

 Burness Paull

| GENDER PAY GAP REPORT |

[burnesspaull.com](http://burnesspaull.com)

# OUR EMPLOYEE GENDER PAY GAP REPORT

Our aim is to be the leading independent law firm in Scotland, part of the Lex Mundi network of leading independent law firms across the world.



We want to be a firm that women aspire to work for, that supports, develops and promotes women and that women want to stay with. Identifying the reasons for our gender pay gap and working to eliminate it is key.

Our gender pay gap shows the difference between the average pay between all men and women employed by the firm, regardless of their role or seniority.

It is not a comparison of how much we pay men and women who carry out the same roles, similar role or work of equal value.

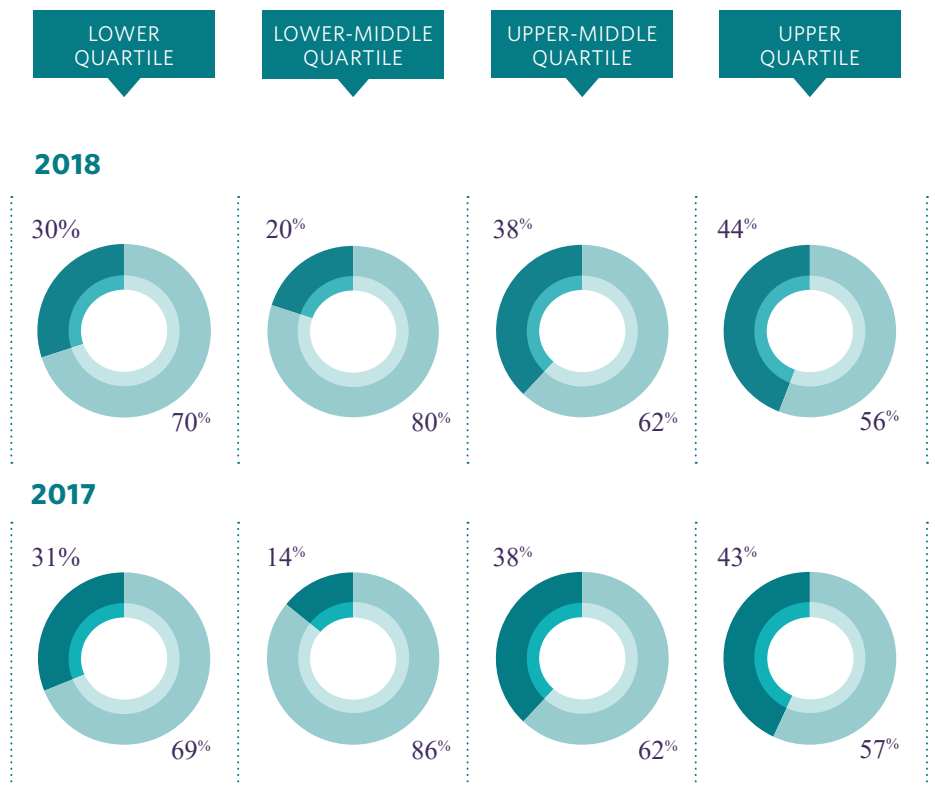
## PAY DATA

### Proportion of men and women when placed in four equally sized pay quartiles:

-  MALE
-  FEMALE

**DEFINITIONS AT A GLANCE**

**PAY QUANTILES:** Calculated by ranking all employees' hourly pay in numerical order and dividing them into four equal size groups.



### DEFINITIONS AT A GLANCE

**MEAN:** The difference between the mean (average) hourly rate of pay (or bonus) for all men and all women.

**MEDIAN:** The difference between the 'middle' rate of pay (or bonus) for all men and the 'middle' rate of pay (or bonus) for all women, when hourly pay is ranked in numerical order.

