

GENDER PAY GAP REPORT

2023

BCLP.

Definitions

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).

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.

Mean

The sum of all the values in a list divided by the number of values. Otherwise known as the average.

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 LBGTQ+ community.

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.

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.

A message from our UK Office Managing Partner

At BCLP, an inclusive culture where all our people can thrive is essential to our success. Such a culture ensures that everyone feels valued and respected as an individual.



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We are pleased to report on our gender pay gap and voluntarily report on our ethnicity, sexual orientation and disability pay gaps. Monitoring our firm is a key tool in ensuring equity of opportunity for our workforce.

While it is disappointing to see the mean increase in our gender pay gap figures, this year we have seen a decrease in the median. This positive change means that the hourly pay midpoints for men and women are closer. We are now starting to see the proportion of women increase in the middle quartiles, which reflects our work to ensure the development of a strong pipeline of women across our legal and global business services departments. We have more work to do, as we still see a larger proportion of women in more junior roles which structurally contributes to our pay gap.

Similarly, across our ethnicity pay gap reporting, we have seen the mean increase but median decrease. We can also see an increase in proportion of ethnic minority individuals in the middle quartiles, which reflects the increase in overall ethnic balance from 14.8% to 20.9%.

We are proud to see that the total proportion of men and women receiving a bonus remains equal and

has increased to 67.7% and 68.9% respectively, showing a noticeable improvement on previous years. Both the mean and median have decreased significantly across sexual orientation and disability pay gaps.

Since publishing our pay gap in 2023, we have reached 57% general diversity across our partnership in the UK. We are also making progress with gender and ethnicity with 32% of women partners and 13% of ethnically diverse partners. It is also encouraging to see an overall increase in our colleagues self-identifying following our 2023 Self-ID campaign, which signals a more psychologically safe environment. We will continue to challenge ourselves to ensure representation across our leadership roles and partnership, and a supportive workplace for everyone.

Our work to support all talent through the Lead Institute, and the additional support of affinity group, continues to positively impact broader representation across all levels of the firm. At BCLP, an inclusive culture where all our people can thrive is essential to our success. Such a culture ensures that everyone feels valued and respected as an individual.

Gender pay gap

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 prorated bonuses paid within the prior 12 months.

Gender pay gaps

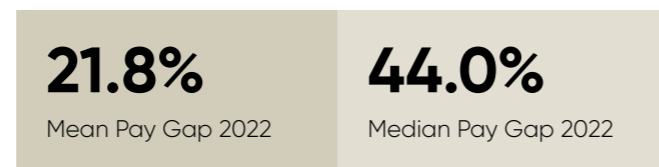
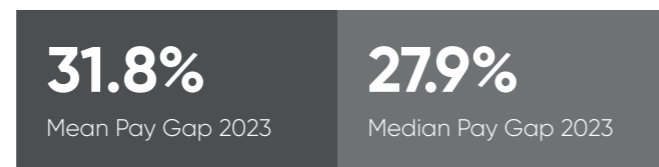
This year we saw an increase in our mean gender pay gap, and a decrease in our median gender pay gap. This demonstrates that whilst hourly pay midpoints between men and women are equalising, denoted by the decreasing median, we still have outliers affecting our data as suggested by the mean. The decreasing median is reflected in the pay quartiles, where we've seen a shift in female distribution upwards from the lower quartile.

Particular groups, like our exclusively female secretarial pool which accounts for 11.0% of the overall population of women, contribute to the pay gap. If we excluded this population, our mean falls to 25.9% and the median falls to 18.2%.

When looking at Business Services (non-fee earner population) exclusively, we see our pay gaps fall to a mean of 27% and a median of 14.8%.

Our regional salaries are lower than our London salaries, and 15.4% of our population of women work in our regional offices, which exacerbates the gap. This contribution is demonstrated by the decrease in mean and median when removing our female regional population, to 28.7% and 26.3% respectively.

When looking at the combined regions alone excluding London, the pay gap mean is 0.6%, and the median is 2.8%.



We have been pleased to see training contract offers made consistently to over 50% women in the past three years. When looking at our trainee retention rates we saw 70% of females retained in 2022, and 69% retained in 2023. This has positively affected the increase of women in the lower mid and upper mid quartiles, highlighting a strong pipeline of talent in our associate ranks.

