



GENDER PAY GAP REPORT

2021



Introduction

Equality, diversity and inclusion are integral to our business strategy. We believe that diversity is the cornerstone of innovation and sustainable growth and whilst the events of 2020 have put the spotlight on inequalities across the globe, we continue in our commitment to developing a culture of equality within our firm. We have a responsibility to our colleagues, our clients and customers and the communities in which we operate to set high standards, to report honestly and to maintain our authenticity.

We are constantly evolving our approach to equality, diversity and inclusion, and that means listening to voices from across the business, improving our data capture, refining our policies and partnerships and taking action to create change.

We recognise that some of the differences in our gender pay gap may be the result of legacy approaches and we are actively taking steps to reduce any discrepancy, working with our colleagues to eliminate these over the longer term.

We continue to encourage both agile and flexible working opportunities, and promote our family-friendly policies which support our employees nationally to create a good work-life balance. This applies to all our people, irrespective of gender.



Vivienne Williams
Managing Partner



Liz Partington
Director Of People



What is the Gender Pay Gap and how is it calculated?

Understanding the Gender Pay Gap

A gender pay gap is a measure of the difference in the average pay of men and women across an entire organisation. It does not take into account the nature of an employee's work or their seniority within the organisation. It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of the pay awarded to a male and female employee doing the same, similar or equivalent work.

What is the difference between the mean and median figures?

Our calculations are based on pay data for more than 1,300 employees across the firm as at 5 April 2020, as required in accordance with the gender pay gap reporting regulations.

Median pay gap:

To calculate the median pay gap we hypothetically line up all our male employees in one line and our female employees in another line in order of lowest hourly pay to highest. The median gender pay gap is the difference in pay between the female employee in the middle of their line and the male employee in the middle of their line.

Mean pay gap:

The mean pay gap shows the difference in the hourly rate of pay between male and female employees within our firm.

Bonus pay:

The same approach is used to calculate the difference in median and mean bonus pay. The only difference is that rather than calculate this based on a snapshot on a single day, it is based on bonus pay in the preceding 12 month period to April 2020. The percentage of male and female employees awarded a bonus during this time is also recorded.

Pay quartiles:

This report also includes details of the percentage of male and female employees according to quartile pay bands.

Key reporting figures (April 2020)

Both Equity Partner and Salaried Partner roles are excluded from Gender Pay Gap reporting requirements; however, we have chosen to provide reporting which includes Salaried Partner roles for completeness, which is in line with our 2019 approach and ensures accurate year on year comparisons.

We are pleased that both our mean and median pay gaps have improved on 2019 figures, trends continuing from 2018. The mean and median pay gaps have decreased from 2019 by 6.8% and 5.3% respectively.

Our mean gender pay gap is in line with the 2020 UK average* (0.6% lower) and is 7.1% lower than the 2020 legal sector average* which we believe to be a result of our continued commitment to tangible actions designed to minimise the gap over time.

In respect of the gender bonus gap, the mean and median figures are higher than anticipated and are an increase on 2019 figures. This is due to our gender balance within our lower quartiles, which possess a higher female representation and in the main receive the firm's All Employee Bonus. We are reviewing our current bonus scheme with a view to introducing a new model in 2022.

