

# Burges Salmon

## Gender Pay Report 2017



**Our culture is open and collaborative and we promote an inclusive working environment, so that we continue to recruit, retain and motivate the highest calibre of people across the business. We strive to ensure that our people feel that they can be themselves at work.**

Diversity and inclusion are integral to our people strategy. The values set out in that strategy underpin all that we do. Our diversity and inclusion group is tasked with supporting the delivery of the strategy and meets on a regular basis to ensure our priorities are being met. The group is chaired by a partner, our chief people officer is a member and both are members of the Firm's board.

We were one of the first law firms in the UK to offer Trailblazer solicitor apprenticeships and in 2017 we were listed 17th in the UK's first-ever national Social Mobility Employer Index.

Gender diversity is one of our key diversity and inclusion priorities.

### Pay and Bonus Gap

	Mean	Median
Hourly pay	23.3%	35.2%
Bonus paid	39.5%	20.3%

The table above shows our mean and median hourly gender pay gap as at the snapshot date of 5 April 2017 and the mean and median difference between bonuses paid to men and women in the 12 months up to 5 April 2017.

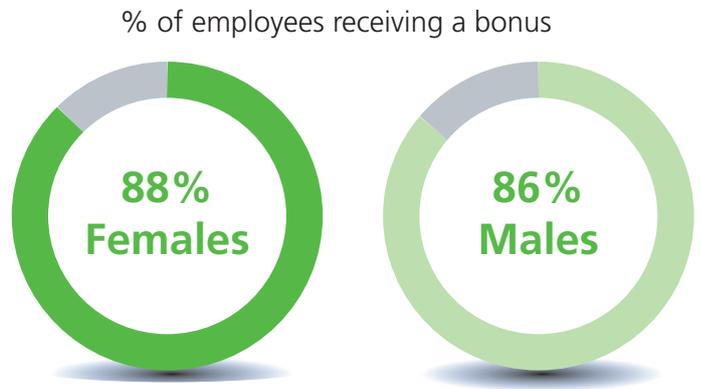
Our analysis shows that the main reason for our gender pay gap is due to the uneven distribution of men and women across our organisation.

- 65% of our people are women.
- 25.5% of our women work in secretarial roles. Virtually all of these secretarial roles are performed by women and are typically lower paid when compared with lawyer roles. This is similar across the legal sector.
- The mean gender pay gap significantly reduces when we remove these roles from our analysis.

## Bonus gap

Two factors influence the mean bonus gap:

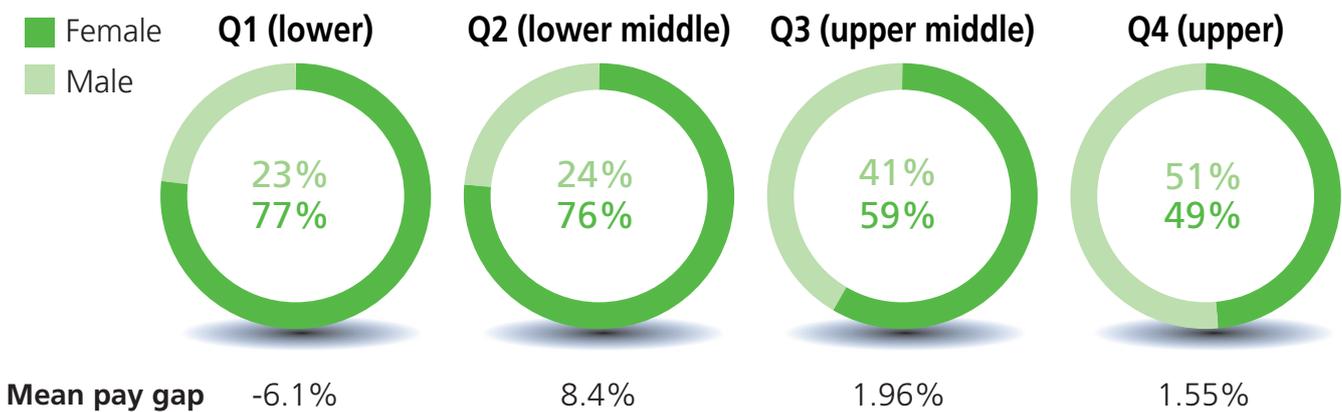
- 93% of those who work part-time are female and bonuses are pro-rated.
- 76% of those in the lower two quartiles are female and bonuses are based on percentages of salaries.



We are confident that men and women have an equal opportunity to earn a bonus. Nearly all our people receive a firm-wide bonus linked to the performance of the firm.

## Pay quartile analysis

We have analysed the pay gap within each quartile and find the following:



Our analysis shows that the gender pay gaps within each quartile are small because our approach to salary setting is gender neutral. Our lawyers are all paid according to a salary model linked to their performance grades, which are equally distributed between women and men.

I can confirm that the data in this report is accurate.

Robert Halton  
Chief People Officer  
Director of Burges Salmon Company Limited