Pound to pence

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



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



Gender balance

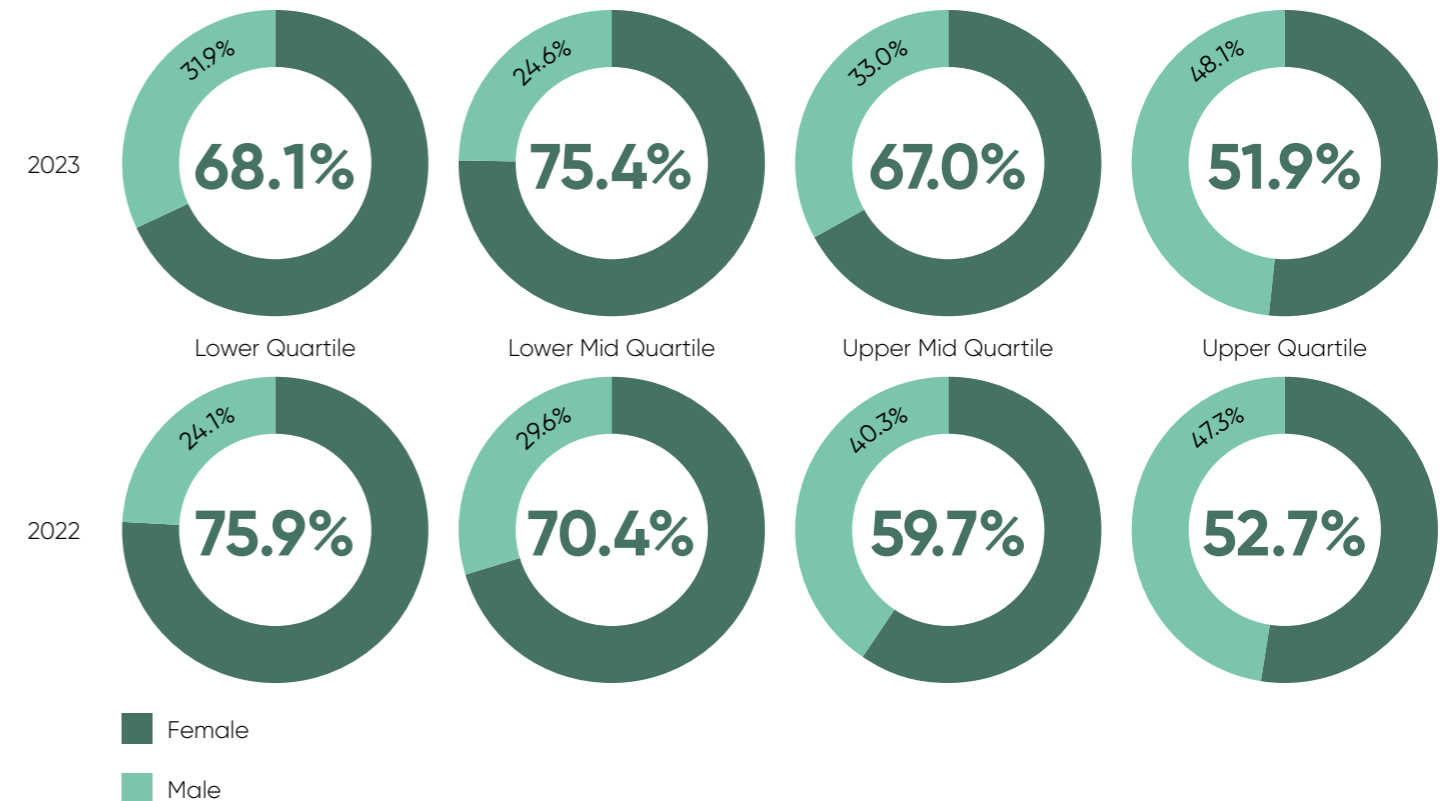
The below represents the proportion of females across the relevant statutory population.



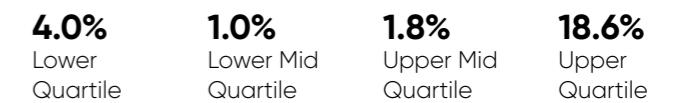
Gender quartiles

When reviewing our gender pay gap, we draw up a list of our employee earnings – from the highest to the lowest – 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. This year, we are pleased to see the distribution of women shift

towards the upper mid and lower mid quartiles, alongside the percentage of women in the lower quartile decreasing since 2022. Our percentage of women in the upper quartile has remained relatively steady. The breakdown of men and women across the pay quartiles is as follows:



With the exception of the upper quartile, we are pleased to see that the mean pay gaps across the quartiles are low, indicating similar pay levels when looking within each quartile.



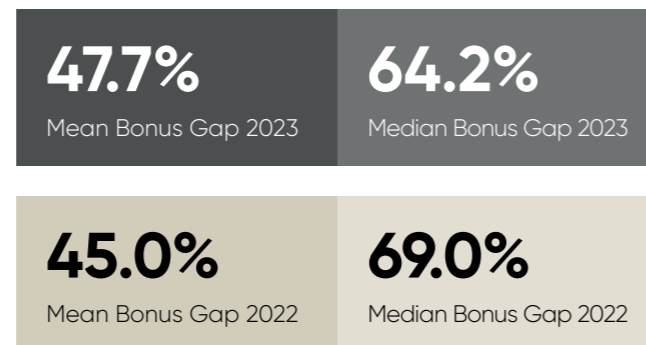
Gender bonus gap

The gender bonus gap is the percentage difference in total bonus payments received, without pro ration applied, by men and women within 12 months prior to the snapshot date.

Gender bonus gaps

Although we're disappointed to see a minor increase in the mean bonus gap, we can report a **4.8%** decrease in our median gender bonus gap.

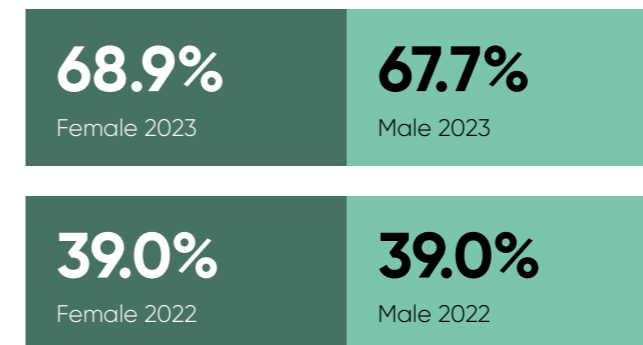
Across Business Services we are still seeing a larger proportion of men in senior roles, which in turn reflects in our bonus statistics, however we do see some more positive statistics when looking at our fee earning population. Of our relevant Bonus Gap population, women make up **59.0%** of our total associate pool, with **56.5%** of them working at senior associate level. When looking at gender balance across each of the associate levels, we can see women make up the largest proportion within the junior associates group at **65.0%**, and when taking a look at the bonus gap within this group we see a mean of **7.3%** and median of **-9.1%**.



Bonus proportions

We are very pleased to report a significant increase in the proportion of both men and women receiving a bonus this year. This is accounted for by the introduction of our percentage based GBS bonus scheme which has predominantly positively impacted our junior levels of support staff, enabling them to take advantage of bonus earning potential previously unavailable to them. For the first time a higher proportion of our female staff are earning a bonus than our male staff, which further illustrates the positive impact of the new Business Services bonus scheme.

