

Bristows

Gender Pay Gap

Report 2021

Bristows is committed to creating and maintaining an environment which rewards its staff and partners on merit. We recognise and value the contributions of everyone we employ and work hard to ensure that our systems and processes are fair and equitable.



Gender pay gap

at Bristows

We confirm that this data, calculated for the snapshot date of 5 April 2021, is accurate and is being published in accordance with the UK Government's requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Liz Cohen
Managing Partner



Marek Petecki
Managing Partner



5.4%

The mean gender pay gap

16.1%

The median gender pay gap

94.6%

The number of male employees receiving a bonus

98.1%

The number of female employees receiving a bonus

6.9%

The mean gender bonus gap

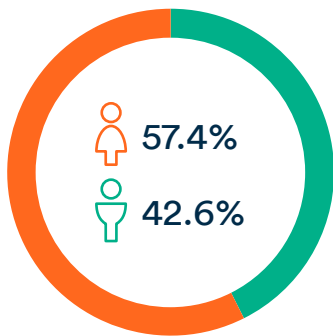
28.4%

The median gender bonus gap

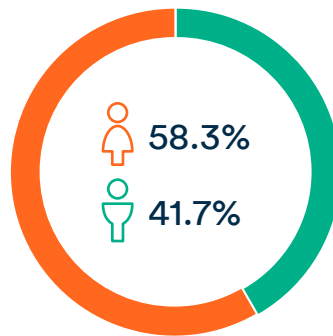


The percentage of males and females in each pay quartile band is:

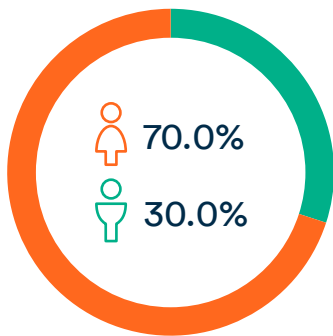
 Women  Men



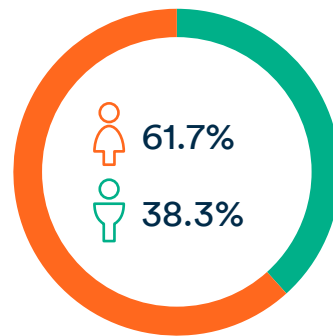
Includes all employees whose standard hourly rate places them in the **upper quartile**



Includes all employees whose standard hourly rate places them in the **upper middle quartile**



Includes all employees whose standard hourly rate places them in the **lower middle quartile**



Includes all employees whose standard hourly rate places them in the **lower quartile**

What these figures mean

Analysis of our gender pay gap

This is the first year in which our employee numbers have met the threshold for publishing these figures and we are pleased to note that our mean gender pay gap is at **5.4%**, which is significantly lower than the industry average.

Our median rate is at **16.1%**, higher than average, mainly as a result of having more female employees within the lower quartiles of pay, especially the secretary population which makes up circa 10% of our workforce.

5.4%

The **mean** gender pay gap

16.1%

The **median** gender pay gap





Employee pay at Bristows

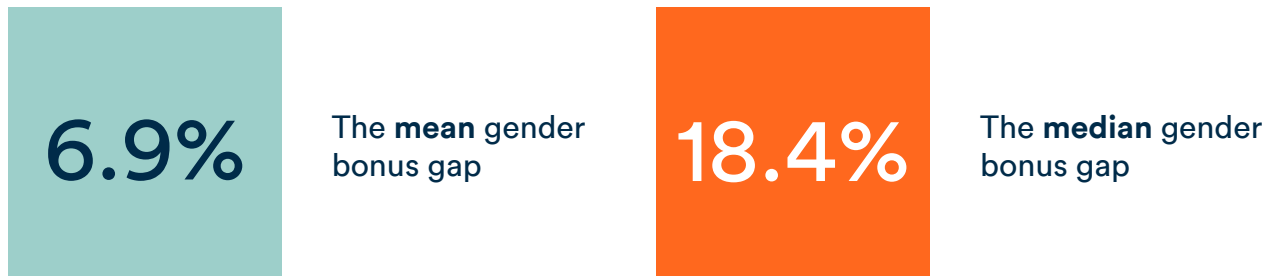
The majority of our legal staff are paid according to bands which are set with reference to years of post-qualified experience. This ensures that rates are equalised across each level.