**GENDER PAY GAP
MEAN** **14.9%**

7.7%

**GENDER PAY GAP
MEDIAN**

**GENDER BONUS
GAP MEAN**

45.9%

71.2%

**GENDER BONUS
GAP MEDIAN**

BONUS PAY RECIPIENTS



45.9%

**PROPORTION OF MALES
RECEIVING A BONUS**

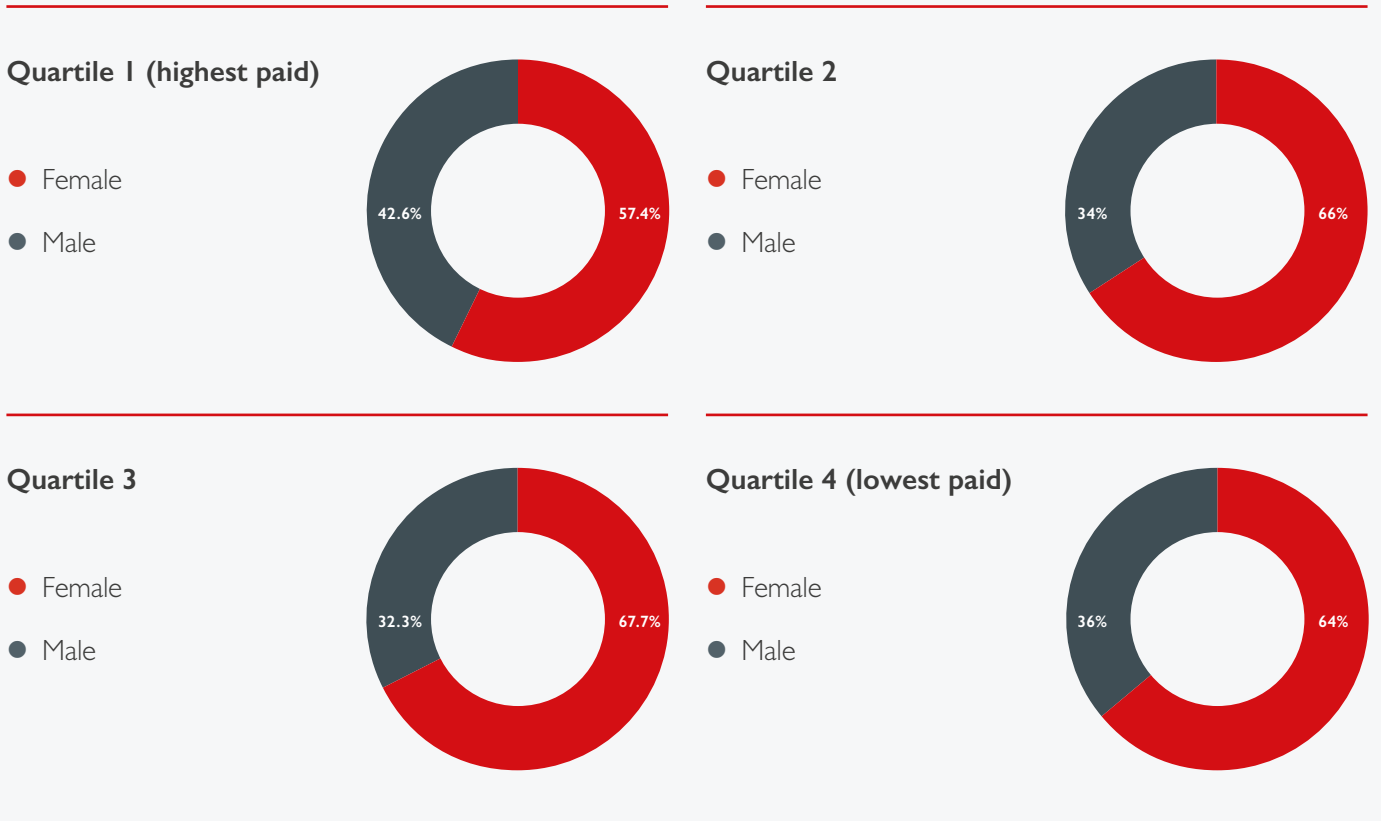


51.9%

**PROPORTION OF FEMALES
RECEIVING A BONUS**

Quartiles

The primary illustration of the effectiveness of the improvement in pay practice, recruitment, and career progression at BLM is the significant increase in the female representation within the highest reporting pay grouping (quartile 1).



*Source ONS 2020



Analysing our data (April 2020) Year on year analysis

Overall Gender Pay Gap

Gender Pay Gap	Mean	Median
2018	20.5%	19.9%
2019	21.7%	13.4%
2020	14.9%	7.7%
Change Since 2018	-5.6%	-12.2%

Like many other organisations, BLM has a disproportionate number of women in administrative, lower-paid roles compared to men which has an impact on our pay gap calculations and this will take time for the firm to address.

The overall improvement has been driven primarily by the introduction of a firm wide grading and salary model in 2018 with the primary goal of embedding consistency and transparency in our pay practices.

