

UK GENDER PAY GAP REPORT

2025

BCLP.

Definitions

Statutory (UK)

For this report, hourly pay is calculated using ordinary pay, allowances, and bonuses paid in the relevant pay period as defined in UK 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 UK Ethnicity, UK Sexual orientation, UK Disability, UK Socio-economic background and UK 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. 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 LBGQ+ community or as those who are from a working class or intermediate background.

Quartiles

All relevant UK employees are ranked from the lowest earners 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.

Ethnicity

Ethnicity or ethnic diversity refers to the employee's origins. Ethnic minority groups include Black/Black British, Asian/Asian British, Other and Mixed/Multiple Ethnic Groups.

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.

Socio-economic background

Socio-economic background refers to the employee's origins, defined by their parents' or caregivers' education, occupation, and income level. It acts as a key determinant of social mobility, influencing educational and career opportunities. The key measure is parental occupation when a person was aged 14.

Equal Pay

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

Menopause Action Plan

BCLP UK Menopause Action Plan (Appendix) is designed to support UK partners and employees undergoing the biological process of menopause.

A message from our UK Office Managing Partner

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



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In addition to our UK required reporting on our gender pay gap, we have voluntarily reported on our ethnicity, sexual orientation and disability pay gaps in the UK. For the first time, we are also reporting on our socio-economic pay gap in the UK. We are proud to strive for equality of opportunity for our workforce.

Since our last report, we have seen a slight increase in the median. The fluctuation in the median can be expected with changing UK headcount figures which affected our 2025 reporting period. Year on year, we continue to see higher proportions of women in the Upper Quartile. We continue to see a larger proportion of women in more junior and administrative roles which structurally contributes to our pay gap.

The UK gender bonus gap mean and median have both decreased this year, and the total proportion of men and women receiving a bonus remains consistent at 71.7% and 70.4% respectively. This is an improvement on previous years.

This year, our UK ethnicity pay gap reporting highlights an increase in both the mean and the median. We have seen an increase of people of colour in the Lower Quartile, indicative of outreach efforts to attract qualified pools of candidates with diverse experiences and perspectives into

more junior roles. We have seen slight decreases in the upper quartiles which can, again, be explained by UK headcount changes.

We have seen an overall increase in our UK colleagues self-identifying following our 2025 UK Self-ID campaign, which signals our efforts to create a psychologically safe environment are working (Ethnicity 89.9%, Disability 90.5% and Sexual Orientation 86.1% disclosure rates). An increase in the completion of socio-economic background questions has allowed us to report on the UK social mobility pay gap for the first time (77.7% completion of Parental Occupation question).

To prepare for mandatory menopause reporting, this year we are introducing the BCLP UK Menopause Action Plan that sets out our commitments, responsibilities, and next steps. This will help us meet new requirements and improve the support available to all partners and employees in the UK.

Our work to support all talent through our learning and development programs and our BCLP employee networks continues to positively impact employee retention generally across all levels of the firm. We are seeing positive results from many of our talent and inclusion initiatives, which provide equality of opportunity to all.

UK gender pay gap

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

UK gender pay gaps

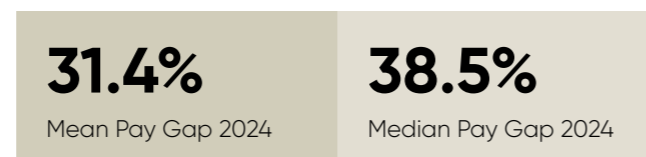
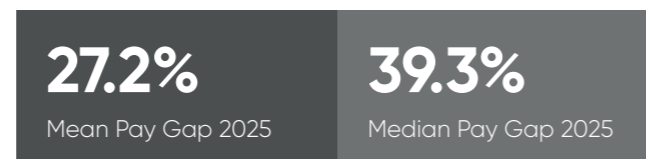
This year we saw a decrease in our mean UK gender pay gap, and an increase in our median UK gender pay gap. The fluctuation in the median (mid-point) can be expected with changing UK headcount figures, which affected our 2025 reporting period.

Groups, such as our currently all-women UK secretarial pool which accounts for **15%** of the overall population of women, contribute to the UK pay gap. When looking at all UK, excluding the secretarial pool, our mean UK pay gap falls to **18.9%** and the median pay gap falls to **17.2%**.

For London, the mean pay gap is **30.7%** and the median pay gap is **36.4%**. Excluding the secretarial pool, the mean pay gap falls to **21.4%** and the median pay gap falls to **23.0%**.

Our regional salaries are lower than our London salaries, and **15.4%** of our population of UK women work in our regional offices, which contributes to the gap further.

For these other regions, the mean pay gap is **-23.6%** and the median pay gap is **0.2%**, reflecting that women are paid more than men in the regions. Excluding the secretarial pool, the mean pay gap is **-27.1%** and the median pay gap is **-1.8%**.



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:



UK gender balance

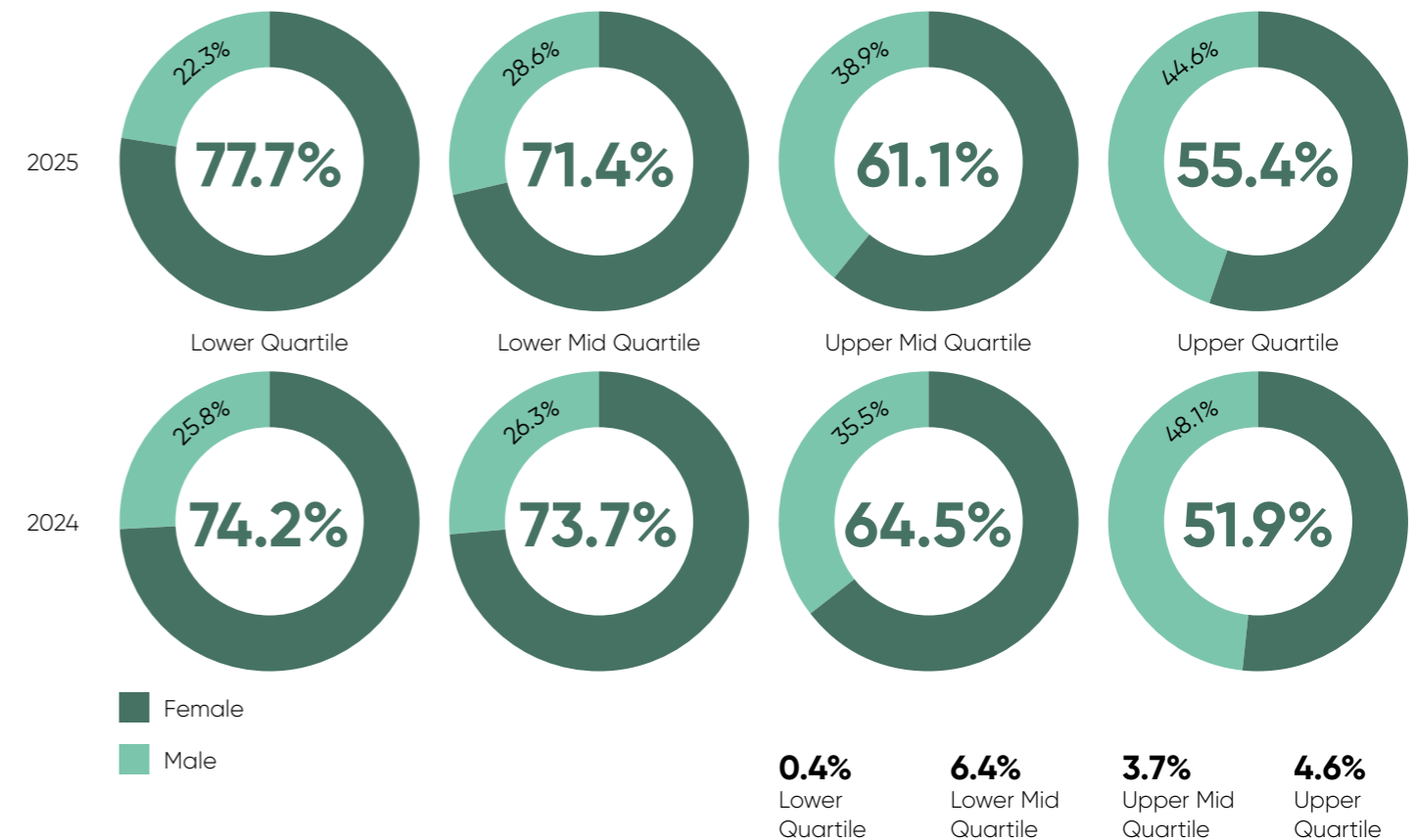
The below represents the proportion of women across the relevant statutory population.