Total proportion of females and males employees receiving a bonus



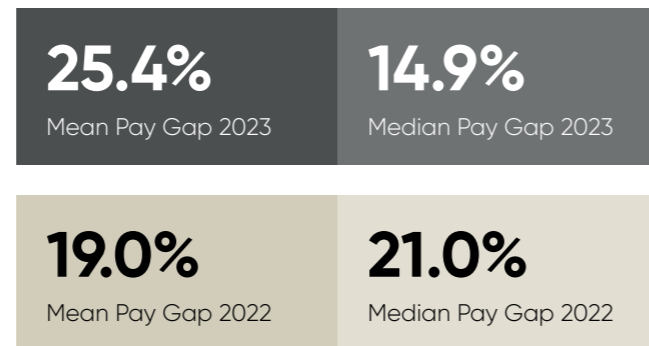
Ethnicity pay gap

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 2023, and includes prorated bonuses paid within the prior 12 months.

Ethnicity pay gaps

Our ethnicity pay gap data has been produced based on the workforce, excluding partners, who have voluntarily disclosed their ethnic origin, equating to **87.3%** of our UK population, an increase from **82.9%** in 2022. We're pleased that more of our population feel comfortable sharing their identification data with us.

Although our mean ethnicity pay gap has increased this year, we are happy to report a reduction in our median ethnicity pay gap. The change suggests the spread of salaries is equalising, however some outliers in the white employee group are affecting our mean gap.



In part due to the success of Race for Change and our collaboration with Rare Recruitment and Aspiring Solicitors, we have been pleased to see our training contract offers to ethnically diverse individuals increase to **55%** in 2023. In addition, when reviewing our trainee retention rates we can see we retained **27%** of ethnically diverse trainees in 2022, increasing to **35%** in 2023.

Pound to pence

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



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



Ethnic balance

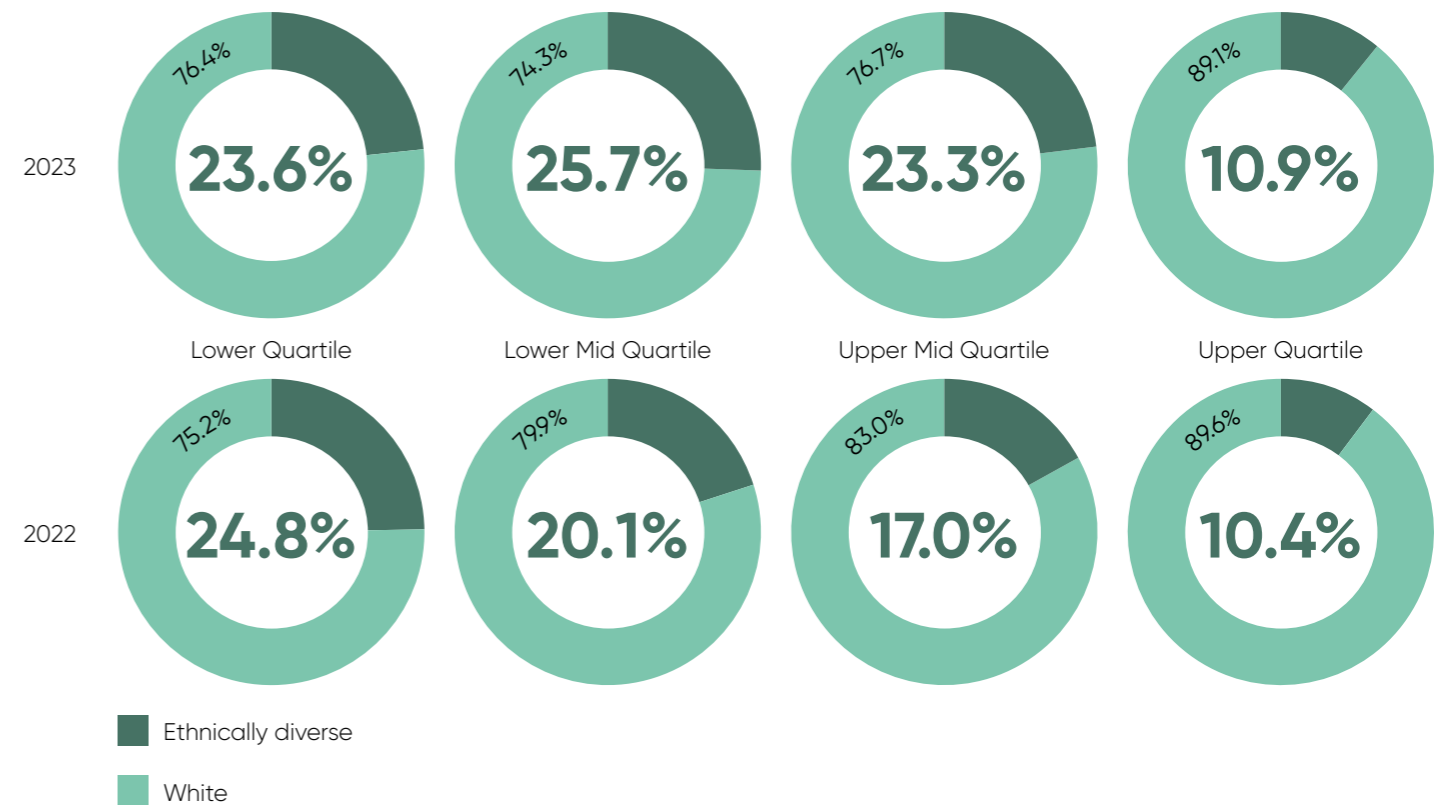
It is positive to see our ethnic balance shifting to represent a higher proportion of ethnically diverse employees.



