

# UK PAY GAP REPORT 2022

At BCLP we are determined to drive real and lasting change, and to ensure that our firm places equality of opportunity and fairness at the heart of all we do.



To unleash and nurture the power of inclusion, belonging and diversity as a habit, not an initiative and to create an environment where all in our firm feel valued, respected, celebrated and able to reach their full potential.



Segun Osuntokun, UK Managing Partner

A MESSAGE FROM OUR  
CHIEF PEOPLE OFFICER



Inclusion & Diversity (I&D) enriches the fabric of our culture and makes us a stronger and better firm. BCLP is proud to be creating an environment where all our employees are valued, motivated and able to be themselves.

We are pleased that in addition to reporting on our gender pay gap, and voluntarily reporting on our ethnicity pay gap, we are now able to voluntarily report on our sexual orientation and disability pay gaps for the very first time. Monitoring our firm is a key tool in ensuring equity of opportunity for our workforce.

There is still more work to be done, and it is disappointing to have an increase in our mean and median gender pay gaps this year. Although women make up the majority of our workforce, and are increasingly in more senior roles, we still see a larger proportion of women in more junior roles which structurally contributes to our pay gap.

We are pleased to see improvements in our mean and median ethnicity pay and bonus gap figures and are proud to also see that the total proportion of men and women receiving a bonus is equal at 39.0% for the first time, showing a noticeable improvement on previous years.

Since publishing our pay gap in 2022, the percentage of women in the UK partnership has increased from 29.5% to 32.5% as of March 2023, and we are on track to meet our stretching aspirational goal of attaining 35% women in partnership by 2026. The percentage of ethnically diverse partners in the UK is 13.4% as of March 2023 and we will continue to challenge ourselves to exceed our 2026 aspirational goal of 15% ethnic representation.

Our work to support all talent through the Lead Institute and our additional support of underrepresented talent through our Sponsorship Program continue to positively impact broader representation across all levels of the firm. We are seeing positive results from many of our I&D initiatives aimed at leveling the playing field.

A stylized black ink signature of Hannah Kozlova Lindsay.

HANNAH KOZLOVA LINDSAY  
Global Chief People Officer

## OUR COMMITMENT

In order to drive I&D across the global firm, BCLP has set an action plan with five overarching pillars designed to ensure that I&D and WellBeing are considered in every aspect of decision-making.

These pillars aim to:

Cultivate a high-performing talent pipeline through our inclusive recruitment and promotion processes.

Create a culture of belonging and psychological safety to drive retention and WellBeing.

Educate our leaders to manage, support, and get the best from all of our people.

Ensure inclusion and accountability are woven into how we operate.

Collaborate with clients and industry bodies to amplify our efforts.

## I&D INITIATIVES

Launched in 2020, BCLP set high-reaching aspirational goals for its partnership. This included a firm wide goal for women to make up at least 40% of our partnership and an 18% combined US / UK ethnicity partner goal.

In 2022, BCLP was named a Mansfield certified Plus law firm in the US and UK. The Plus designation indicates firms that have achieved 30% diverse lawyer representation in many of the Mansfield Rule's categories.

BCLP has a long-standing commitment to supporting the career development of all employees. The firm understands that there is still work to be done to increase representation in the partnership and in leadership roles.

Initiatives include:

- The Sponsorship Program offers high-performing senior associates the knowledge to present a successful business case for promotion to partnership. After the inaugural EMEA program in 2021/2022, over a quarter of protégés have already been promoted to partnership.
- In April 2023 BCLP launched Podium, an exclusive and first-of-its-kind leadership communications program. Together with Amplify, a successful internal leadership program, these high-impact training programs focused on developing authentic, fresh and courageous communication. Since running the program in 2021, a number of women have been promoted into more senior roles including partnership.
- BCLP initiated Race for Change in 2015 which provides skills development to Black aspiring lawyers. Following last year's event we have extended fee training contract offers to alumni; 25% of our hires this year were Black and 55% were ethnically diverse.
- BCLP were proud to sponsor the very first Black in Legal event in October 2022. The event had over 200 attendees, including in-house counsel, private practice lawyers, barristers and aspiring lawyers.
- BCLP is participating in a new mentoring program in collaboration with Rare, aimed at ethnic minority junior lawyers, which aims to support Black and ethnic minority lawyers with their legal careers; and increase the retention of Black and ethnic minority lawyers within each firm and across the legal sector.
- We are also pleased to announce our new market leading leave policies, benefiting both primary and secondary carers of children, to support working parents. Enhancements will be made across all of our regions and offices.



Black in Legal Event, October 2022



BCLP Podium Launch, March 2023

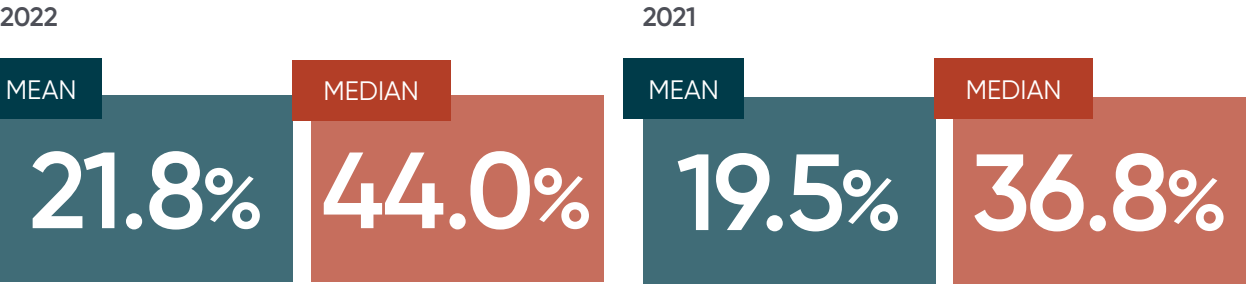
# STATUTORY REPORTING 2022

## GENDER

In accordance with the Regulations, the figures below show the difference between the average hourly pay of men and women, regardless of their role or seniority, and includes bonuses paid within the prior 12 months.

