

Bristows

Gender Pay Gap

Report 2024

Bristows is committed to creating and maintaining an environment in which our staff and Partners are rewarded 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 the data in this report is accurate as of 5 April 2024, and is being published in accordance with the UK Government's requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Adrian Sim
Managing Partner



Steve Smith
Managing Partner



10.2%

The **mean** gender
pay gap

36.7%

The **median**
gender pay gap

98.9%

The number of **male**
employees receiving
a bonus

97.4%

The number of **female**
employees receiving
a bonus

15.4%

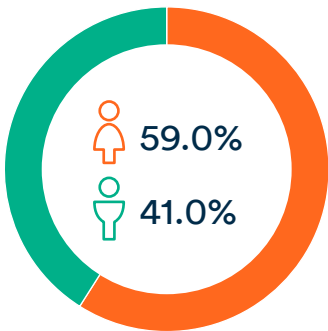
The **mean** gender
bonus gap

40.5%

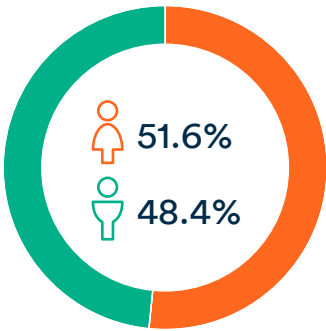
The **median** gender
bonus gap



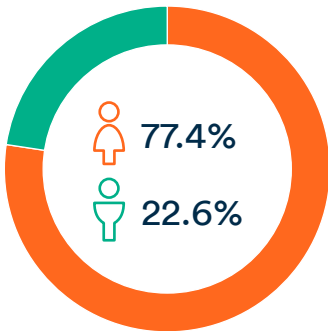
The percentage of males and females in each pay quartile band is:



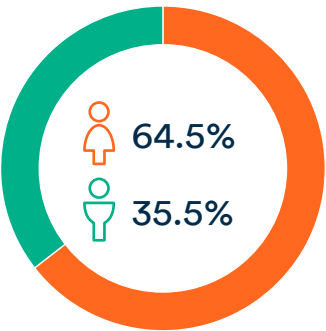
Includes all employees whose standard hourly rate places them in the **upper quartile**



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

Our mean gender pay gap is **10.2%**, which is lower than the 2024 average figures for both the legal profession (17.6%) and the UK (13.1%).

Our median gender pay gap is **36.7%**, which is higher than the **UK average of 13.1%**. This is primarily due to a higher proportion of female employees occupying roles within the lower pay quartiles. Over the past few years, we have seen an increase in the number of women advancing to partnership positions, moving out of the higher pay quartiles for employees, and so bringing the female averages down.

10.2%

The **mean** gender
pay gap

36.7%

The **median** gender
pay gap



Employee pay at Bristows

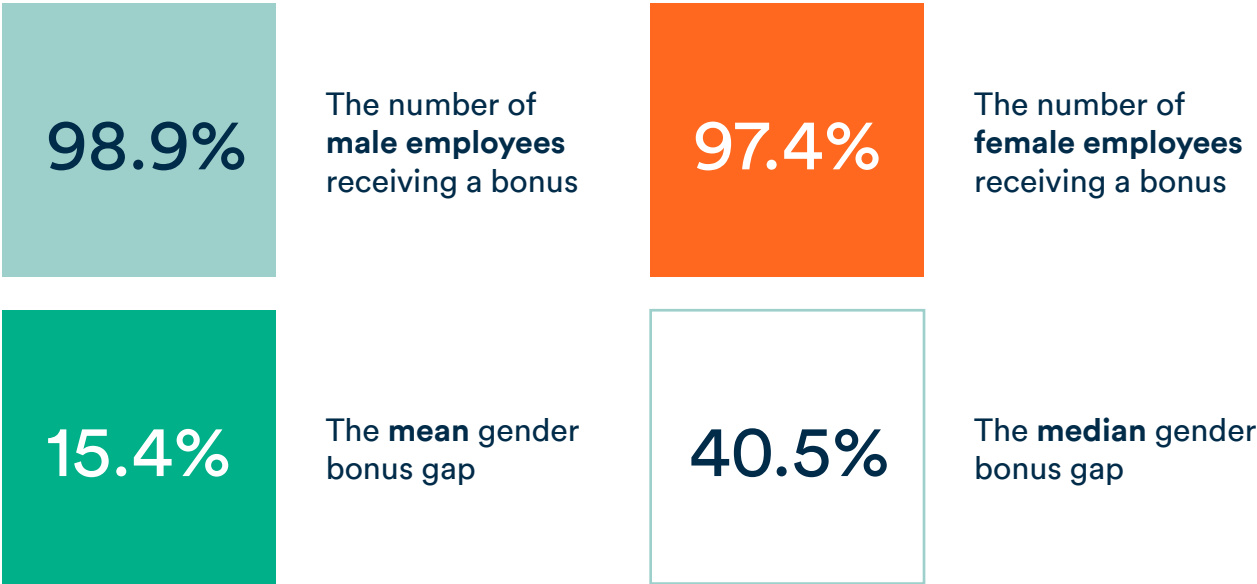
The significant majority of our legal staff are paid according to bands which are set with reference to years of post-qualified experience. This ensures that rates are equalised across each level. There are no pay gaps at each level.