Ethnicity quartiles

This year we can see an increase in the proportion of ethnically diverse employees within our upper mid and lower mid quartiles. When assessing our new hire statistics we noted that **31.8%** of new hires that disclosed their

ethnic identity, identified as ethnically diverse and a large proportion of those entered the upper mid and lower mid quartiles. The breakdown of ethnically diverse and white employees across the pay quartiles, is as follows:

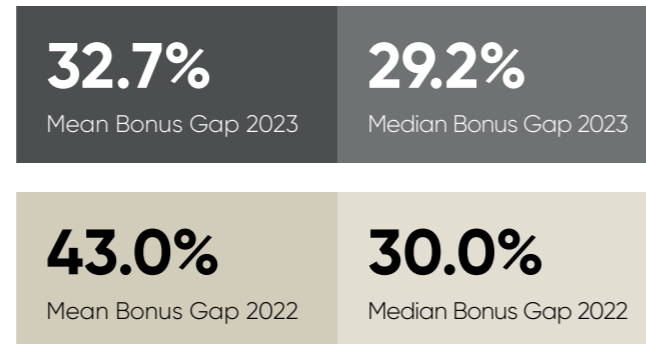


Ethnicity bonus gap

We are pleased to see that both the mean and median difference in total bonus payments between ethnically diverse and white employees have decreased this year.

Ethnicity bonus gaps

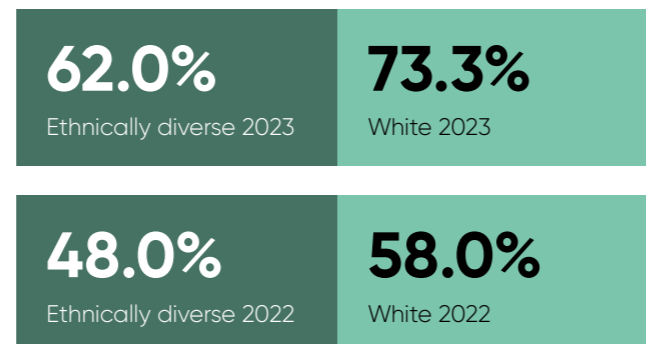
The below shows the difference in total bonus payments between ethnically diverse and white employees.



Ethnicity bonus proportions

We saw a significant increase in the percentage of ethnically diverse colleagues receiving a bonus. Our Business Services bonus scheme has largely contributed towards this increase, as a high proportion of junior ethnically diverse support staff became eligible to receive a bonus under the new plan.

Total proportion of ethnically diverse and white employees receiving a bonus



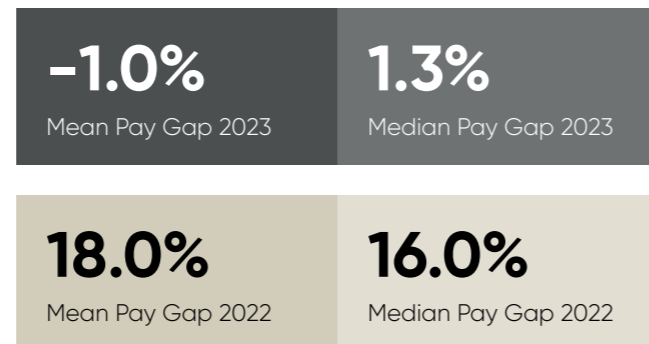
Disability pay & bonus gaps

We reported our disability pay gaps for the first time last year, and as a result are pleased to now be able to present our first year-on-year statistics.

Disability pay gap

As a result of encouraging our people to share their diversity information, we are pleased to share that the disclosure rate for employee disability data this year is **85.3%**, an increase from **82.2%** in 2022. Of those that have disclosed, **5.8%** of employees declared that they have a disability.

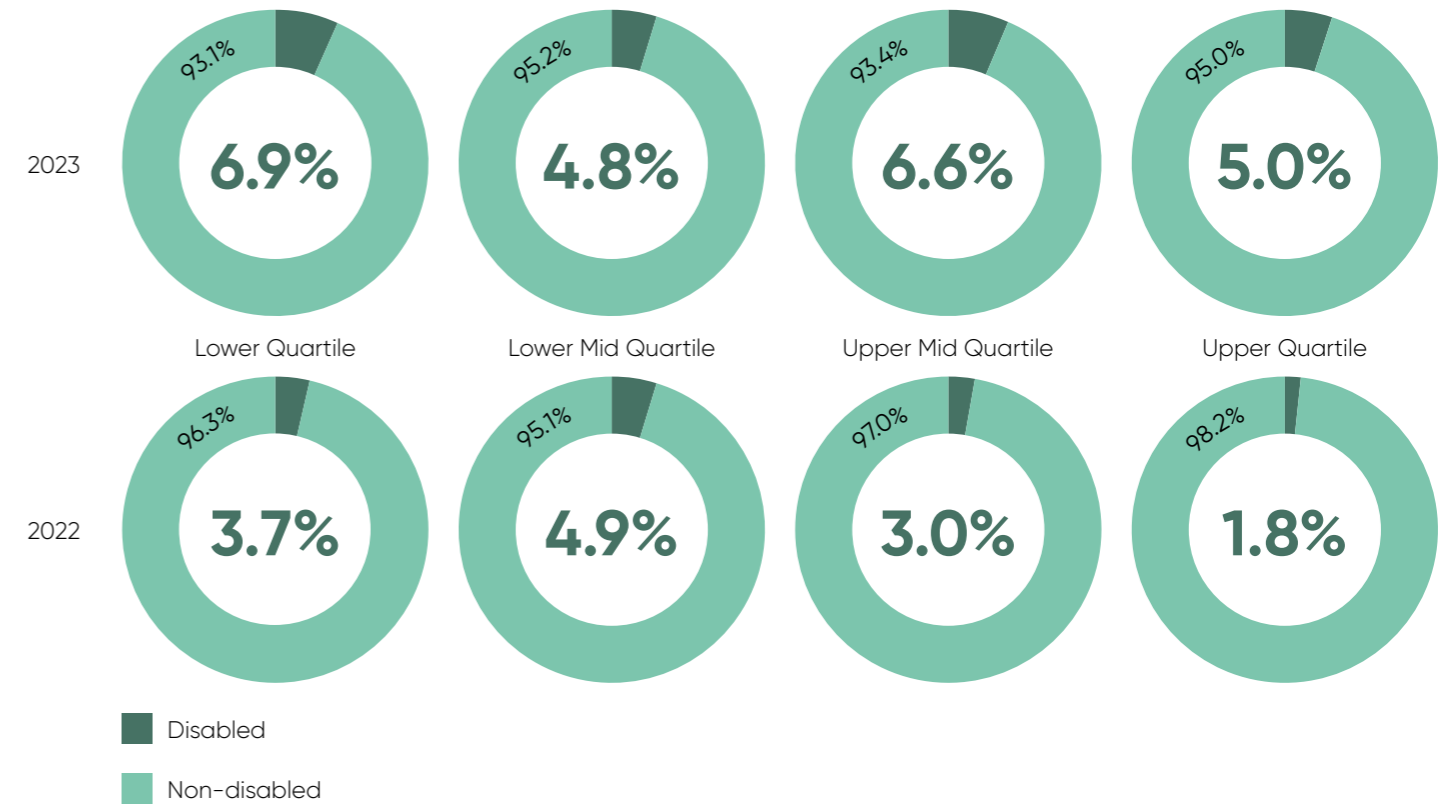
Our disability pay gap represents the difference between employees that have declared a disability as defined in our definitions, and those that have not. We're proud that the disability pay gaps have seen a notable decrease this year, and our data analysis has outlined a sizeable proportion of new hires identifying as having a disability, including some very senior employees. This year the mean disability gap is in favour of the disabled group.