For 2022, we have made some improvements to the methodology we use to prepare our data. The changes cover how we account for our employees, and certain types of pay. These changes have been made due to improved data availability.

### GENDER PAY GAP

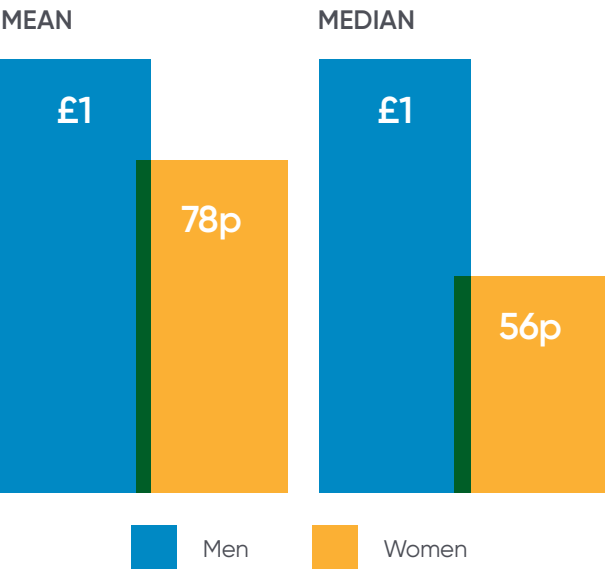


This year we saw an increase in our mean and median gender pay gaps due to a decrease in our female upper middle quartile population, in addition, our exclusively female secretarial pool makes up 18% of the overall population of women, with no similar all-male roles to counterbalance this. If we excluded this pool, our mean falls to 14.4% and the median falls to 27.8%.

Our regional salaries are lower than our London salaries, and 17% of our population of women work in our regional offices. If we segmented regions and secretaries, our London pay gap falls further to 13.2% mean and 21.4% median. In the regions, the mean is -4.3% and the median is 21.7%.

### POUND TO PENCE\*

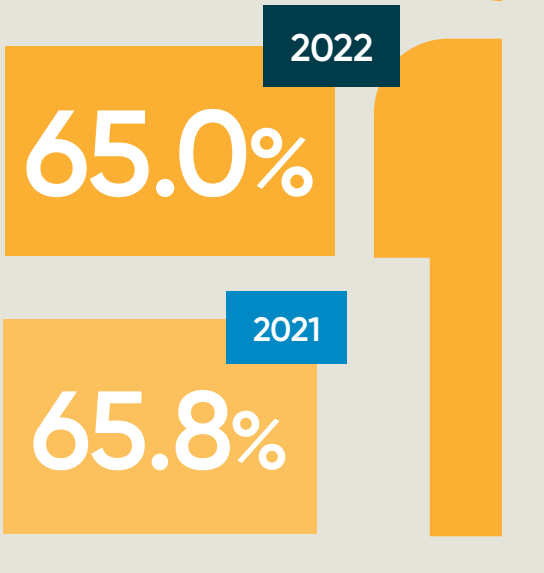
If the average man was paid £1, then the average woman was paid:



\*Using hourly pay definition. 2022 figures only.

