

Bristows

Gender Pay Gap

Report 2025

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.



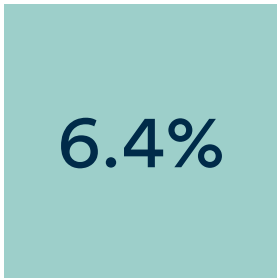
Gender pay gap at Bristows

We confirm that the data in this report is accurate as of 5 April 2025, 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



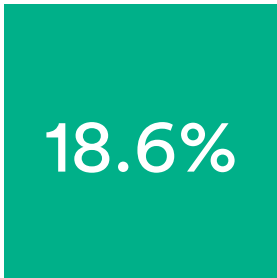
The mean gender pay gap



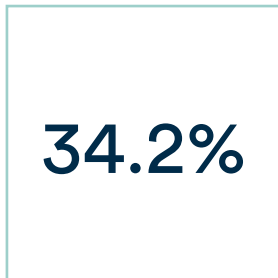
The median gender pay gap



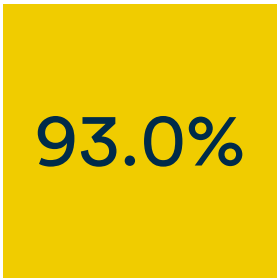
The number of male employees receiving a bonus



The mean gender bonus gap



The median gender bonus gap

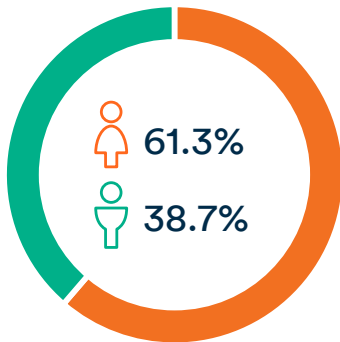


The number of female employees receiving a bonus

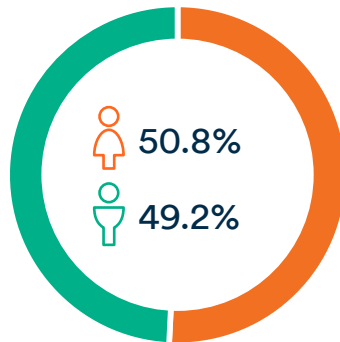


The percentage of males and females in each pay quartile band is:

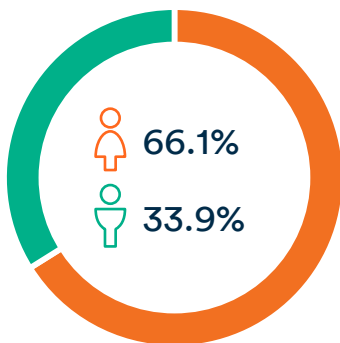
 Women  Men



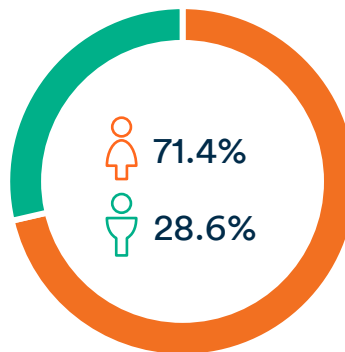
Includes all employees whose standard hourly rate places them in the **upper quartile**



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

Our mean gender pay gap is **6.4%**, which is lower than the 2025 average figures for the legal profession (26%), and the UK (11.2%).

Our median gender pay gap is **23.9%**, which is higher than the **UK average of 12.8%**. 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.

6.4%

The **mean** gender pay gap

23.9%

The **median** gender pay gap



Employee pay at Bristows

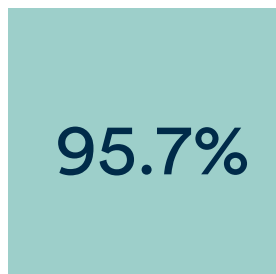
The significant majority of our legal staff are paid according to bands which are set with reference to years of post-qualified experience. This ensures that rates are equalised across each level. There are no pay gaps at each level.