Disability quartiles

The breakdown of those identifying as having a disability across the pay quartiles is outlined below. We have seen an increase in those identifying as disabled across most

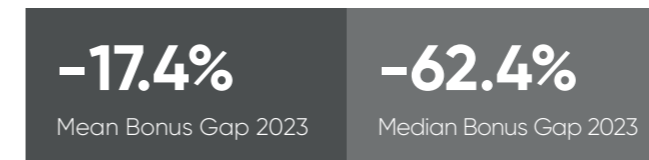
quartiles, but most notably in the upper mid and upper quartiles, which mirrors our large decreases in mean and median disability pay gaps.



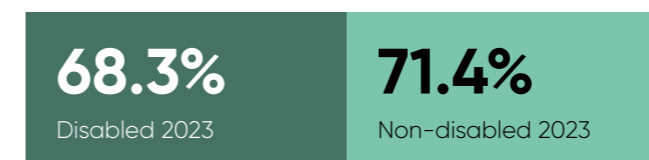
Disability bonus gaps & proportions

For the first time we will be reporting on our disability bonus gap statistics. Both gaps are strongly in favour of the population of employees identifying as having a disability. We can also see a positive and relatively even proportion of those receiving a bonus between both groups.

It's important to consider that our population identifying as disabled is relatively small, and this means that even the very small number of senior individuals within the group have created a large impact on the statistics.



Total proportion of disabled and non-disabled employees receiving a bonus



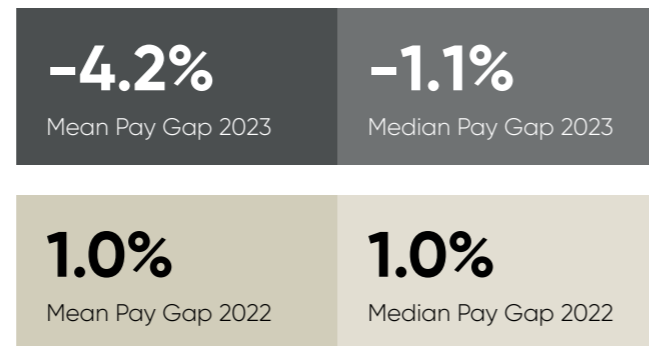
Sexual orientation pay & bonus gaps

Following on from last year, we would like to share our sexual orientation pay gap for 2023. 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 (LGBTQ+).

Sexual orientation pay gap

This year we are encouraged to see our LGBTQ+ disclosure rate increasing from **78.6%**, to **82.8%**. Of those that have disclosed, **8.0%** of employees identify as LGBTQ+, and **16.3%** of new hires (employees with under a year of service) disclosing their sexual orientation identified as LGBTQ+.

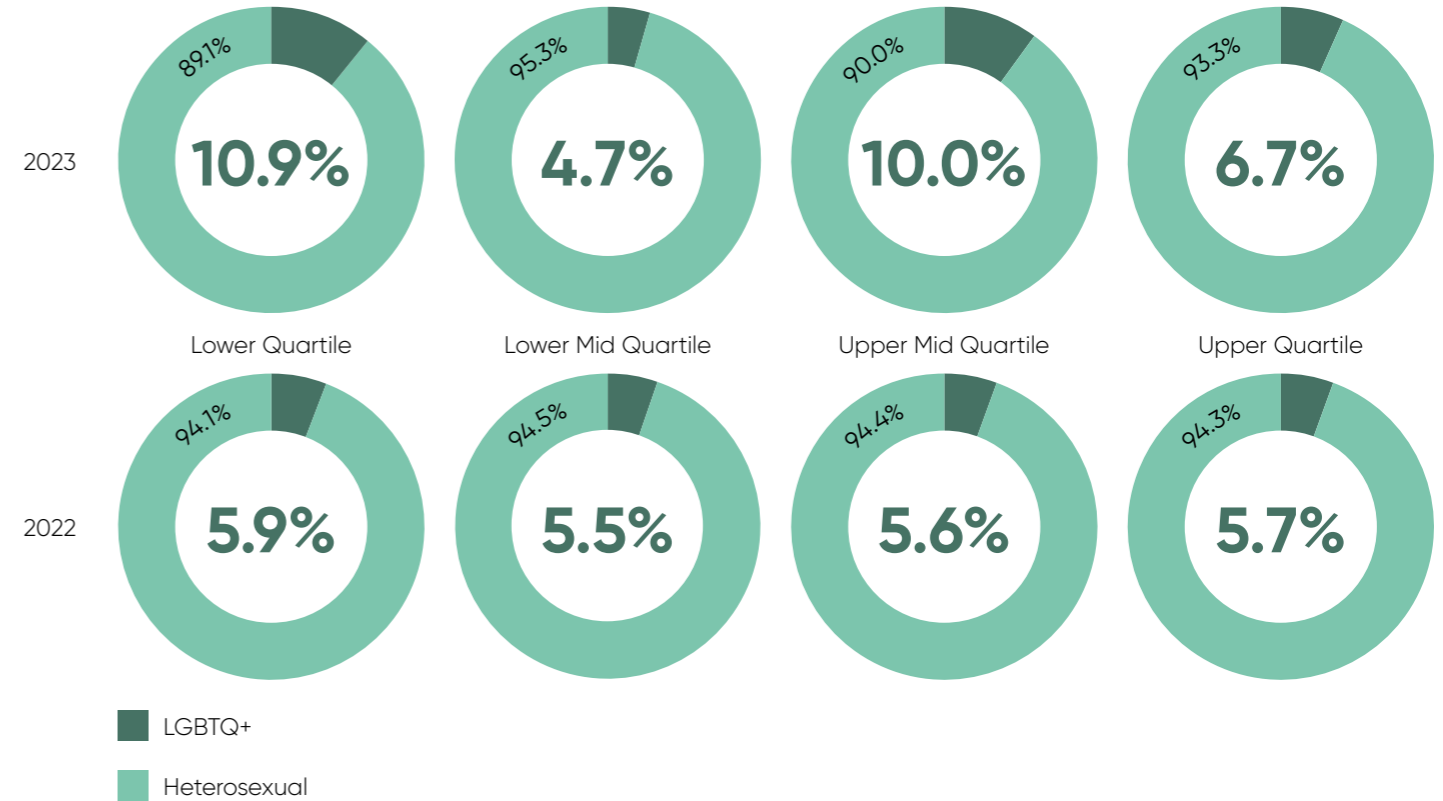
It is positive to see both our mean and median sexual orientation pay gaps decreasing, and this year both are in favour of the LGBTQ+ population. This represents a change in the distribution of LGBTQ+ employees, as shown in the sexual orientation quartiles.