### GENDER SPLIT

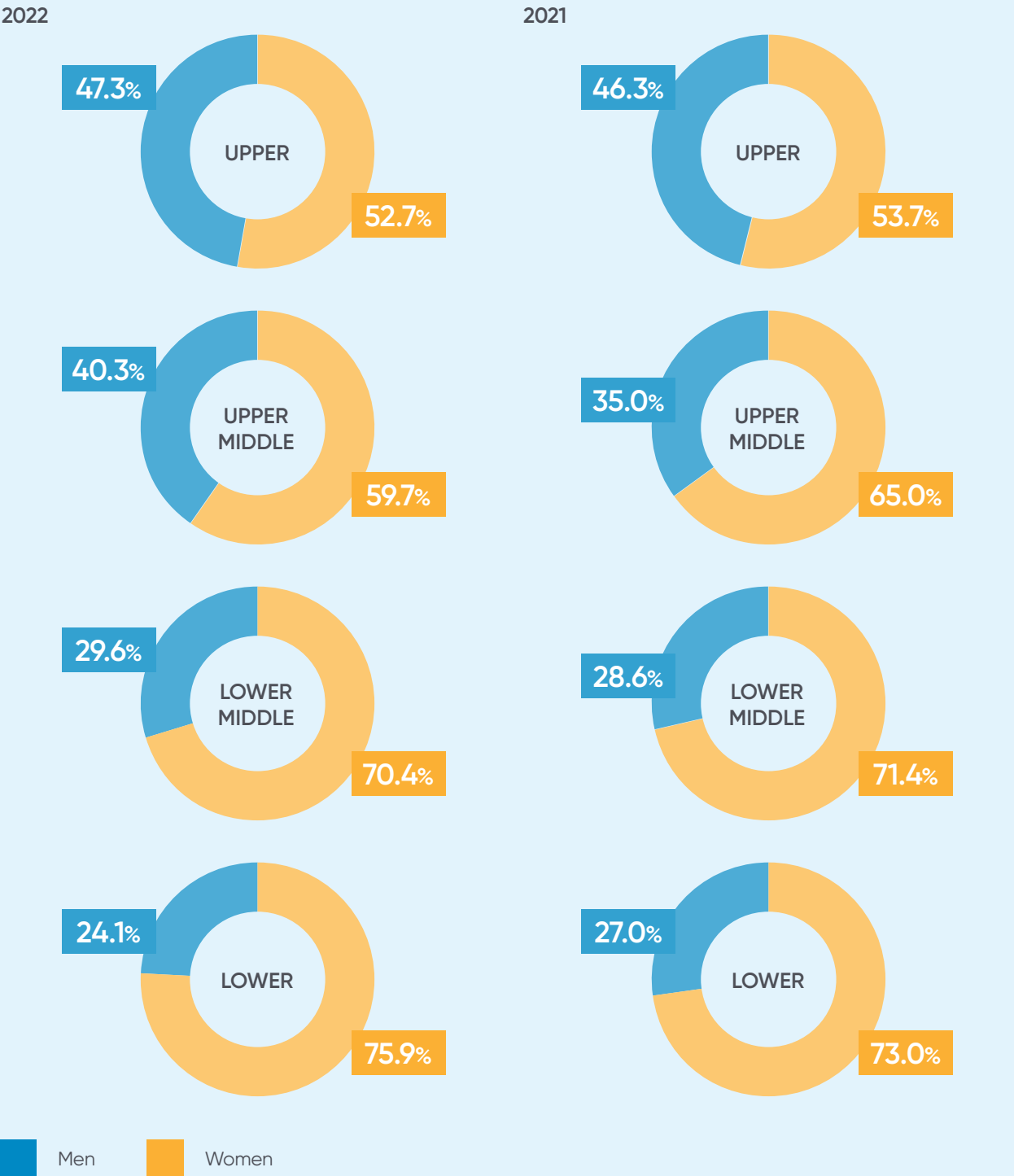
#### FEMALE REPRESENTATION



### GENDER QUARTILES

When reviewing our gender pay gap, we draw up a list of our employee earnings – from the lowest to the highest – and split it into four even groups, called quartiles. This allows us to calculate the proportion of men and women in each quartile and monitor the distribution of pay.

The breakdown of men and women across the pay quartiles is as follows:



# STATUTORY REPORTING 2022

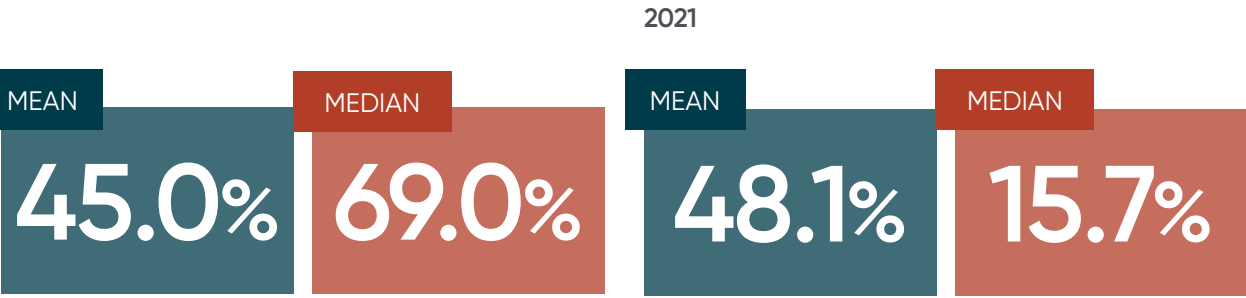
## GENDER

### BONUS PAY GAP

The gender pay gap for bonus pay is the percentage difference in total bonus payments received by men and women within 12 months prior to the snapshot date.

Whilst this year there is no difference in the proportion of men and women receiving a bonus, men make up a larger proportion of senior roles and this affects the bonus gap.

2022



The existing Global Business Services bonus scheme affects these figures, as staff below manager level are currently not eligible for bonus and this group includes a high proportion of women.

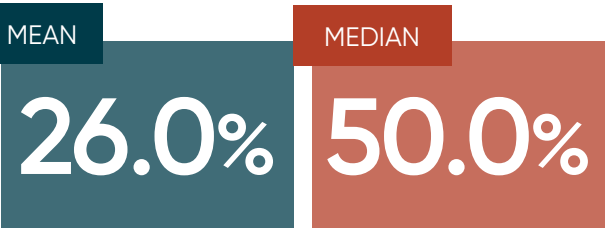
In order to address this we have introduced a new bonus scheme for our Global Business Services colleagues in 2023.

We are pleased to see a continued decrease in our mean gender bonus gap. In line with government guidance, our bonus pay gap includes payments made under our long service awards policy. Although we do not regard them as bonus payments, this has caused an increase in our median gender bonus pay gap as a significant portion of those receiving these payments were women.

The figures below show the bonus pay gap including payments made **only** under our bonus/incentive schemes.