UK gender quartiles

When reviewing our UK gender pay gap, we draw up a list of our UK 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 UK men and women in each quartile and monitor the distribution of

pay. This year, we continue to see an increase of women in the Upper Quartile, as well as a high proportion of women positioned in the Upper Mid and Lower Mid Quartiles. The breakdown of UK men and women across the pay quartiles is as follows:



The mean UK pay gap across the quartile ranges remains low, indicating similar pay levels when looking within each quartile. UK population changes this year has impacted the quartiles. Many of the higher paid UK men positioned in last year's Upper Quartile range have moved to the Upper Mid Quartile, increasing the UK pay gap in this quartile while the UK pay gap in the Upper Quartile has decreased.

0.4% Lower Quartile	6.4% Lower Mid Quartile	3.7% Upper Mid Quartile	4.6% Upper Quartile
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At the Upper Quartile range, the UK pay gap continues to reduce from **18.6%** in 2023 to **9.8%** in 2024, and now **4.6%** in 2025. The UK pay gap for our highest paid UK men and women is reducing year on year.

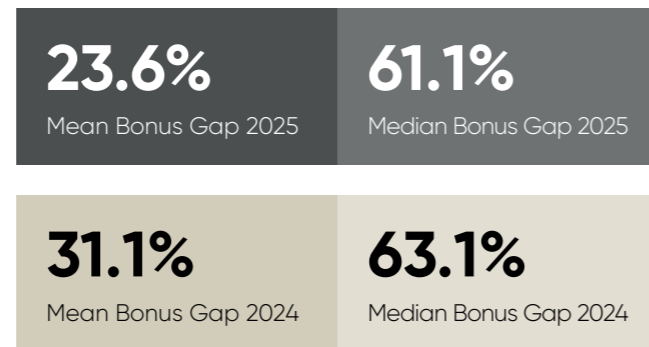
UK gender bonus gap

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

UK gender bonus gaps

There is an improvement in the mean bonus gap and a minor improvement in the median gender bonus gap.

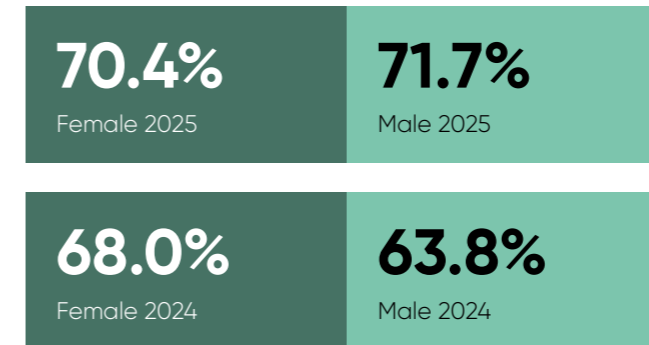
Across UK Global Business Services ("GBS"), we continue to see a larger proportion of UK men in senior roles, which in turn reflects in our bonus statistics, however a shift can be seen when looking at our fee earning population. UK women make up **65.0%** of our total associate pool. This year, there are proportionately more UK women at the Junior Associate level (**64%**) and Mid Associate level (**65%**). The Junior Associate group alone has a negative mean UK bonus gap of **-3.7%**, indicating Junior Associate women are receiving higher bonuses. There is still a UK bonus gap at the Mid and Senior Associate levels.



Bonus proportions

The proportion of UK men and women receiving a bonus this year is fairly consistent (**71.7%** men vs **70.4%** women). We see an increase in the percentage of both UK men and women receiving a bonus since 2024 continues. This is accounted for by the introduction of our GBS performance-based 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.

Total proportion of female and male employees receiving a bonus



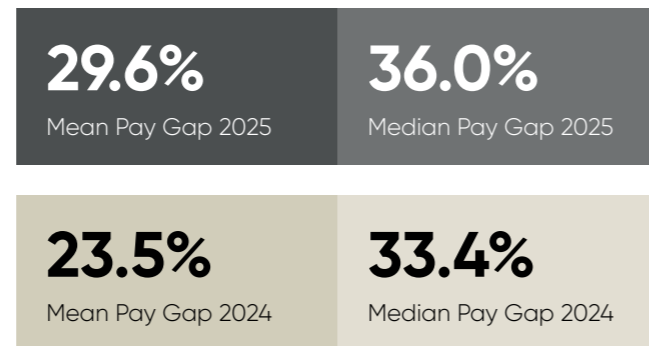
UK ethnicity pay gap

This section shows the difference between hourly pay of white and ethnic minority UK employees, regardless of their role or seniority, as at the snapshot date of 5 April 2025, and includes prorated bonuses paid within the prior 12 months.

UK ethnicity pay gaps

Our UK ethnicity pay gap data has been produced based on the UK workforce, excluding Partners, who have voluntarily disclosed their ethnic origin, equating to **89.9%** of our UK population, which is slightly more than the **87.1%** rate in 2024.

Both our mean and median UK ethnicity pay gaps have increased this year. This is partially due to UK headcount changes which have affected the quartiles with increases of more junior ethnic minority UK individuals joining the lower quartile. It is also possible that our increased ethnicity disclosure rates have affected the figures this year.