Sexual orientation quartiles

The breakdown of those identifying as LGBTQ+ across the pay quartiles is outlined below. We have seen an increase in those identifying as LGBTQ+ across all quartiles, apart

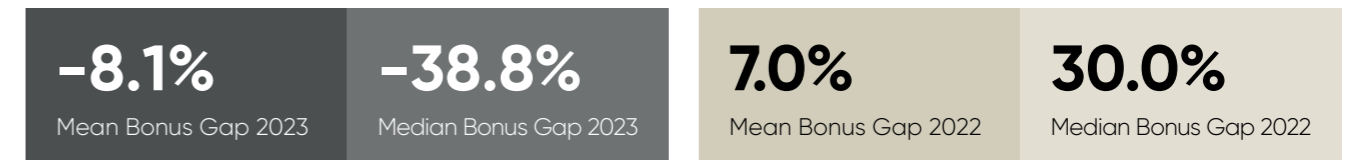
from the lower mid, but the most notable increases in LGBTQ+ population have been seen in the upper mid and lower quartiles.



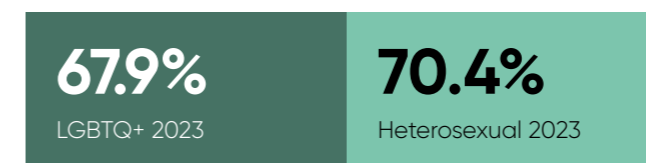
Sexual orientation bonus gaps & proportions

This is the first year that we will be reporting on our sexual orientation bonus gap statistics. Both gaps are strongly in favour of the population of employees identifying as LGBTQ+. We can also see a positive and relatively even proportion of those receiving a bonus between

both groups which has been positively impacted by our Business Services bonus scheme implementation; **39.3%** of those that identify as LGBTQ+ work in junior support staff roles that previously may not have been eligible to receive any bonus, but now can.



Total proportion of LGBTQ+ and heterosexual employees receiving a bonus

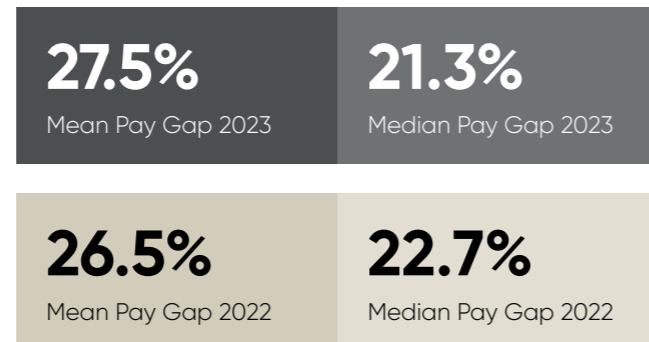


Partner gender pay gap

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.

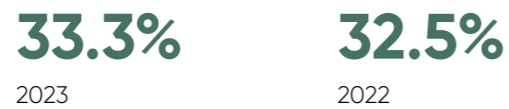
Partner gender pay gaps

Our mean and median partner gender pay gaps have remained relatively steady since last year. We can clearly see the distribution of females across the quartiles in the below affect our gaps, with a higher proportion of females across the lower and lower mid quartiles.



Partner gender balance

We have seen a year-on-year increase in our proportion of females in partnership and are pleased to see this continued in 2023.