### BONUS/INCENTIVE SCHEMES ONLY

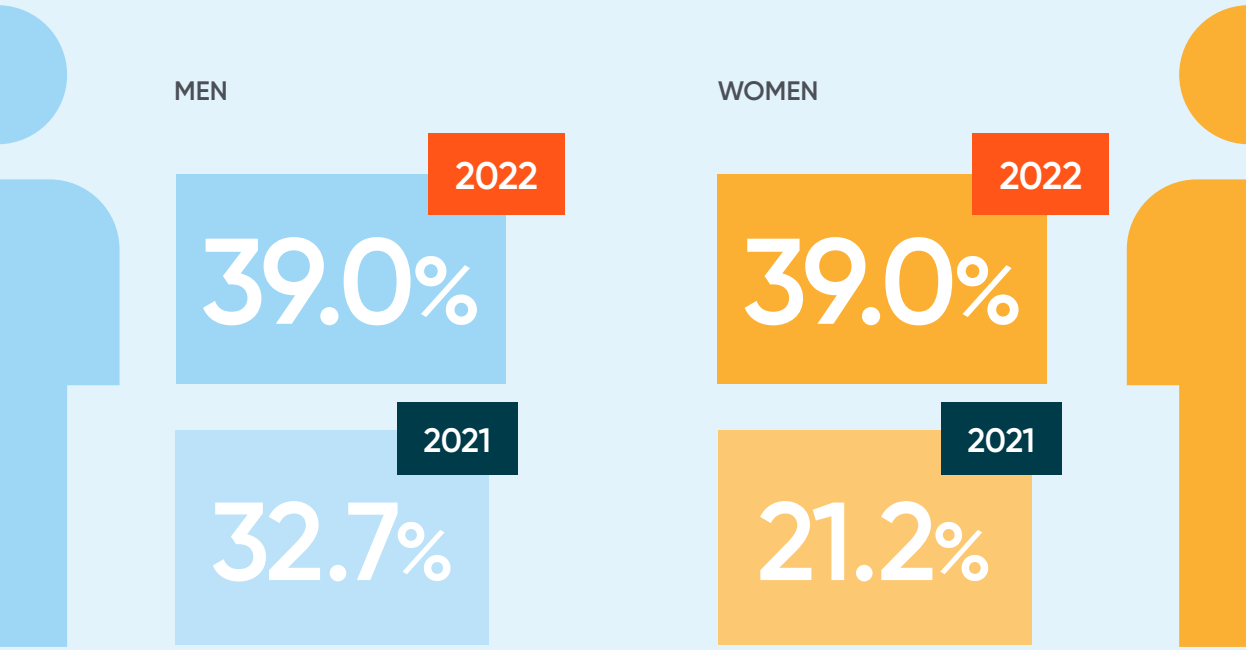
2022



### BONUS PROPORTIONS

We are delighted that the total population of men and women who received a bonus in 2022 is equal, demonstrating an improvement on last year's figures.

We expect to see this further positively impacted by the new Global Business Services bonus scheme in the future.



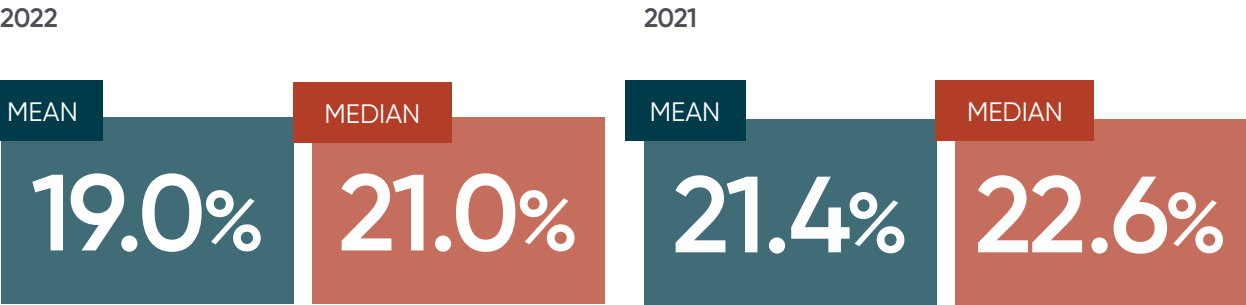
# ADDITIONAL REPORTING 2022

## ETHNICITY

The disclosure of ethnicity data is voluntary. Our ethnicity pay gap data has been produced based on the workforce who have disclosed their ethnic origin, equating to 82.9% of our UK population.

This section shows the difference between hourly pay of ethnically diverse and white employees, regardless of their role or seniority, as at the snapshot date of 5 April 2022, and includes bonuses paid within the prior 12 months.

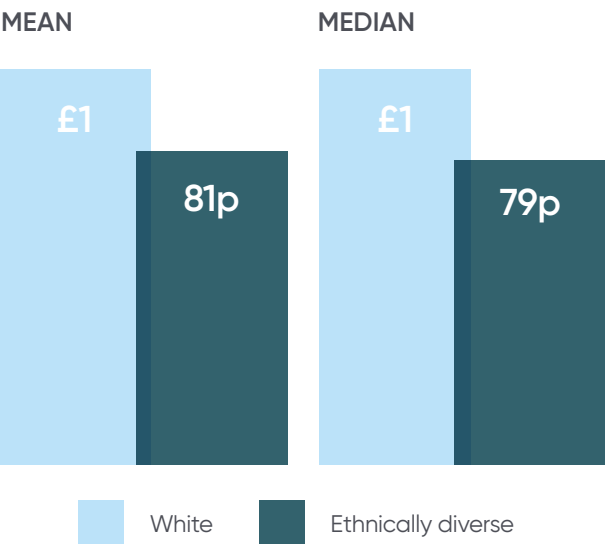
### ETHNICITY PAY GAP



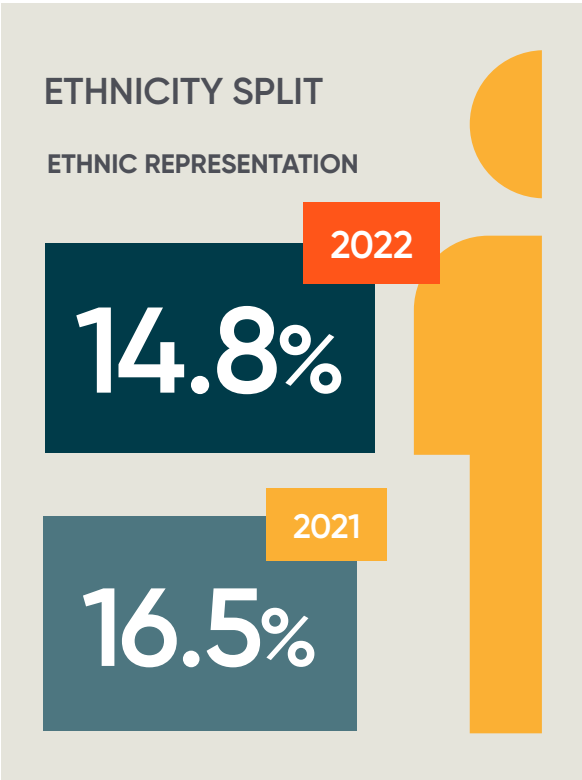
We are pleased that our ethnicity pay gaps have decreased since last year. This is due to the recruitment of senior ethnically diverse staff during the snapshot period.

