



Gender Pay Gap Report

2019

Our employee gender pay gap report

Our aim is to be recognised as 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 where women aspire to work, which 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 of 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, a similar role or work of equal value.

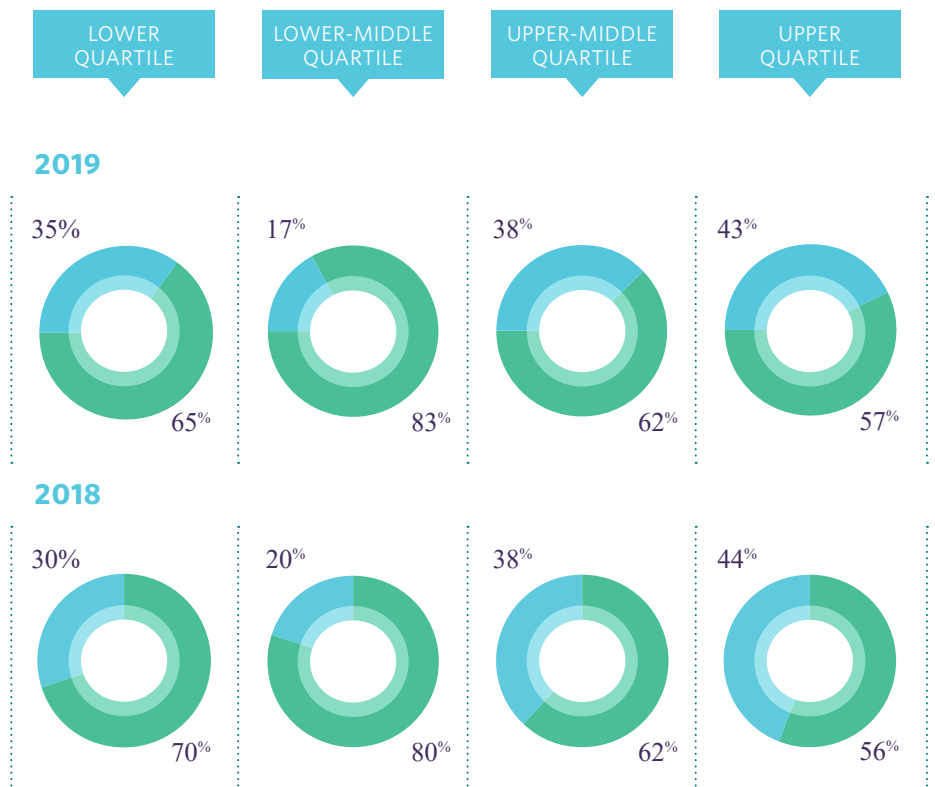
PAY DATA

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 2019

MEAN	MEDIAN
12%	13.4%

5 APRIL 2018

MEAN	MEDIAN
20.1%	19.8%

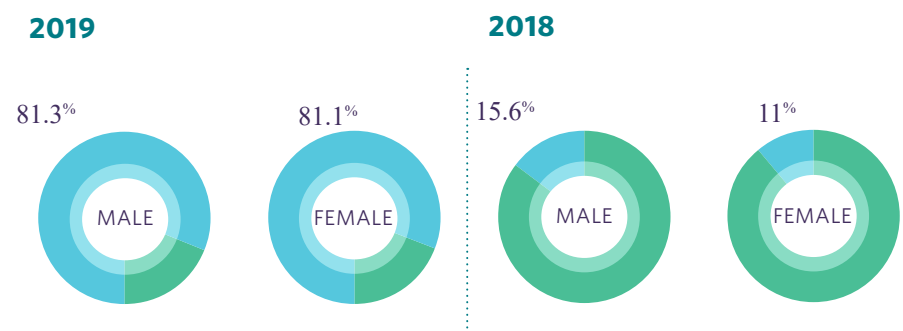
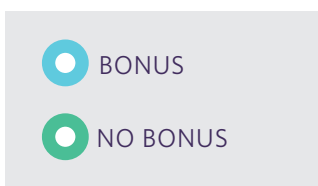
If we split the gender pay gap into fee earning and non-fee earning roles the gap is much smaller than our overall figure:

2019	MEAN	MEDIAN
FEE EARNER	3.5%	2.6%
NON-FEE EARNER	6.1%	-8.9%

2018	MEAN	MEDIAN
FEE EARNER	13.6%	6%
NON-FEE EARNER	12%	-2.3%

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 2019

MEAN	MEDIAN
27.8%	27.2%

5 APRIL 2018

MEAN	MEDIAN
39.7%	31.2%

Our partner gender pay gap report

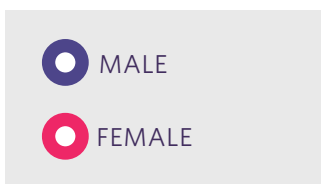
The following information relates to our partner gender pay gap. Partners are specifically excluded from the legislation but we feel it is important, and consistent with our openness and transparency, to share this information.

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.