### Difference between male and female hourly pay as at the snapshot date:

#### 5 APRIL 2018

MEAN	MEDIAN
20.1%	19.8%

#### 5 APRIL 2017

MEAN	MEDIAN
19.6%	26.6%

### If we split the gender pay gap into fee earning and non-fee earning roles the gap is much smaller than our overall figure:

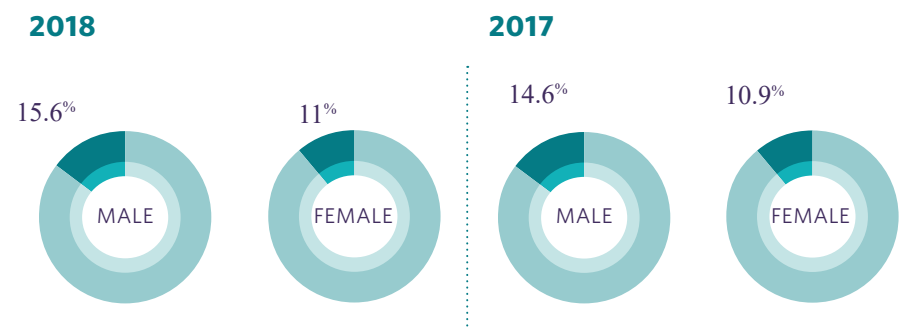
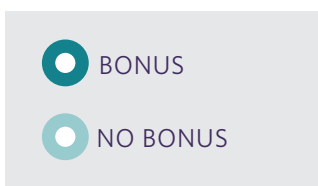
2018	MEAN	MEDIAN
FEE EARNER	13.6%	6.0%
NON-FEE EARNER	12.0%	-2.3%

2017	MEAN	MEDIAN
FEE EARNER	12.2%	7.6%
NON-FEE EARNER	8%	-4.3%

## BONUS DATA

### Proportion of men and women receiving a bonus:



### Difference between male and female bonus paid in the 12 months prior to:

#### 5 APRIL 2018

MEAN	MEDIAN
39.7%	31.2%

#### 5 APRIL 2017

MEAN	MEDIAN
48.1%	50.2%

# OUR PARTNER GENDER PAY GAP REPORT

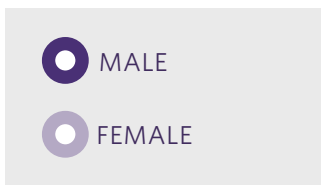
This year we are sharing the gender pay gap information for our partnership. Partners are specifically excluded from the legislation but we feel it is important, in the spirit of openness and transparency, to share this information.

We would prefer there to be specific guidance on how to calculate the gender pay gap for partners. In the absence of such guidance we have chosen what we feel is the most sensible approach.

Our partners are not employees of the business, they are paid a share of the firm's profits. We think the most informative and useful way to calculate our partner gender pay gap report is to use the annual profit for partners, including any bonus, rather than looking at a snapshot of one month which would not be representative.