### POUND TO PENCE\*

If the average white employee was paid £1, then the average ethnically diverse employee was paid:

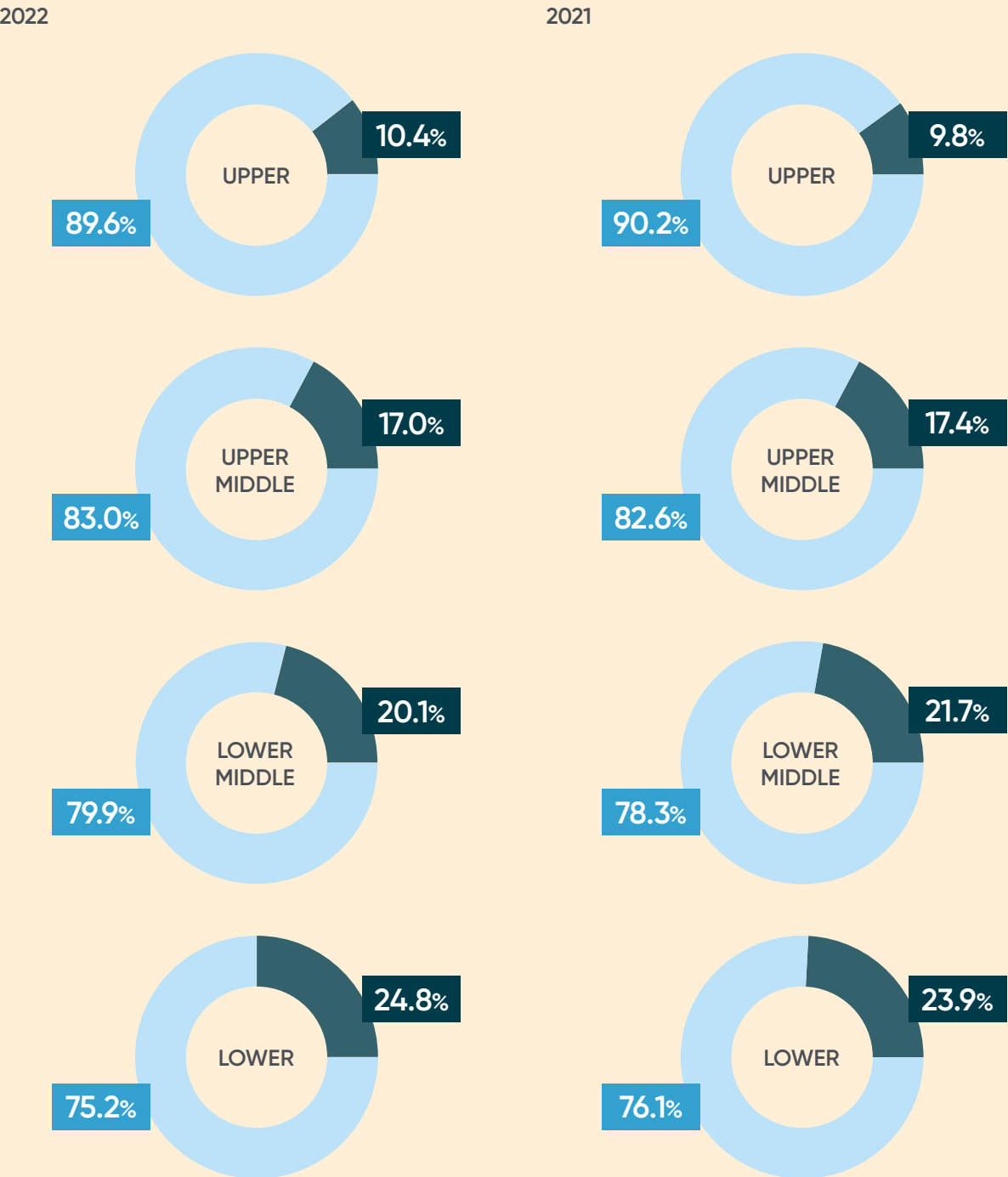


\*Using hourly pay definition. 2022 figures only.



### ETHNICITY QUARTILES

The breakdown of ethnically diverse and white employees across the pay quartiles, is as follows:



White Ethnically diverse

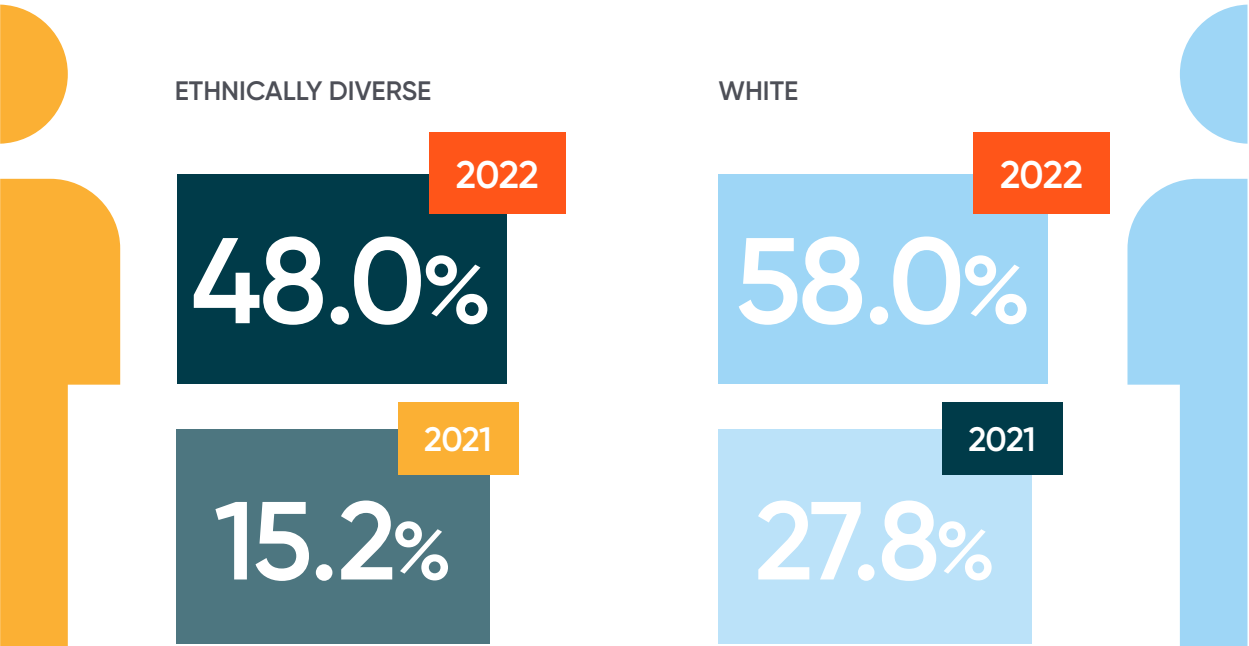
As a result of inclusive recruiting efforts, new senior members of staff identifying as ethnically diverse in the upper quartile have had a positive effect on the ethnicity pay gap.