Pound to pence

If the mean (average) white employee was paid £1, then the average ethnic minority employee was paid:



If the median white employee was paid £1, then the median ethnic minority employee was paid:



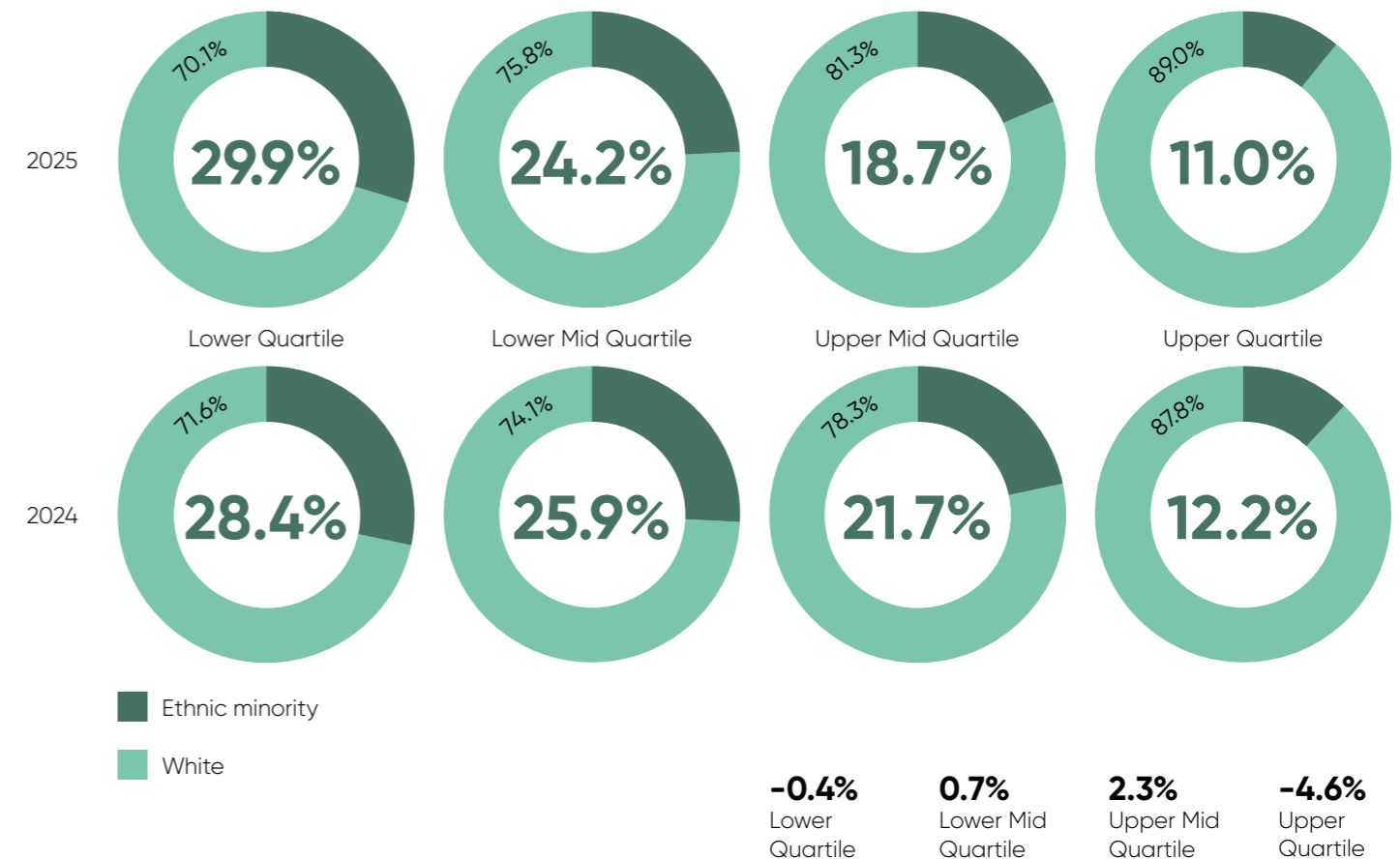
UK ethnic balance



UK ethnicity quartiles

Since 2024 reporting, UK pay gaps across all ethnicity quartiles have evened out. There is a small UK pay gap in the Upper Mid Quartile.

When assessing our new hire statistics, we noted that **20.6%** of new UK hires that disclosed their ethnic identity identified as ethnic minority, and all joined within the Lower and Lower Mid Quartiles. The breakdown of white and ethnic minority UK employees across the pay quartiles, is as follows:

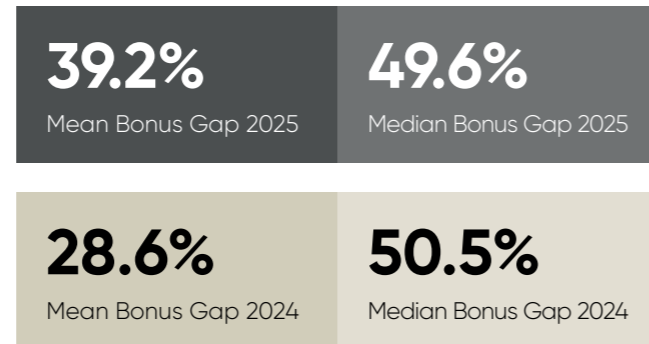


UK ethnicity bonus gap

The mean difference in total bonus payments between white and ethnic minority UK employees has increased this year, with a small improvement in our median.

UK ethnicity bonus gaps

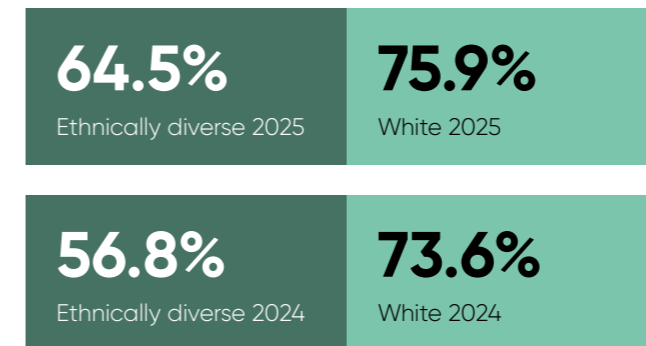
The below shows the difference in total bonus payments between white and ethnic minority UK employees.



UK ethnicity bonus proportions

There is an increase in the proportion of the ethnic minority population in the UK receiving a bonus this year. We also see than increase in the percentage of both ethnic minority and white UK colleagues receiving a bonus since 2024. Our GBS bonus scheme has contributed towards this increase, as a high proportion of junior ethnic minority support staff are eligible to receive a bonus under the plan.

Total proportion of ethnic minority and white UK employees receiving a bonus



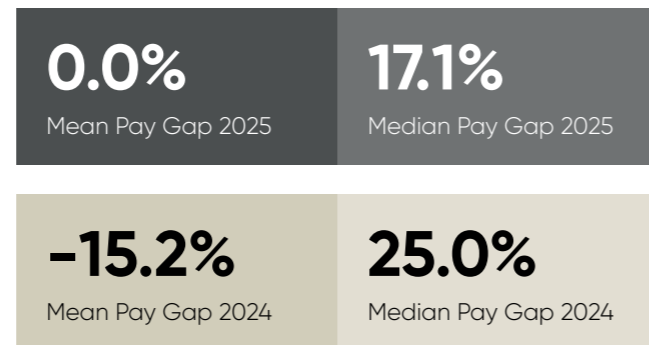
UK disability pay & bonus gaps

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

UK disability pay gap

As a result of encouraging our people to voluntarily share their demographic information, the disclosure rate for UK employee disability data this year is **90.5%**, an increase from **85.5%** in 2024. Of those that have disclosed, **14.5%** of UK employees declared that they have a disability.