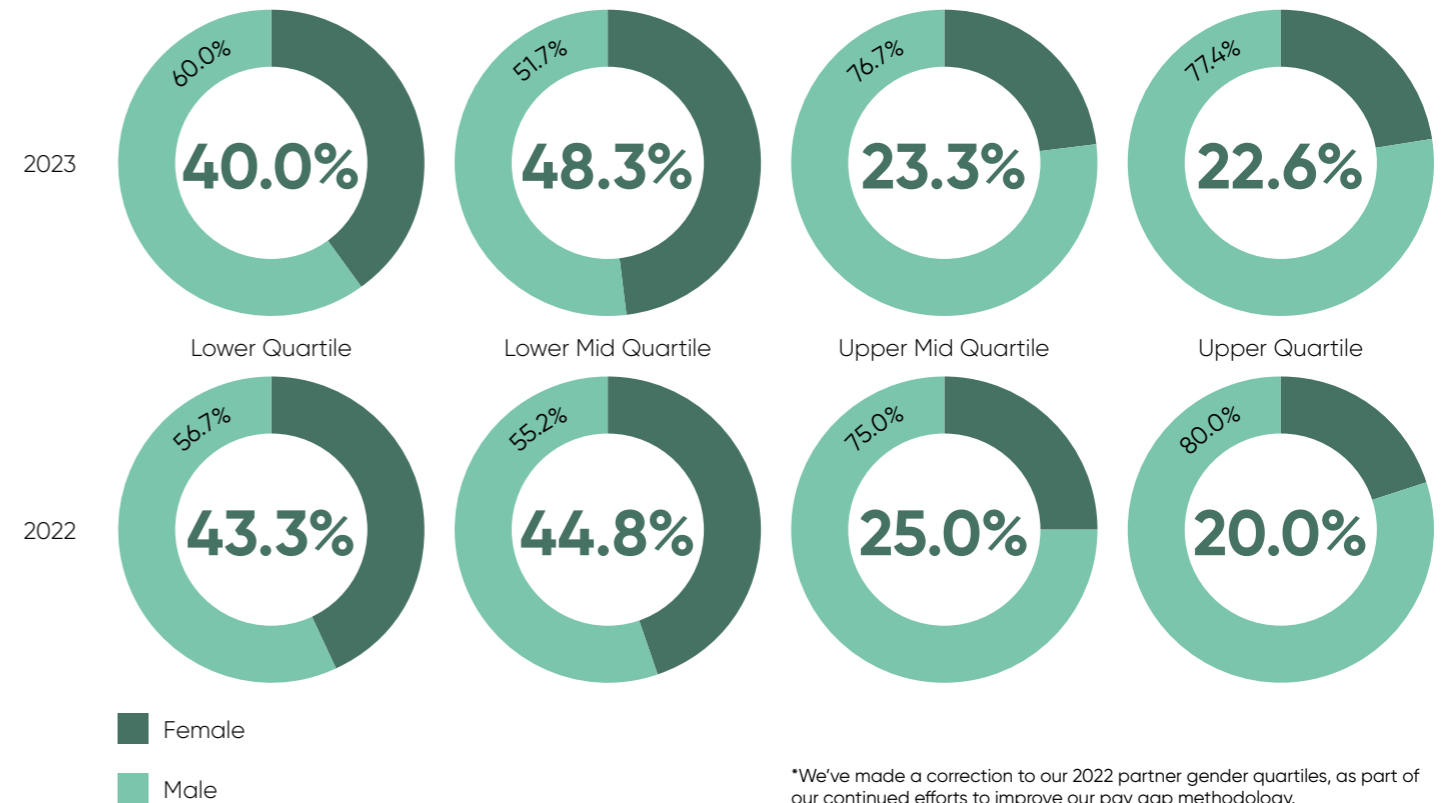


We are continuously looking at how best to advance our exceptional women and diverse talent and, with programs such as BCLP Podium, we are committed to further increase the proportion of women and diverse lawyers in the upper quartiles and across senior leadership roles. We are pleased to have seen balanced partner promotion rounds in the past few years, which provide a pipeline into full equity ranks.

Partner gender quartiles

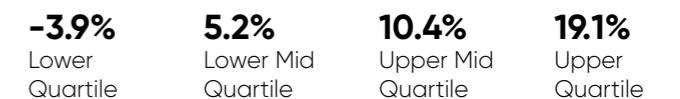
The partner population is much smaller than the overall employee gender pay gap population, and therefore gender data for partners can be subject to high

fluctuation. Overall, the quartiles have remained relatively steady, and we're pleased to see a small increase in the proportion of females in the upper quartile.



*We've made a correction to our 2022 partner gender quartiles, as part of our continued efforts to improve our pay gap methodology.

When addressing the pay gaps within each partner quartile, we see that the distribution of female partners reflects within the gaps. Whilst we see a more prominent gap in the upper quartiles, we're pleased to see the lower quartile demonstrates a gap in favour of female partners.



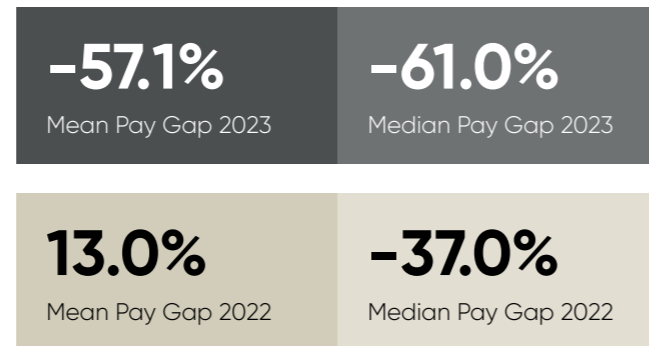
Partner ethnicity pay gap

In addition to our partner gender pay gap reporting, we have included our partner ethnicity pay gap findings below. Our ethnicity disclosure rate within the partner group has remained steady this year at 88.5%. Of those that disclosed, 13.9% identified as ethnically diverse, whilst 86.1% identified as white.

Partner ethnicity pay gaps

Both the mean and median partner ethnicity pay gaps have decreased, with both favouring our ethnically diverse group.