# ADDITIONAL REPORTING 2022 ETHNICITY

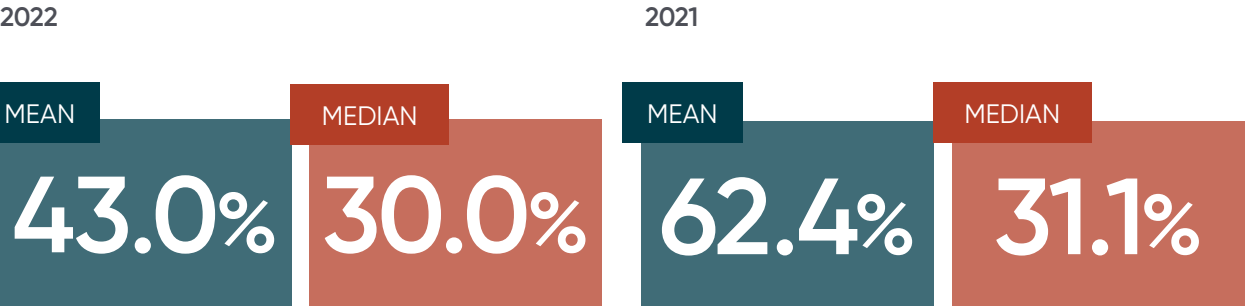
We saw a significant increase in the percentage of ethnically diverse colleagues receiving a bonus. This increase is in part due to the inclusion of payments made under our long service awards policy, alongside changes in how we report bonus data paid in the relevant pay period, as defined in the regulations.

## ETHNICITY BONUS PROPORTIONS



## ETHNICITY BONUS GAP

The below shows the difference in total bonus payments between ethnically diverse and white employees, detailing a decrease this year. This is due to the recruitment of senior ethnically diverse staff during the snapshot period.



# NEW FOR 2022

As a result of encouraging our people to share their diversity information, we have been able to take our additional reporting one step further this year.

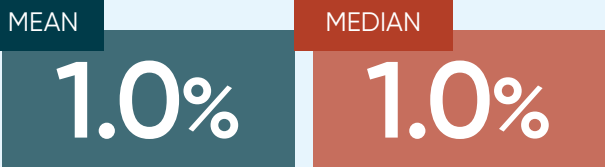
## SEXUAL ORIENTATION

### SEXUAL ORIENTATION DISCLOSURE

Our disclosure rate for this year is **78.6%**. Of those that have disclosed, **4.2%** of employees identify as lesbian, gay, bi, queer or questioning persons and **74.4%** identify as heterosexual.

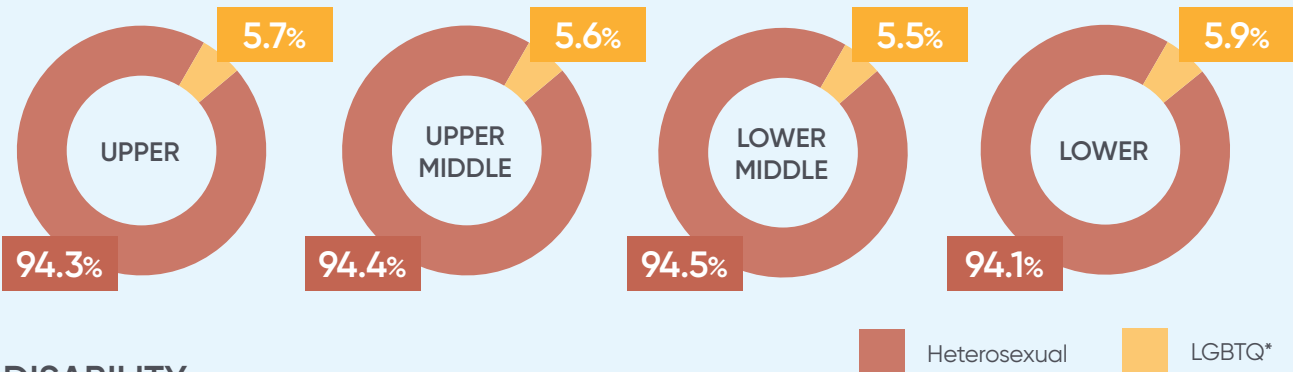
Our sexual orientation pay gap represents the difference between employees who identify as heterosexual, and those that identify as lesbian, gay, bi, queer or questioning persons.

### SEXUAL ORIENTATION PAY GAP 2022



This reflects the evenly distributed representation across all levels of the firm.

### SEXUAL ORIENTATION QUARTILES



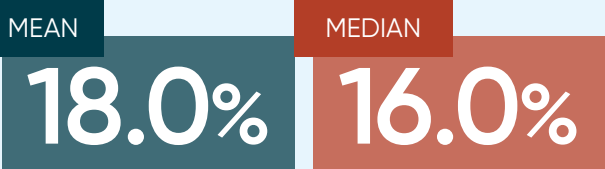
## DISABILITY

### DISABILITY DISCLOSURE

Our disclosure rate for this year is **82.2%**. Of those that have disclosed, **2.8%** of employees declared that they have a disability and **79.4%** with did not.