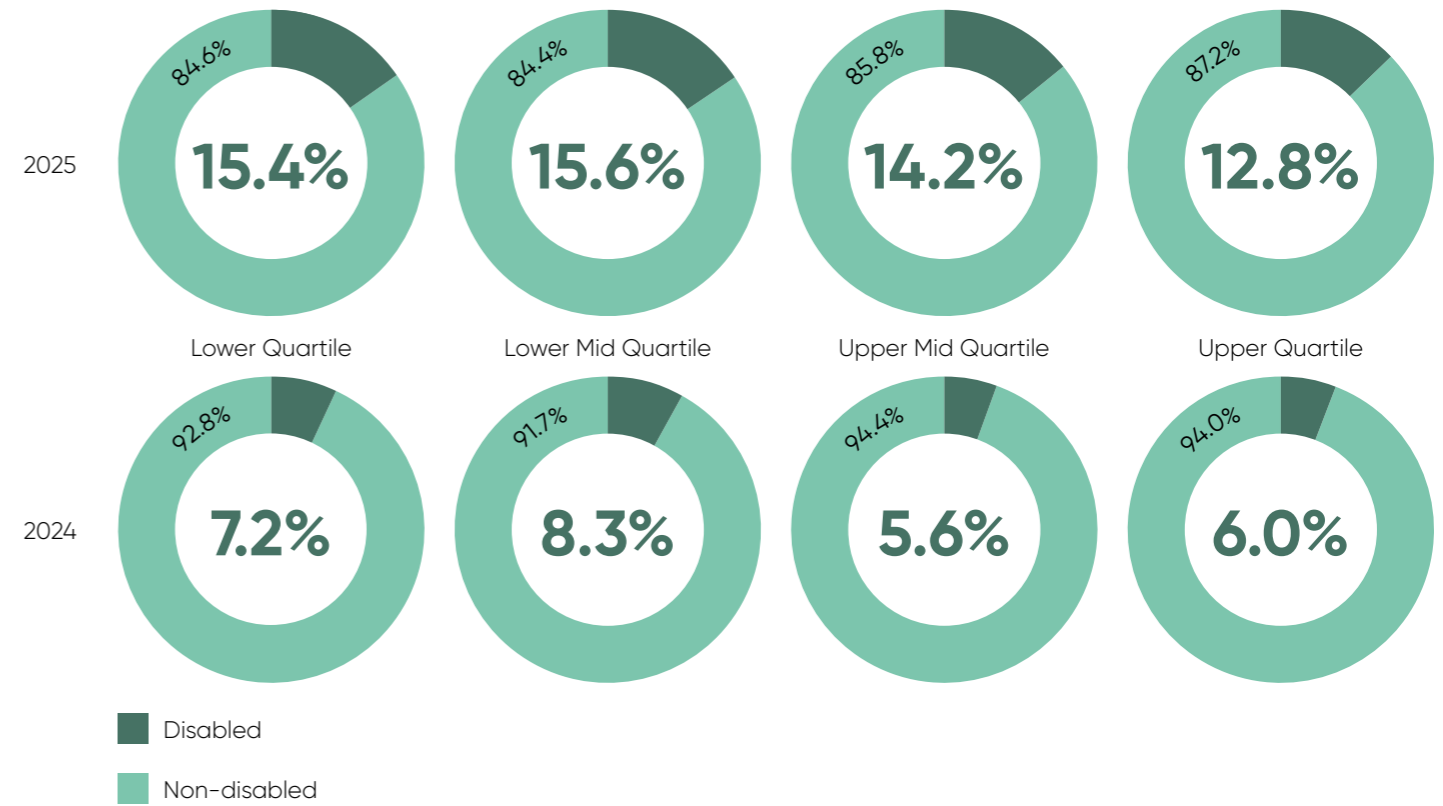
This year, the mean gap has closed. While we see a gap in the median, this has decreased from last year. Our data analysis has outlined a sizeable proportion of new UK hires identifying as having a disability, including some senior employees.



UK 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, which mirrors our large decreases in the mean UK disability pay gap.

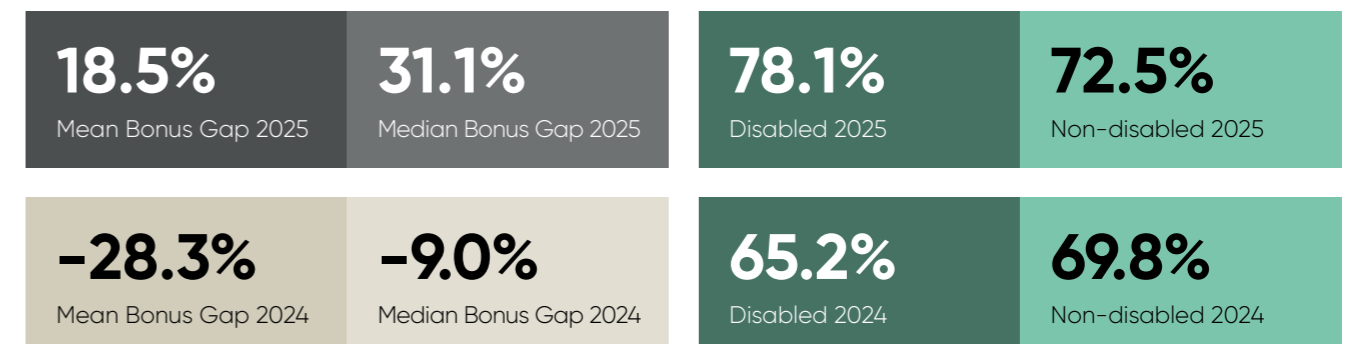


UK disability bonus gaps & proportions

We have seen increases in both the mean and median UK bonus gaps this year, however 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

UK 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 UK employees receiving a bonus