More senior lawyers' pay can vary more because their performance is evaluated against criteria set in a published competency framework. This assessment then feeds into a tiered structure which is linked to a percentage increase.

Our Business Services staff salaries are calculated with reference to a combination of industry benchmarks and performance.

Analysis of our gender bonus gap

We operate an annual bonus system based on the previous year's financial performance and which applies an equal percentage across all staff.



The higher presence of women in business services roles in the lower quartile of pay explains the gap in the median bonus, in addition to the fact that bonuses are pro-rated for part time staff, many of whom are women.

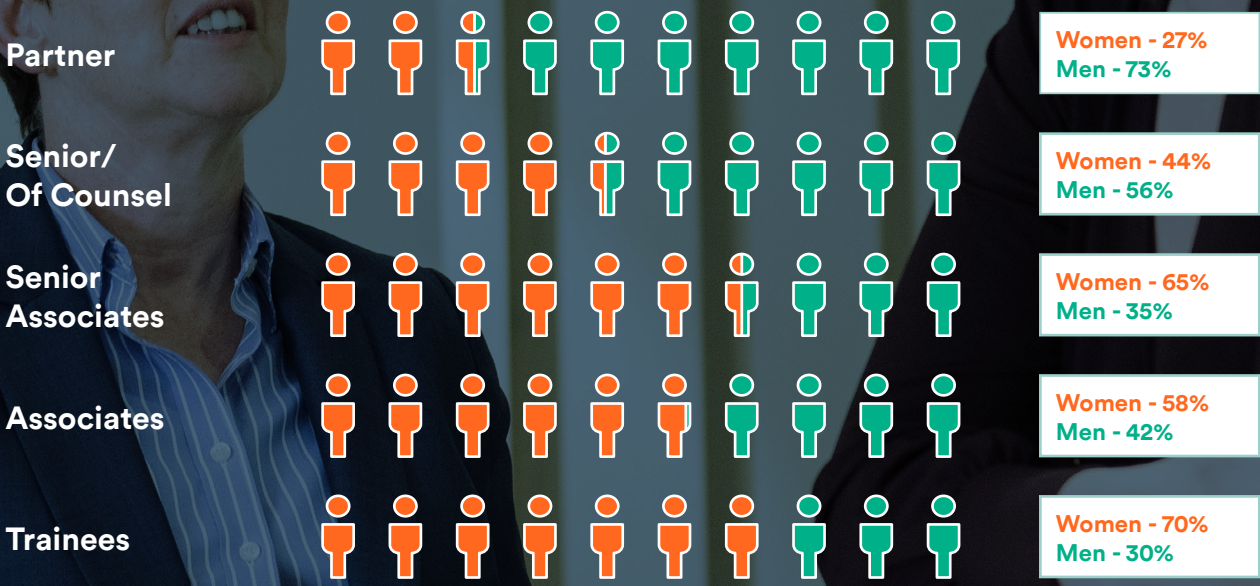


Our gender picture

The table below shows the distribution of women and men by fee-earner level across the firm. The data shows a strong pipeline of women at the senior level, as **65%** of Senior Associates and **44%** of Of Counsel and Senior Counsel are women.

We recognise that women are currently underrepresented in the partnership, however much work has been done and continues to be done to maintain a 50:50 gender-balanced partner promotion pipeline.

Figures from our Senior Associate promotion process are encouraging as, since 2020, **11 out of 18** promotions have been female associates.



65%
of Senior Associates
are women

44%
of Of Counsel &
Senior Counsel
are women

75%

of business support
leaders are women

69%

of middle-managers
are women

We are proud to have been the first city firm to have a woman as a Joint Managing Partner and the third woman to hold the role is currently in place. Similarly, the firm's first female Senior Partner recently completed her two-year term in the role.

Business
Services



Women - 54%
Men - 46%

Secretaries



Women - 100%
Men - 0%

Leadership &
Management



Women - 75%
Men - 25%

Middle-
Management



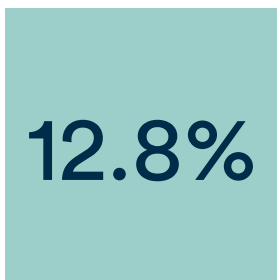
Women - 69%
Men - 31%



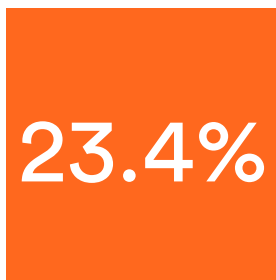
Partner pay gap

The nature of a LLP means that partners receive a share of profit rather than a salary and are excluded from the statutory pay gap reporting requirements. However, we report these figures below to show the full story of our firm and to be as transparent as possible.