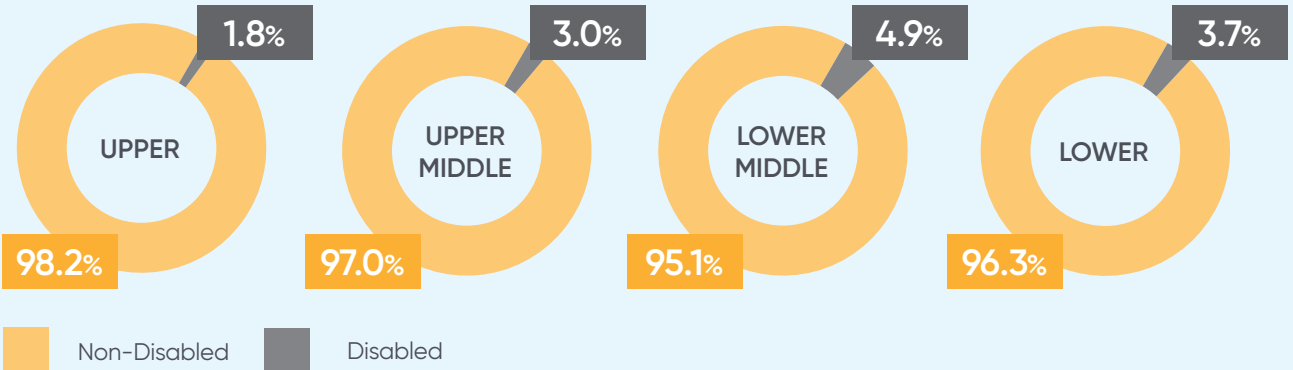
Our disability pay gap represents the difference between employees that have declared a disability as defined in our definitions, and those that have not.

### DISABILITY PAY GAP 2022



This is a result of lower representation of those declaring a disability in the upper quartiles.

### DISABILITY QUARTILES

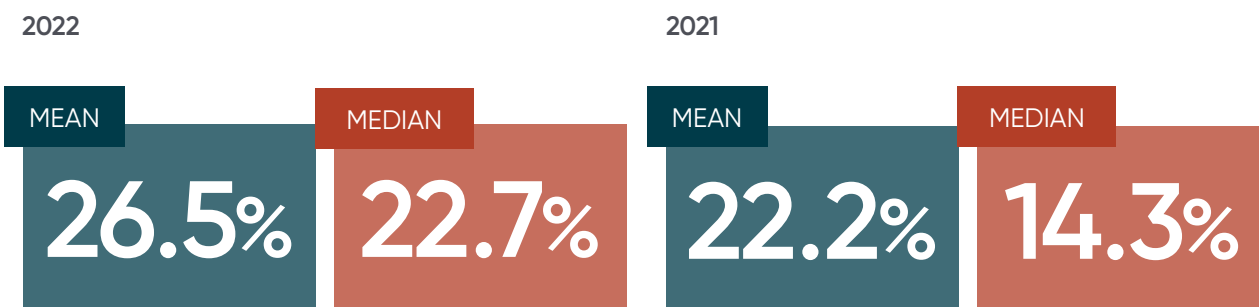


# ADDITIONAL REPORTING 2022

## PARTNER

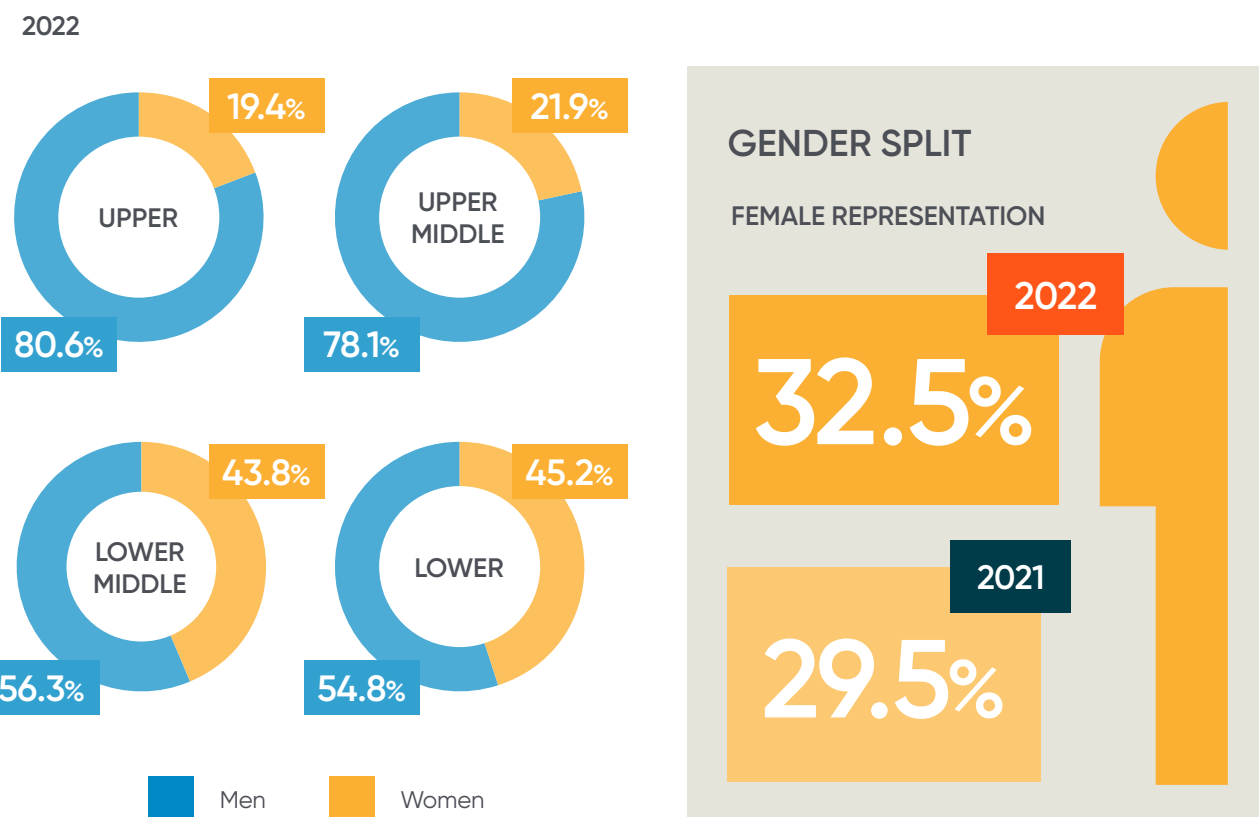
Whilst not a statutory requirement, we recognise the importance of disclosing the pay gap within our partnership. As partners are not employees, we have used total compensation for the snapshot period, which includes their share of the profits of the firm.