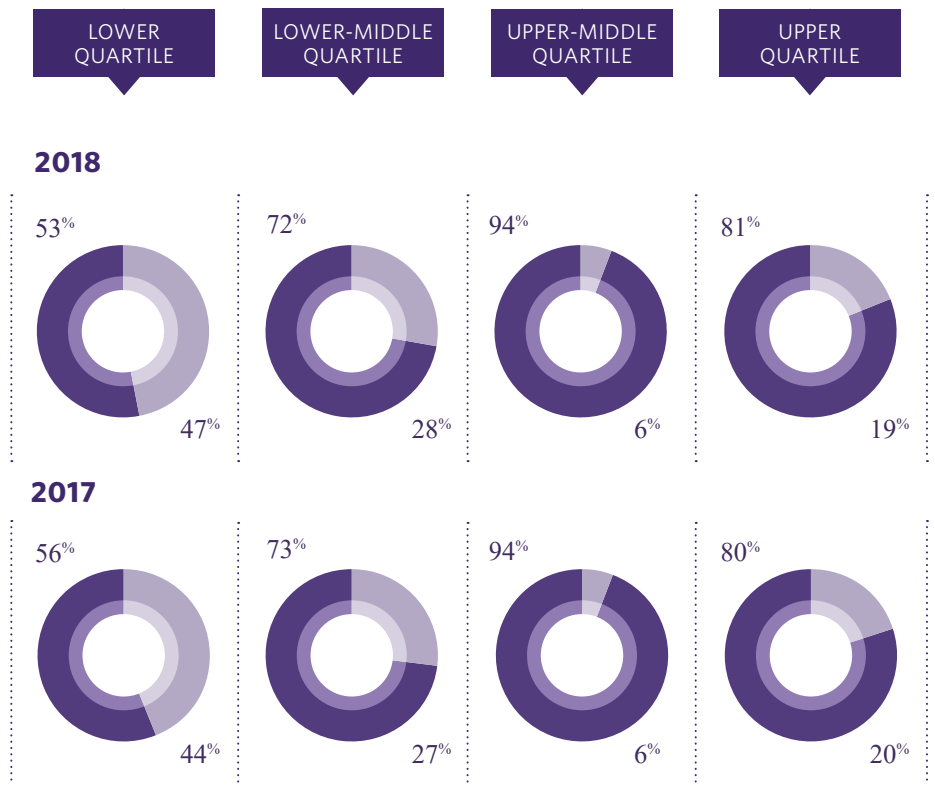
## PAY DATA

### Proportion of men and women when placed in four equally sized pay quartiles:



**DEFINITIONS AT A GLANCE**

**PAY QUANTILES:** Calculated by ranking all partners' annual profit including bonus in numerical order and dividing them into four equal size groups.



**DEFINITIONS AT A GLANCE**

**MEAN:** The difference between the mean (average) annual profit including bonus for all men and all women partners.

**MEDIAN:** The difference between the 'middle' annual profit including bonus for all men and the 'middle' annual profit including bonus for all women partners when ranked in numerical order.

**Difference between male and female annual profit including bonus:**

**2018**

MEAN	MEDIAN
24.9%	55.1%

**2017**

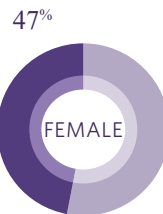
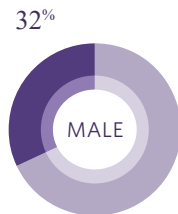
MEAN	MEDIAN
25%	39%

**BONUS DATA**

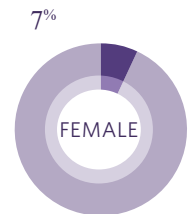
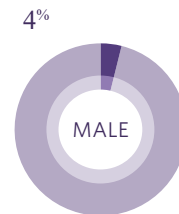
**Proportion of men and women receiving a bonus:**

**BONUS**  
**NO BONUS**

**2018**



**2017**



**DEFINITIONS AT A GLANCE**

**MEAN:** The difference between the mean (average) bonus for all men and women.

**MEDIAN:** The difference between the 'middle' bonus for all men and the 'middle' bonus for all women partners when ranked in numerical order.

**Difference between male and female bonus:**

**2018**

MEAN	MEDIAN
50.6%	18%

**2017**

MEAN	MEDIAN
88%	88%

## UNDERSTANDING OUR RESULTS

Our 2018 results show some improvement on last year, our median pay gap has reduced by 6.8% and our median bonus gap has reduced by 19%.

While these improvements are welcome we recognise there is still a lot of work to do and we remain committed to doing it.

The fact that there are many more women than men in secretarial and business services roles, and that these roles are typically found in the lower and lower-middle pay quartiles, remains an important factor in our gender pay gap.

This is common to most professional services firms.

This year we have decided to share the gender pay gap information for our partnership in the spirit of openness and transparency.

Burness Paull is a member of the 30% club, an organisation set up to campaign for greater representation of women on boards with a target of a minimum of 30%. We aim to reach the target of 30% female partners by 1 August 2020, currently 27% of our partners are women.



Tamar Tammes -  
**MANAGING PARTNER**

## RESPECT, INCLUSION AND DIVERSITY AT BURNESS PAULL

Having become Managing Partner on 1 August 2018 let me re-affirm my commitment to ensuring that Burness Paull is a respectful, inclusive and diverse firm.

I want Burness Paull to be the very best firm to work for. One where you have the opportunity to do what you do best every day. One where everyone feels comfortable being who they are and brings their best self to work.

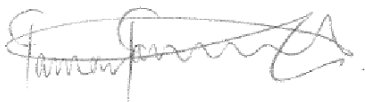
### **Some of the highlights from the last 12 months are:**

Everyone in the firm has undergone diversity training. Our parent and carers network, BeValued, has gone from strength to strength.

Our Diversity Champions are playing a key role as a sounding board for any issues or concerns and for sharing ideas. We've rolled-out our new flexible working policy encouraging greater flexibility in where, when and how we work.

We participated in the returners programme and successfully hired as a result. We improved our bonus policy for people on maternity leave.

We are making progress but there's still lots to do. I look forward to many more improvements in the year ahead.



**I CONFIRM THE DATA REPORTED IS ACCURATE.**