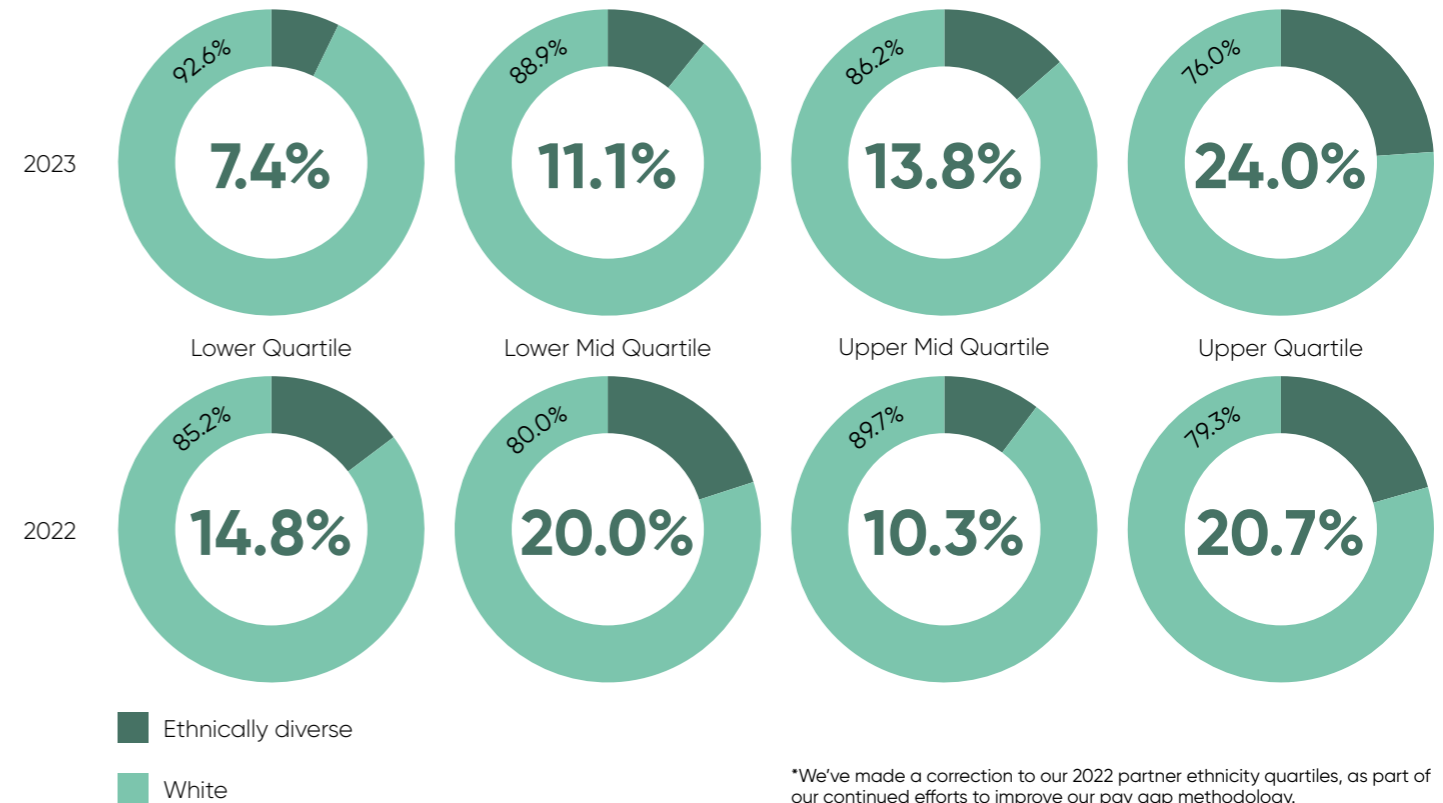
Our partner ethnicity gaps are vastly in favour of the ethnically diverse population, due to the demographics within our partnership. We have a number of very senior ethnically diverse partners, and this year saw the majority of our partner leavers identifying as white. Our partner ethnicity quartiles reflect this.



Partner ethnicity quartiles

The below data shows the distribution of our ethnically diverse partners across the pay quartiles. These are assigned by sorting our partner hourly pay values from highest to lowest, and splitting the data into four even groups, called quartiles. We continue to see a shift

towards a higher proportion of ethnically diverse partners sitting in our upper pay quartiles, contributing to the negative median gap, and a further decrease in the proportion of ethnically diverse partners in the lower and lower mid quartiles.



*We've made a correction to our 2022 partner ethnicity quartiles, as part of our continued efforts to improve our pay gap methodology.

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

Our commitment

BCLP launched its action plan to drive inclusion and diversity across the global firm, which has at its core five overarching pillars designed to ensure that Inclusion & Diversity (I&D) and Wellbeing are considered in every aspect of decision-making.



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



Create a **culture of belonging**, psychological safety and well-being to drive retention



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

Initiatives making an impact

BCLP has a long-standing commitment to support the career development of all employees. 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. Our 2024 class of partners was made up of **50%** lawyers of diverse backgrounds, and we are seeing an increase in overall diversity across the Firm.

The firm understands that there is still work to be done to increase representation in the partnership and in leadership roles. In 2023, BCLP was named a Mansfield certified law firm in the US and certified plus in the UK. The Plus designation indicates firms that has achieved **30%** diverse lawyer representation in many of the Mansfield Rule's categories.

Initiatives include:

- The **Global 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 60% of protégés have already been promoted to partnership.
- After the successes of leadership storytelling programs **Podium** and **Amplify**, further focus has been applied to ensure gender balance across key client teams and management roles.
- BCLP initiated **Race for Change** in 2015 which provides skills development to Black aspiring lawyers. Since launching the initiative, we have made a total of 21 training contract offers to Race for Change alumni. BCLP also hosts BCLP Pride, which focuses on the attraction of aspiring LGBTQ+ lawyers, and AS Ability, which focuses on the attraction of those with disabilities. BCLP has seen positive hiring results from these and other events, including two individuals with a disability being offered a training contract.
- BCLP was proud to sponsor **Black in Legal** for the second year in October 2023. The event had over 200 attendees, including in-house counsel, private practice lawyers, barristers and aspiring lawyers.
- BCLP is participating in **Rare's Articles Plus** program, 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.
- BCLP's Social Inclusion Group piloted self-promotion training with a workshop titled '**Be Bold & Belong**'. The Group designed an innovative workshop focusing on authentic self-promotion, which highlights the importance of self-promotion on career development.

Getting in touch

If you have any questions for our Inclusivity & Diversity team, please get in touch.

inclusivity@bclplaw.com

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



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