### GENDER PAY GAP



We have seen a slight increase in our partner mean and median pay gaps. The gender and ethnicity data for partners is subject to fluctuation due to the demographics of the the UK partner population.

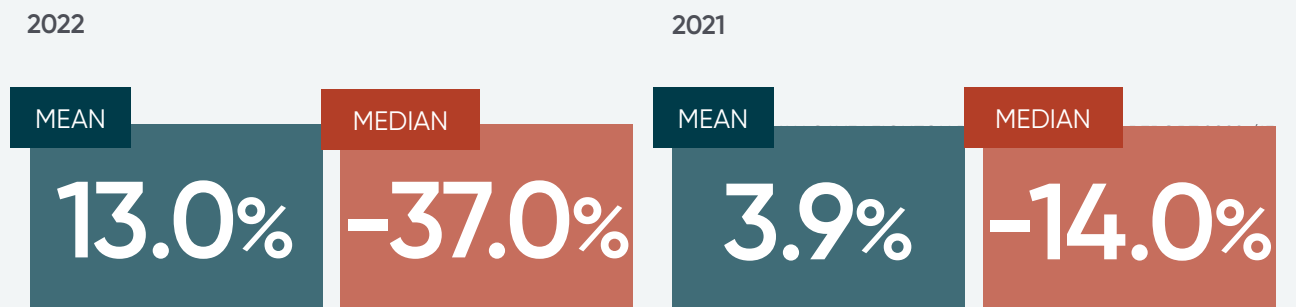
### GENDER QUARTILES



### ETHNICITY PAY GAP

We have seen an increase in our mean ethnicity partner pay gap and a decrease in our median ethnicity pay gap.

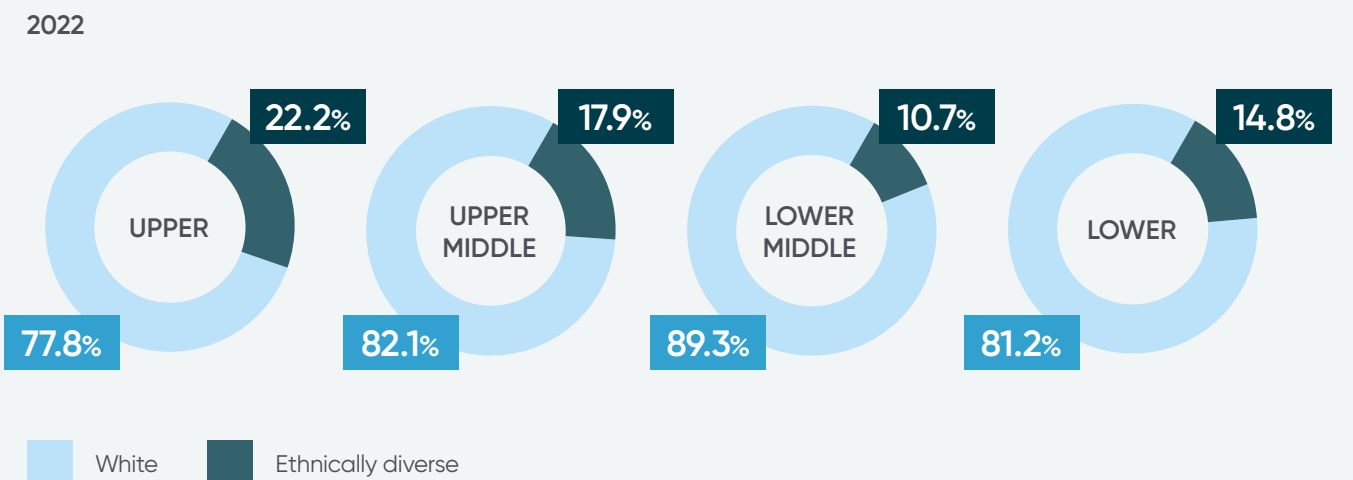
As the sexual orientation and disability data of our partners is limited, we have not included these pay gaps.



### PARTNER ETHNICITY DISCLOSURE RATE

Our ethnicity disclosure rate within the partner group this year is **88%**. Of those that disclosed, **14.2%** identified as ethnically diverse, whilst **73.8%** identified as white.

### ETHNICITY QUARTILES



The above data shows the distribution of our ethnically diverse partners across the pay quartiles. We can clearly see a higher proportion of ethnically diverse partners sitting in our upper pay quartiles, contributing to the negative median gap.



## DEFINITIONS

### STATUTORY

For this report, hourly pay is calculated using ordinary pay, allowances, and bonuses paid in the relevant pay period as defined in the regulations. Ordinary pay does not include overtime, expenses, salary sacrifice deductions, benefits, redundancy pay, arrears of pay, reduced leave pay and tax credits.

### ADDITIONAL

To provide a more accurate picture, we publish additional data which includes Ethnicity, Sexual orientation, Disability and Partners (who are not employees and therefore removed from the statutory reporting).

### MEAN

The sum of all the values in a list divided by the number of values.

### MEDIAN

The middle value in a list where the values are listed in numerical order, from lowest to highest.

### NEGATIVE GAP (-%)

A negative percentage figure indicates a pay gap in favour of women, or those identifying as ethnically diverse, as having a disability, or as a member of the LGBTQ\* community in regards to their sexual orientation.

### QUARTILES

All relevant employees are ranked from the lowest earners in the firm to the highest earners and then divided into four equal parts ("quartiles"). The percentage of gender/ethnicity in each of the quartiles is then calculated.

### DISABILITY

Employees who have declared they have a disability according to the definition under the Equality Act 2010 or whose day-to-day activity is limited due to a health condition or disability and has lasted, or is expected to last, at least 12 months.

## EQUAL PAY

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

## GETTING IN TOUCH

If you have any questions, please don't hesitate to get in touch.

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