Partner pay gap



The **mean** gender pay gap



The **median** gender pay gap

Women - 27%
Men - 73%



Bristows is a full equity partnership and we use a pure lockstep remuneration system. Our partners share the profits of the firm equally according to a points system based on how many years they have been a partner, with the highest level after ten or more years.

Our pay gap figures above reflect the fact that we currently have fewer female partners at the top of the lockstep, which is partly due to the recent retirement of some of our most senior women.

We are pleased to note, however, that the gap is smaller – and in some instances negative – at the more junior end of our partnership. Our ongoing efforts to promote female partners is going well and we are currently looking at a healthy pipeline of female Senior Associates on the partnership track. We are confident this will start to have an impact on the partner pay gap numbers in the coming years.

How we promote gender equality

At firm and individual level we do all we can to treat all people fairly and with respect, whether they are colleagues, clients, or suppliers. This pledge enriches our work and our working lives, and we absolutely believe it has played a key part in our success over the years.

We are committed to ensuring that no one at the firm is treated less favourably because of their gender. We recognise the challenges that the legal sector faces in improving gender diversity and the retention of women in the legal sector.

Amongst our lawyers, much work has been done and continues to be done to maintain gender balance. By way of example, we have a very strong pipeline of senior women to be promoted to the partnership over the next 24 months.

We know there is more to do in terms of gender equity and we are committed to ensuring that our successes to date are a springboard to greater progress in this area.

Current initiatives designed to assist us in addressing issues of gender imbalance both within our own firm and more widely include:

New policies and benefits focussed on **female health** (menopause, fertility, pregnancy loss and domestic abuse) as well as a **new remote working policy**, which enables a greater work life balance

A thriving **Women's Network**, sponsored by two partners, which works to raise awareness of **gender equity** through educational and social activities

A **series of talks** by female partners sharing their career journeys and experiences. The initiative has been well received by junior lawyers currently navigating their own careers and has also helped educate allies by demonstrating how they can support female colleagues in reaching their full potential

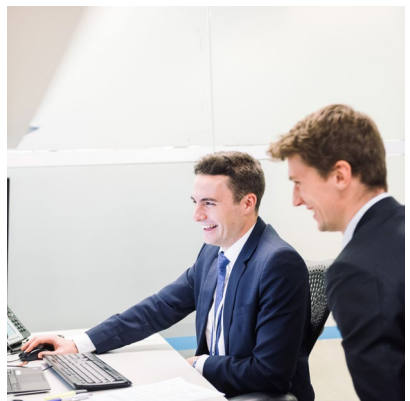
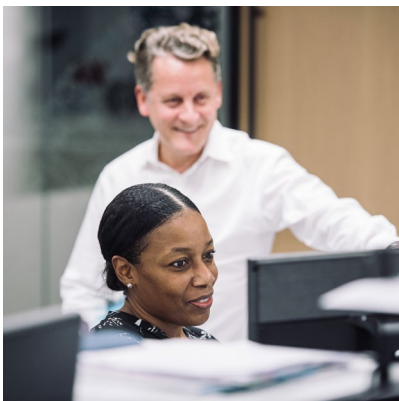
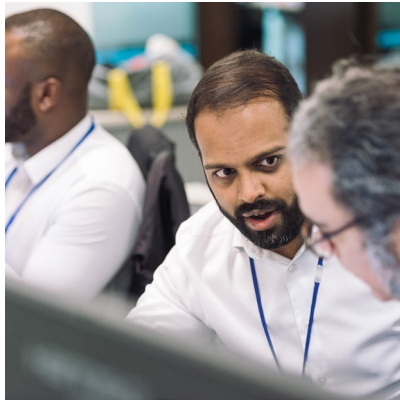
Providing support to employees returning from **family leave**. We encourage open development conversations before and after family leave and we believe in creating a culture that views flexible working as a benefit for the firm and our staff

11/18

promotions have been female Associates since 2020

#1

We were the first City firm to have a woman as a Joint Managing Partner



[bristows.com](https://www.bristows.com)

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