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

Analysis of our gender bonus gap

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

We’re committed to being open about how these figures come together so for context around the bonus data and the difference between genders, the data we submit includes everyone employed on the snapshot date of 5 April 2024 and looks at bonuses received over the previous 12 months. Employees who join the firm after 1 January don’t receive a bonus. As a result, those who joined between 1 January and 1 April 2024, 10 people in total, are recorded as not having received a bonus. This works out to around 3.7%, which aligns with the bonus pay gap figures (1.1% + 2.6% = 3.7%).



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 **62% of Senior Associates** and **63% of Of 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 ensure a balanced partner promotion pipeline. **8 out of 11 recent promotions to the partnership** were women.





Directors



Women - 67%
Men - 33%

Managers



Women - 54%
Men - 46%

PAs



Women - 100%
Men - 0%

Business Services



Women - 52%
Men - 48%



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.

26.3%

The **mean** gender pay gap

34.3%

The **median** gender pay gap

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 eleven or more years.

Our pay gap figures shown above reflect the fact that we currently have fewer female partners at the top of the lockstep. There are no gender pay gaps for the top two quartiles. We have a wider gap for the lower two quartiles due to the recent promotion of females into the partnership, including two in our latest round. As the profile changes these gaps should decrease.

How we promote gender equality

At a firm and an 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 strong cohort of Of Counsel and Senior Associates, many of whom are female, who will be pushing for promotion to the partnership over the next few years. We are confident that this will have an impact on the partner pay gap numbers in the future.

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:



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



We have a number of firmwide policies with a focus on **inclusivity and wellbeing** – an inclusion policy, wellbeing days, fertility support, menopause support, pregnancy loss, domestic abuse support, neonatal care support and carers support.



Peppy supports all our employees in areas of health that often fall through the gaps – **menopause, fertility, having a baby, women's health and men's health**. Peppy connects our people to real, human experts, helping them to take control of their health and ensuring they can bring their best selves to work, every day.



Our newest benefit **KareHero**, supports colleagues who are balancing their careers alongside **caregiving responsibilities**. As the UK's only all-in-one caregiver support service, it offers help at every stage of the journey. 74% of those registered for the service are women. Women are four times more likely than men to give up their career to become the family caregiver, and in 2024 Carers UK reported that 59% of unpaid carers were women.



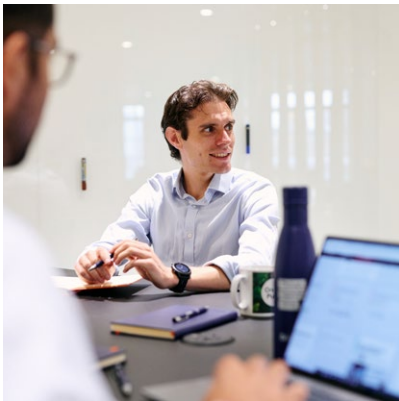
“Better retention of female employees will ultimately result in greater gender equity at all levels of the firm.”

Universal Parental Leave (UPL)

Our new **UPL policy** is a significant step towards greater equity and inclusion at Bristows. By providing **26 weeks’ leave at full pay** to all employees when they welcome a child, **regardless of gender or how they become a parent**, we ensure equal opportunities for all to take on and enjoy caregiving responsibilities. The policy also entitles new parents to a total of **52 weeks of leave**, helping to challenge outdated stereotypes and reduce career pressures that have historically affected women.

While this policy is a transformative step, it is one of several initiatives aimed at driving real, lasting change. Better retention of female employees will ultimately result in greater gender equity at all levels of the firm. We remain dedicated to this, knowing that meaningful progress takes time but is essential for building a fairer workplace.





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