Gender Bonus Pay Gap

Year	Mean	Median
2018	33%	29%
2019	36.7%	37.1%
2020	45.9%	71.2%

The Government has stipulated that bonus calculations be based on the actual amounts paid, rather than on a full-time equivalent basis. As the vast majority of our part time workers are female, this has naturally had an adverse effect on our overall bonus gap.

As we also have a higher proportion of women in administrative roles, who would have only been eligible for the fixed rate all employee bonus as opposed to fee-earning or discretionary bonus, this also goes some way to explain this increase.

We recognise that there is significant work to do in relation to the allocation of bonus and we intend to further analyse the data to identify trends and opportunities to rectify the anomalous results for 2020 and further improve gender parity in relation to bonus.



Analysing our data (April 2020)

Year on year analysis

Bonus Pay Recipients

Year	Male Recipients	Female Recipients
2018	48.8%	42.6%
2019	57.3%	65.4%
2020	45.9%	51.9%

Bonus pay recipients have returned to more consistent levels of bonus distribution following a historically high distribution in the 2019 reporting year, with an increased distribution of bonuses to female colleagues representing the higher number of female colleagues working at the firm compared to male colleagues.

Gender Pay Gap By Quartile

Quartile	2018	2019	2020
Q1	10.9%	18.2%	13.4%
Q2	0.8%	-0.1%	1.4%
Q3	1.2%	1%	0.3%
Q4	-7.4%	-1.9%	-3%

We are pleased that the gender pay gap profile across the firm's pay quartiles continues to improve; however, we recognise the need to further redouble our efforts to improve pay consistency across the Upper Pay Quartile (Q1) in the future.

Our actions for 2021-2022

Our understanding of our gender pay gap data is critical to developing the action plan that will assist us in closing this gap over time. We are committed to building on the actions established in 2018 and developing them in line with business needs to ensure equality, diversity and inclusion are embedded across the firm.

These include our commitments to pay the 'real living wage' for all of our colleagues, to provide relevant learning and development, to ensure fair work allocation and encourage career progression for everyone regardless of their current role or gender.

- In 2018 we introduced a set of pay bands across roles within our firm, with the intention of providing a clear and robust pay framework that achieves fairness and promotes equality. As part of our commitment to continuous improvement we will revisit Pay Grading within our Reward Strategy in 2021.
- We have invested in our Senior Leadership Development Programme to develop our future leaders. In our 2020 programme we enrolled more female than male employees, highlighting our commitment to support our people to progress.
- We remain committed to developing, maintaining and supporting a culture of equality, diversity and inclusion for our workforce. We are proud to have been ranked as one of the UK's Top 50 Inclusive Employers for two years running. Following the creation of our EDI steering committee and corresponding networks we have now published our Equality, Diversity and Inclusion Strategy and introduced our quarterly EDI newsletter.
- Our Gender Inclusion Network has been incredibly successful, working across the industry to network and share best practice, also providing us with the opportunity to hear directly from colleagues. Our network lead works closely with our newly appointed Head of CSR and EDI to translate colleagues' lived experiences of gendered issues such as baby loss, fertility, domestic abuse and menopause into policies and practices that support wellbeing and inclusion in the workplace
- We are monitoring the disproportionate impact of COVID-19 on women and this will form part of our CSR and EDI strategy development for 2021-2022
- Our female colleagues are often recognised as role models and we are proud that three of them were shortlisted for the Women in Insurance Awards 2020
- Our Emerging Talent team ensures that all recruitment and selection for Trainee Solicitors and Apprentices provides an equal opportunity for all applicants. In 2020 64% of trainees are female.
- A large proportion of our workforce work part-time and we are proud of this approach. We recently joined the ABI's Making Flexible Work campaign and have committed to the charter; making it clear, making it possible, making it happen to support more people into part-time and job share roles.
- With the advent of hybrid working, we will continue to ensure that all our people make the most of the flexible working opportunities that are available to support wellbeing and encourage a healthy work life balance. We continue to be a member of the Working Families Organisation which gives us access to best practice concerning the adoption of family friendly policies and initiatives and allows us to benchmark against others.

For details regarding other long term initiatives we have at BLM, including our EDI strategy and newsletter, please see our website www.blmlaw.com

We confirm the data reported is accurate and calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