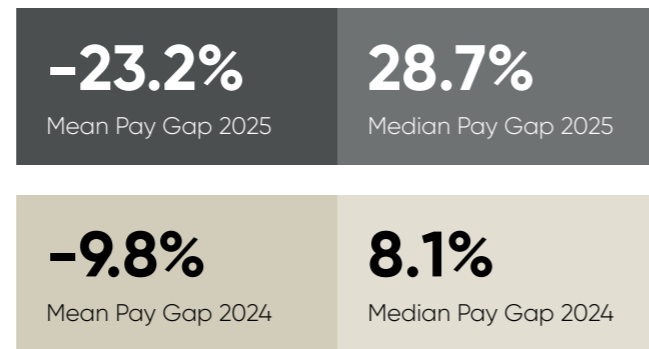
UK sexual orientation pay & bonus gaps

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

UK sexual orientation pay gap

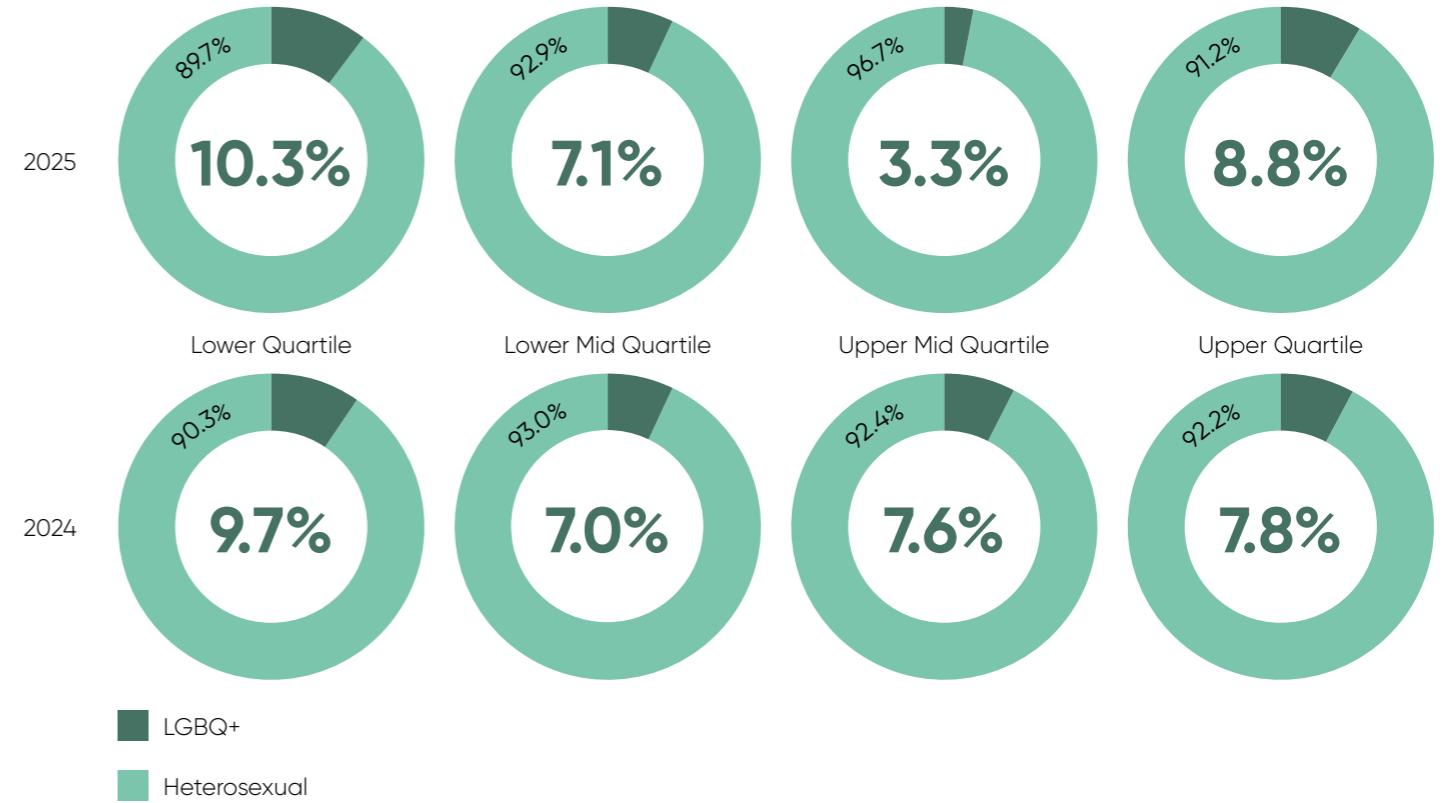
This year we are encouraged to see our LGBQ+ disclosure rate increasing from **82.9%**, to **86.1%**. Of those that have disclosed, **7.4%** of UK employees identify as LGBQ+, and **4.2%** of new UK hires (UK employees with under a year of service) disclosing their sexual orientation identified as LGBQ+.

Our mean UK sexual orientation pay gap remains a negative gap for two consecutive years, and in favour of the UK LGBQ+ population. This represents a change in the distribution of UK LGBQ+ employees, as shown in the sexual orientation quartiles. The median UK sexual orientation pay gap has increased due to the change in the UK population headcount year on year.



UK sexual orientation quartiles

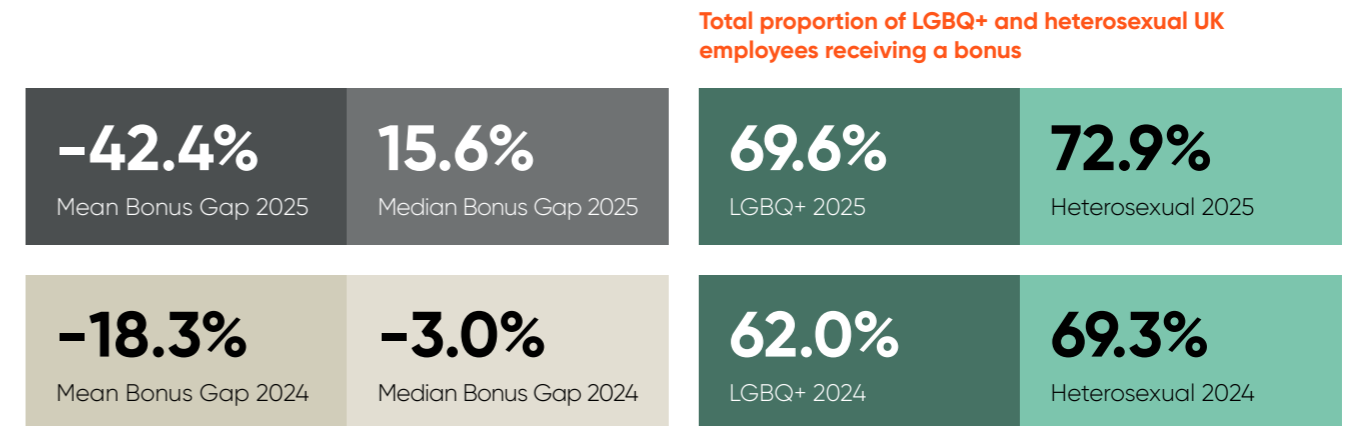
The breakdown of those identifying as LGBQ+ across the pay quartiles is outlined below. We are seeing a continued increase in those identifying as LGBQ+ in the Upper Quartile.



UK sexual orientation bonus gaps & proportions

The mean UK bonus gap is in favour of the population of UK employees identifying as LGBQ+. 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 GBS bonus scheme implementation.



UK socio-economic pay & bonus gaps

Our UK socio-economic background pay gap represents the difference between UK employees classified into three groups – working, intermediate and professional.

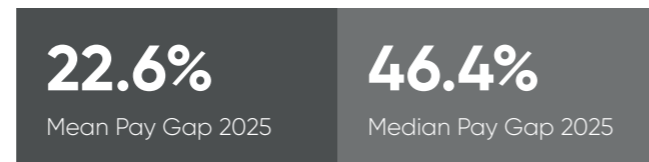
UK pay & bonus gaps

Aligned with The Social Mobility Commission's guidelines, socio-economic background is based on parental occupation at age 14.

