

## OUR 2017 GENDER PAY GAP REPORT

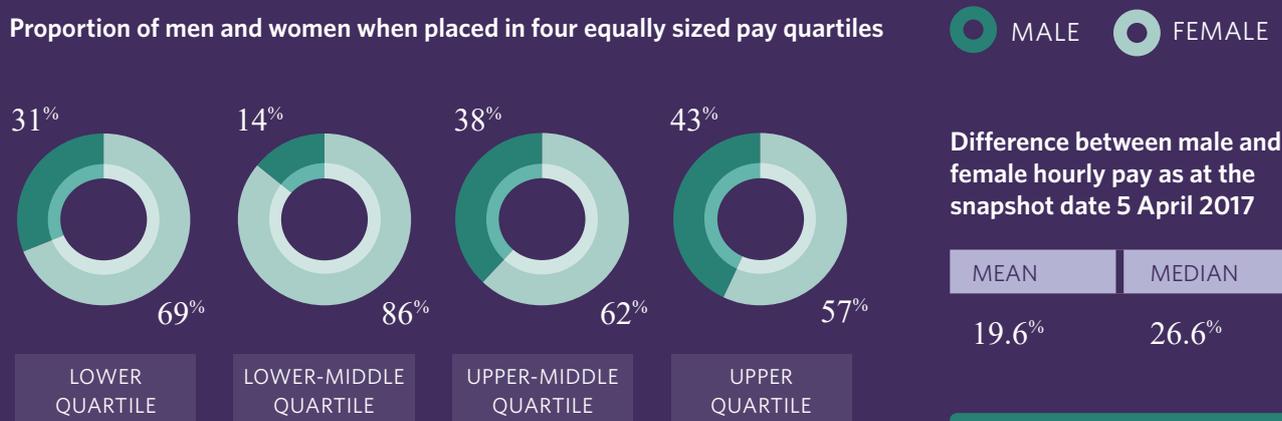
At Burness Paull we aim to be the best Scottish law firm in the world. Our ability to attract, promote and retain women is a key part of our commitment to creating a successful, respectful and inclusive workplace for everyone.

We welcome the introduction of gender pay gap reporting and are committed to identifying the reasons for any gap that exists and working to eliminate it.

Our gender pay gap shows the difference in 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 roles or work of equal value.

### PAY DATA

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



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

	MEAN	MEDIAN
Fee earner	12.2%	7.6%
Non-fee earner	8%	-4.3%

#### DEFINITIONS AT A GLANCE

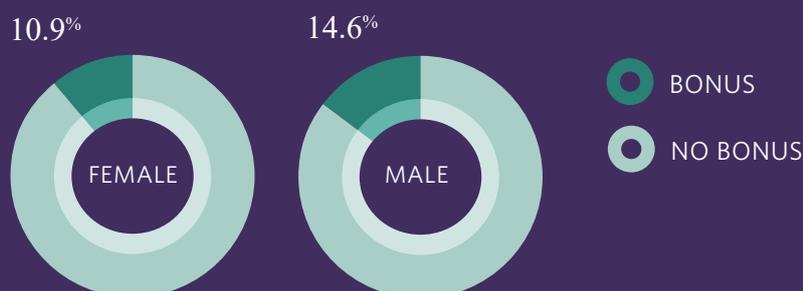
**MEAN:** The difference between the mean (average) hourly rate of pay (or bonus) for all men and all women.

**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.

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

### 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 2017

MEAN	MEDIAN
48.1%	50.2%

## UNDERSTANDING OUR RESULTS

Having looked at our pay data in some detail we are confident that men and women in the firm are paid equally for doing equivalent jobs. Our mean gender pay gap of 19.6% is smaller than the mean for the UK legal sector, which is 24%. Our median gender pay gap of 26.6% is slightly higher than the UK legal sector median, which is 25.7%.

Our pay gap exists primarily because of the number of men and women within different roles in the firm. We have more women than men in every quartile but this is particularly the case in the lower and lower-middle quartiles. Our secretarial and business services roles, which are mostly found in the low-middle and lower quartiles, have a very high proportion of female employees. The proportion

of qualified lawyers is much higher in the upper-middle and upper quartiles. To illustrate this point we can see that when we separate out our pay gap into fee earners and non-fee earners our gap becomes much smaller.

The distribution of role types also affects our bonus gap too. Although more women than men received a bonus, the proportion of men receiving a bonus was higher. The value of bonuses awarded to men tended to be higher because of the distribution of their roles and as a result of a very small number of people who were remunerated primarily by means of a bonus.

While it's important to understand the reasons for our gap, what is more important is what we plan to do about it.



Ian Wattie -  
MANAGING PARTNER

## GENDER BALANCE – RESPECT, INCLUSION AND DIVERSITY AT BURNESS PAULL

We want Burness Paull to be the best firm to work for. Respect for everyone; with opportunities to grow, develop and progress your career.

We want everyone to bring their best selves to work and to feel comfortable being who they are.

We recently set an initial target of having 30% women in our partnership by 1 August 2020. Currently 25% of our partners are women.

Burness Paull has also become 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%. A member of the senior leadership team will join on behalf of the firm. We're excited to be the first Scottish based law firm to join the 30% club.

We will continue to monitor the gender

impact of our reward processes, making sure that decisions about pay and bonus are made fairly and that there is a rigorous process to check that's happening.

When recruiting we will make sure we attract a diverse pool of candidates and ensure that our selection and promotion processes are monitored and reviewed.

The Diversity and Inclusion Group has sought the views of everyone in the firm and will set up support networks in response to the feedback received. In addition they will create an action plan, with the backing of the board, to address issues and barriers to gender equality. They will look at areas such as agile/flexible working, recruitment, promotion, support for parents and carers, training, coaching, mentoring and sponsorship.

We recognise that there is still much work to be done and we are committed to doing it.



**I confirm the data reported is accurate.**