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

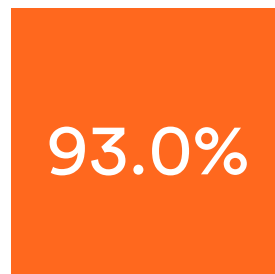
Analysis of our gender bonus gap

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

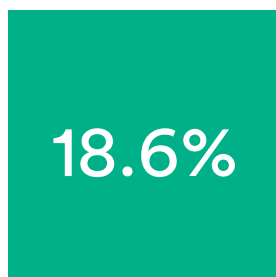
We're committed to being open about how these figures come together so for context around the bonus data and the difference between genders, the data we submit includes everyone employed on the snapshot date of 5 April 2025 and looks at bonuses received over the previous 12 months. Employees who join the firm after 1 January won't have received a bonus. As a result, those who joined between 1 January and 5 April 2025, 15 people in total, are recorded as not having received a bonus. Of those 15, 26% were male and 74% were female.



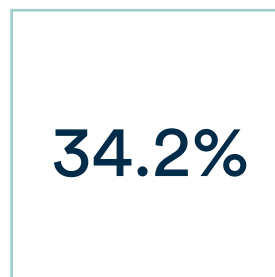
The number of **male employees** receiving a bonus



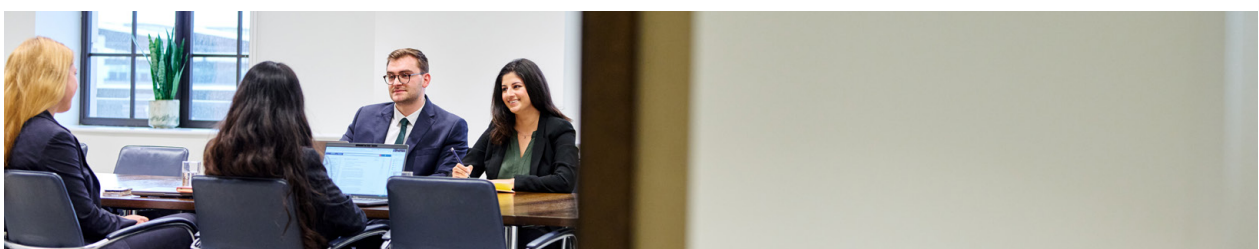
The number of **female employees** receiving a bonus



The **mean** gender bonus gap



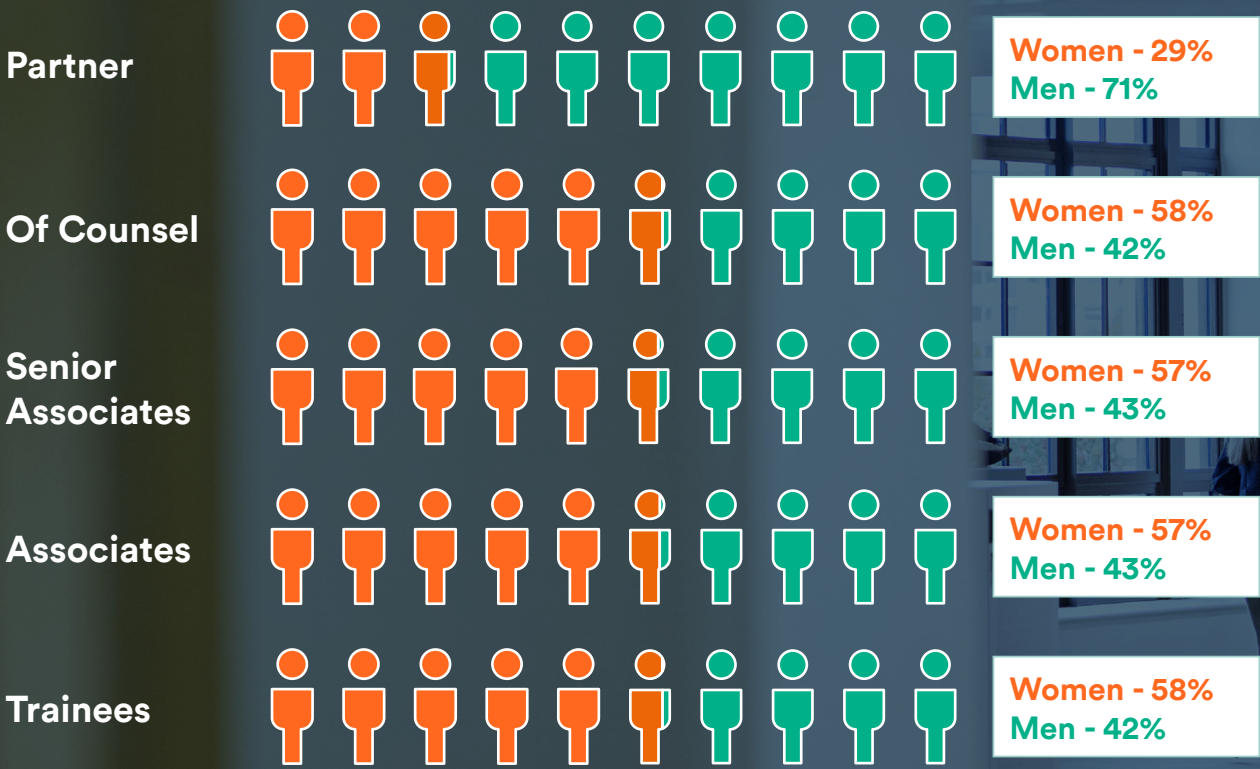
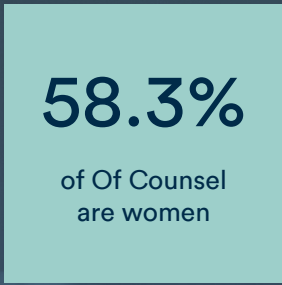
The **median** gender bonus gap



