work to be done.

In order to progress, we have been taking steps to level the playing field for all our people, not only based on gender, to allow everyone the same opportunities to start and develop their careers. Our inclusion philosophy which is to be a great employer for everyone has five main aims:

- to set goals and frequently measure progress against them
- to provide full transparency of opportunities, decision making criteria and processes
- to tackle any bias which may be present
- to continue to build flexibility into our ways of working
- to provide support to increase confidence.

Whilst we have more work to do in this area we are passionate about continuing the progress we have already made.

Gender pay and equal pay reporting, what is the difference?

The gender pay gap is the difference between the average hourly rates of pay of men and women in an organisation, no matter what their role. Where there is a gender pay gap it does not mean that for a man and a woman doing broadly the same job there is a difference in pay. That area is known as Equal pay and the two are often confused. Equal pay is a much more complex area and refers to the legal requirement to pay a man and a woman the same amount for the same or similar roles.

Statutory declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Iain Blatherwick
Managing Partner, Browne Jacobson LLP
26 March 2018