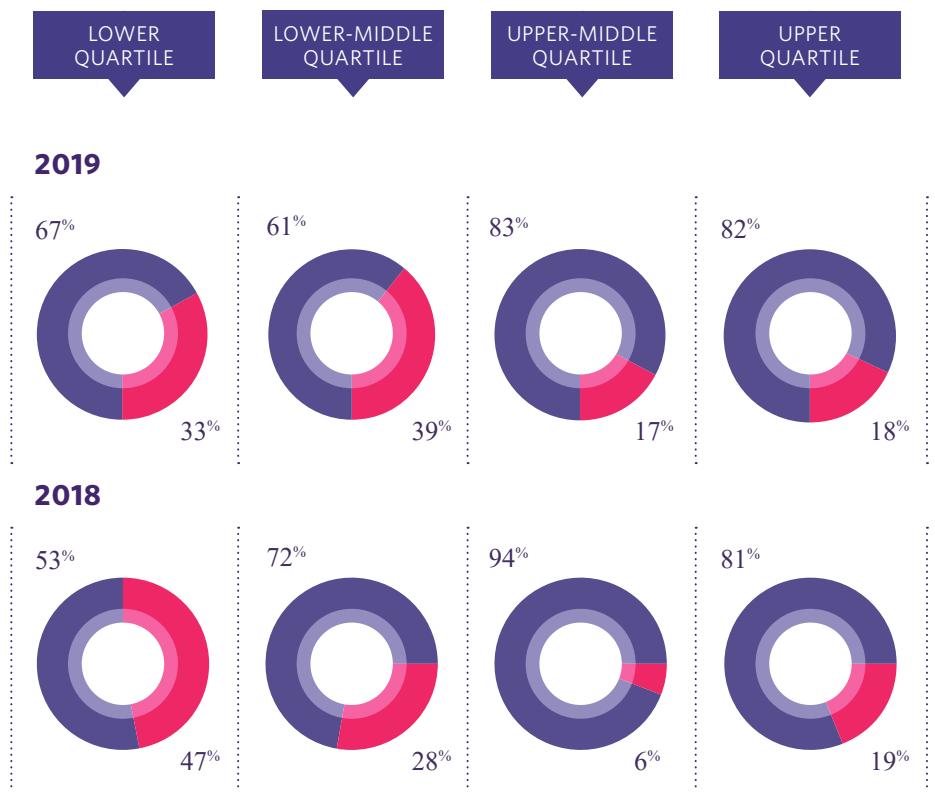
PAY DATA

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.

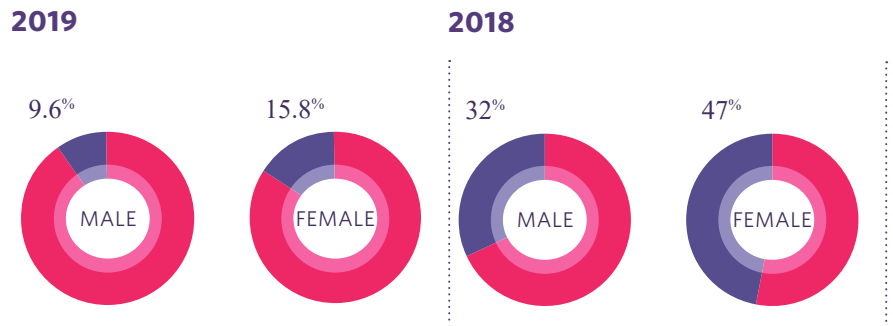
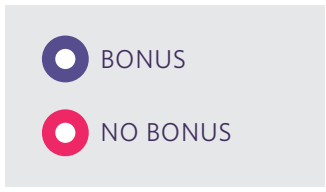
MEDIAN: The difference between the 'middle' annual profit including bonus for all men and the 'middle' annual profit including bonus for all women partners when ranked in numerical order.

Difference between male and female annual profit including bonus:

2019		2018	
MEAN	MEDIAN	MEAN	MEDIAN
22.5%	46.8%	24.9%	55.1%

BONUS DATA

Proportion of men and women receiving a bonus:



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:

2019		2018	
MEAN	MEDIAN	MEAN	MEDIAN
46.6%	29%	50.6%	18%

UNDERSTANDING OUR RESULTS

For the second year running our results show some improvement year on year. Our median pay gap has reduced by a further 6.4% and our median bonus gap has reduced by 4%.

We know the way in which the firm is structured provides a challenge in reducing our gender pay gap. Much like other professional services firms, there are many more women than men in secretarial and business services roles, and these roles are typically found in the lower and lower-middle pay quartiles. When we split out fee-earner and non-fee earner roles we can see that the gap is much smaller.

We are encouraged by these improvements but remain focussed on closing the gap where we can.



Tamar Tammes -
MANAGING PARTNER

RESPECT, INCLUSION AND DIVERSITY AT BURNESS PAULL

Respect and inclusion are fundamental to the way we operate at Burness Paull. We recognise that everyone is different and we are continually working to create a culture that respects and values diversity. We are fully committed to equality of opportunity for all and the promotion of an inclusive culture in which our employees can thrive.

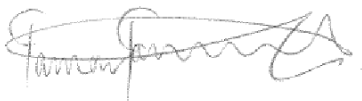
We have made some changes in the last 12 months. We ran a series of employee sessions to discuss our gender pay gap and from those discussions we have introduced a salary review group comprised of our respect and inclusion (R&I) champions, to increase transparency and consistency when looking at salary increases and bonus. We also held employee sessions to explore how we can make our employee bonus schemes more transparent and are working on introducing revised schemes.

We launched the BelIncluded strategy group made up of partners, senior leadership and the firm's Chair. They will set the agenda for our BelIncluded working group. We continue to promote diversity and inclusion through our R&I champions and our employee networks are growing.

To support our R&I strategy, we have introduced unconscious bias training for all partners, senior managers and those on our Developing Leaders Programme. We will be rolling this training out to all employees in 2020.

To ensure our practices and policies are as inclusive as possible we have committed to carrying out a full review of our policies this year and we have successfully rolled out a confidential whistle-blowing platform to support our zero tolerance approach to discrimination, bullying, harassment and any behaviour that is contrary to the values of respect and inclusion.

We are not where we would like to be yet. We know there is more we can do and we are committed to delivering these improvements in the year ahead.

A handwritten signature in black ink, appearing to read 'Tamar Tammes'.

I CONFIRM THE DATA REPORTED IS ACCURATE.