We are encouraged to see our disclosure rate at **77.7%**, which allowed us to report on this category for the first year. Of those that have disclosed, **20%** of UK employees are classified as working, **14%** as intermediate and **66%** as professional.

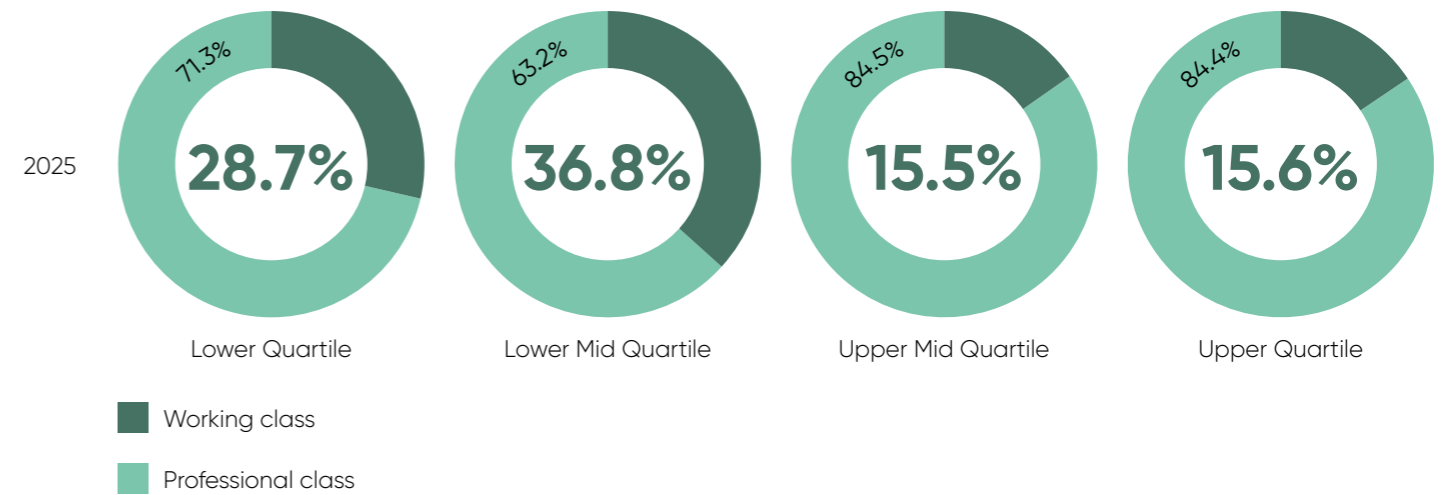
There is a UK pay and bonus gap between both the working class & intermediate populations in comparison to the professional population. However, we can see within the working class, c.**30%** are positioned in Upper Mid and Upper Quartiles.

Working class vs Professional class



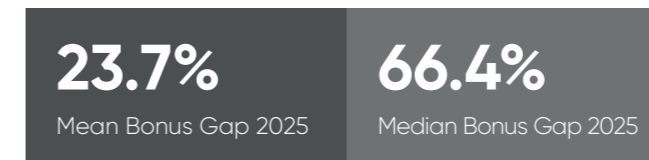
UK socio-economic quartiles

Working class vs Professional class

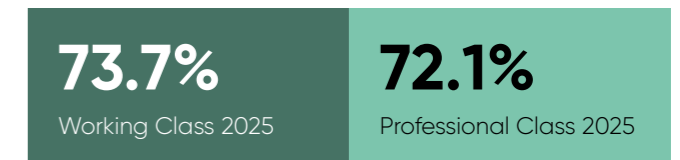


UK socio-economic bonus gaps & proportions

Working class vs Professional class

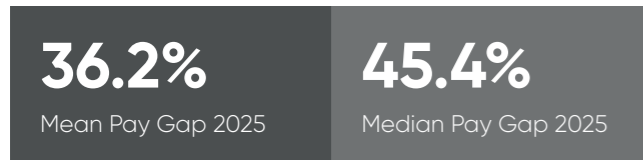


Total proportion of working class and professional employees receiving a bonus



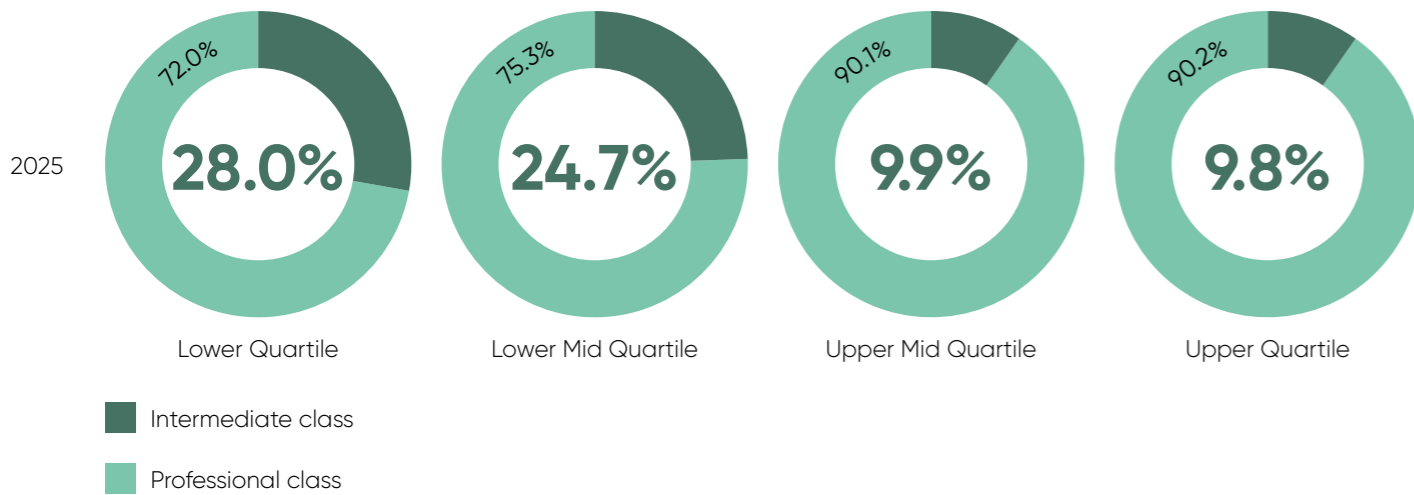
UK pay gaps

Intermediate class vs Professional class



UK socio-economic quartiles

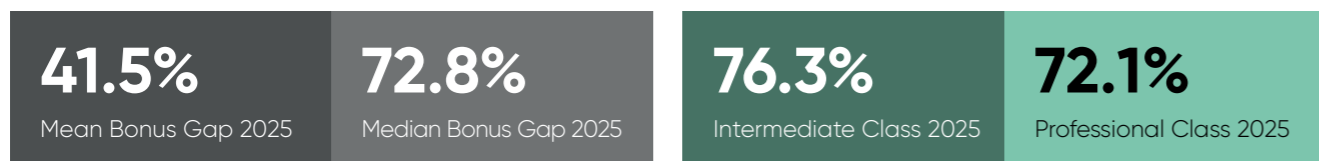
Intermediate class vs Professional class