Our gender picture

The table below shows the distribution of women and men by fee earner level across the firm. The data indicates a strong pipeline of women at the senior level, with women accounting for **56.5%** within the **Senior Associate** population and **58.3%** within **Of Counsel** roles.

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. **9 out of 16 recent promotions to the partnership** were women.



50%

of business services directors are women

42%

of managers are women

Directors



Women - 50%
Men - 50%

Managers



Women - 42%
Men - 58%

PAs



Women - 100%
Men - 0%

Business Services

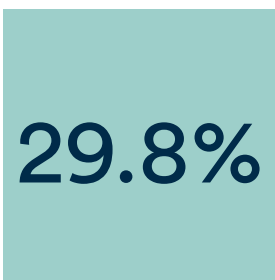


Women - 47%
Men - 53%

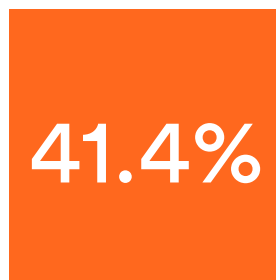


Partner pay gap

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.



The **mean** gender pay gap



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, following recent promotions to the partnership, we currently have a greater proportion of female partners towards the bottom of our lockstep.

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 the legal sector faces in improving gender diversity and retaining women.

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 Senior Associates and Of Counsel, many of whom are women, who are expected to progress to partnership in the coming years. We are confident this will positively influence future partner pay gap figures.

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:



We launched our **Universal Parental Leave Policy (UPL)** in January 2025 which offers **26 weeks' leave at full pay** to all employees when they welcome a child, **regardless of gender or how they become a parent**. We have seen a **100%** take-up and received fantastic feedback from those who have utilised it.



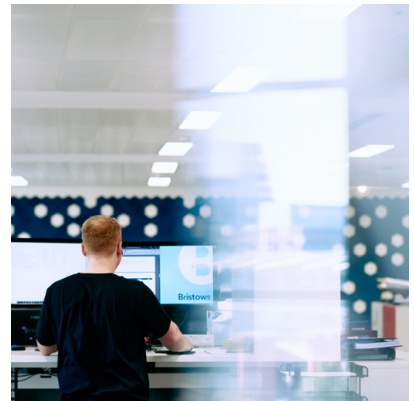
Our 2025 **BEngaged Survey** showed that males are more focused on progressing to partnership (31%) than women (21%). We have launched our **Women's path to partnership project** in response to this, to ensure higher numbers of women feel supported in progressing into and remaining in the partnership.



ConnectHer, the Bristows Women's Bubbles Network, has been designed to bring women across the firm together through small "bubble" groups, creating space to build connections, share experiences and support one another at every stage of their careers. The scheme is initially open to fee earners and will be extended to business services in due course.



KareHero launched in January 2025 to support colleagues balancing work alongside **caregiving responsibilities**. There are currently 38 registered carers, 28 of whom are women (73.7%), reflecting wider trends that show women are more likely than men to become carers over their lifetime. To date, the service has saved around 1,500 hours on care-related support searches and identified over £85,000 in funding and benefits.



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