UK socio-economic bonus gaps & proportions

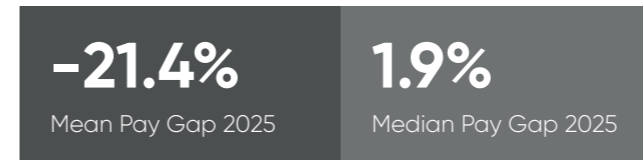
Intermediate class vs Professional class

Total proportion of intermediate and professional employees receiving a bonus



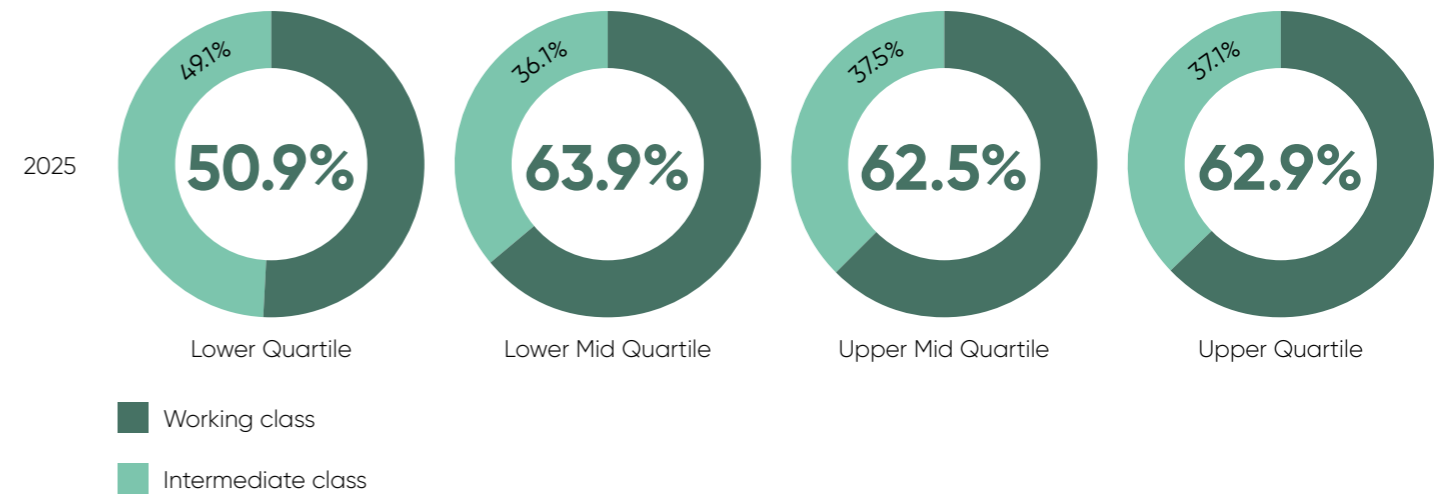
UK pay gaps

Working class vs Intermediate class



UK socio-economic quartiles

Working class vs Intermediate class



UK socio-economic bonus gaps & proportions

Working class vs Intermediate class

Total proportion of working class and intermediate employees receiving a bonus

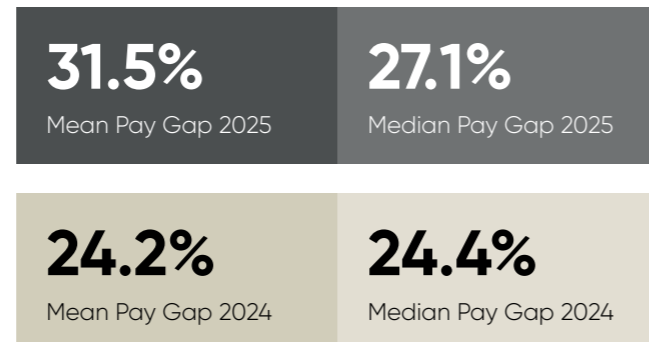


UK partner gender pay gap

Whilst not a statutory requirement, we recognise the importance of disclosing the pay gap within our UK 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.

UK partner gender pay gaps

Our mean and median UK partner gender pay gaps have increased since last year. We can clearly see the distribution of UK women across the quartiles in the below table affect our gaps, with a higher proportion of UK women across the Lower and Lower Mid Quartiles.



UK partner gender balance

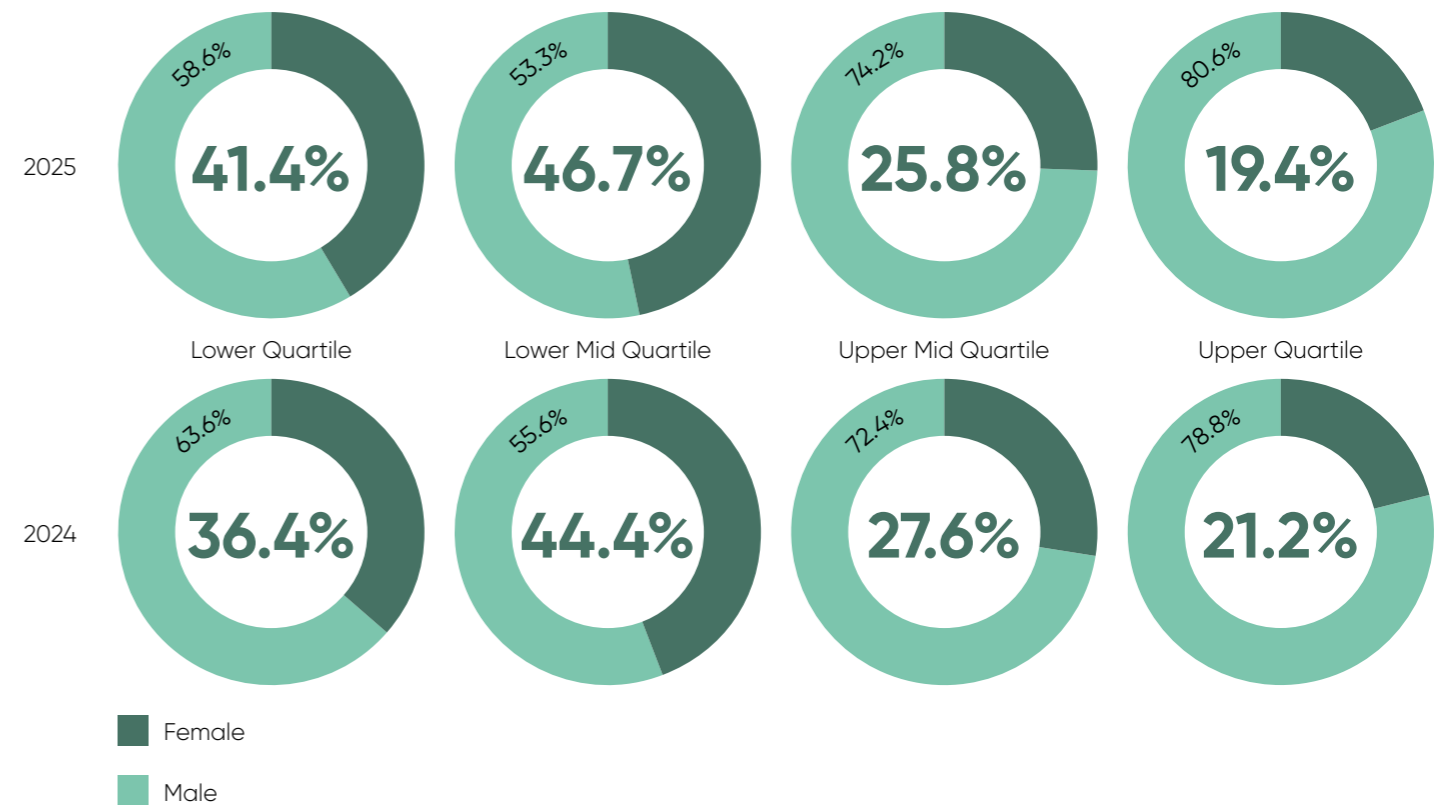
We have seen the proportion of women in the UK partnership remains consistent year on year and this continues into 2025.



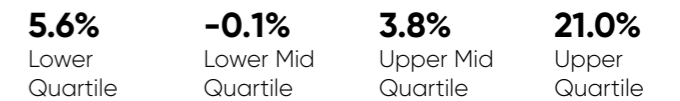
UK partner gender quartiles

The UK partner population is much smaller than the overall UK employee Gender Pay Gap population, and therefore gender data for UK partners can be subject to high fluctuation. Overall, the quartiles have remained

relatively steady, and we can see a small improvement in the proportion of UK women in the Lower and Lower Mid Quartiles.



When addressing the pay gaps within each UK partner quartile, we see that the distribution of UK women partners reflects within the gaps. Whilst we see a more prominent gap in the Upper Quartile, we can see the Upper Mid and Lower Mid Quartiles demonstrating lower gaps.



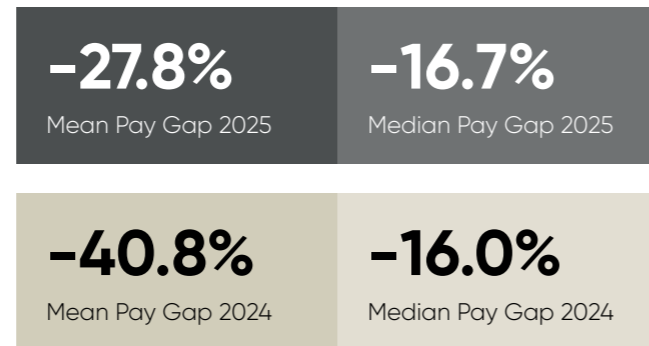
UK partner ethnicity pay gap

Our UK ethnicity disclosure rate within the UK partner group has steadily increased year on year from 87.1% to 90.1%. Of those disclosed, 16.5% identified as part of an ethnic minority group, whilst 83.5% identified as white.

UK partner ethnicity pay gaps

Both the mean and median UK partner ethnicity pay gaps favour our UK ethnic minority group.

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

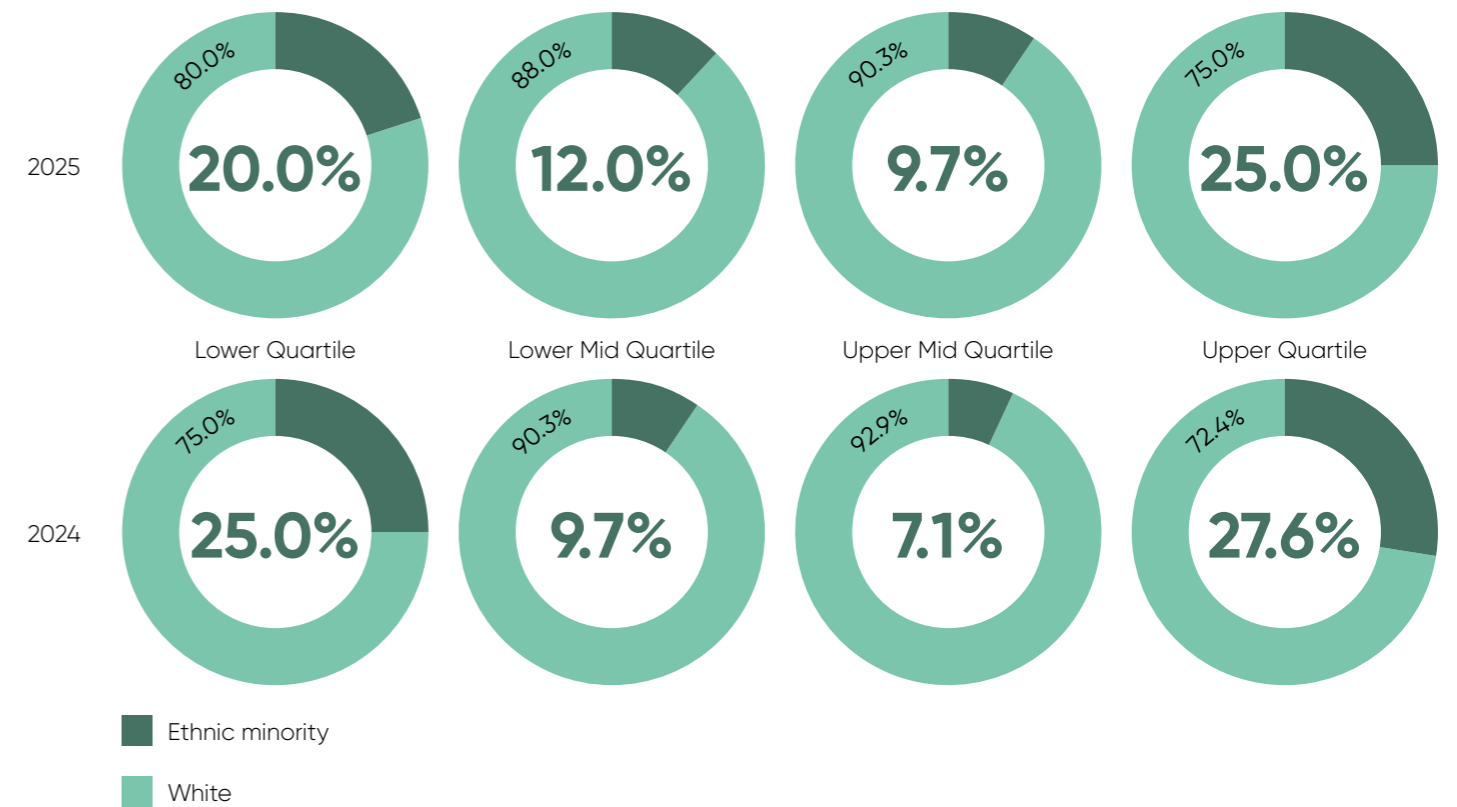


UK partner ethnicity quartiles

The below data shows the distribution of our ethnic minority UK partners across the pay quartiles. These are assigned by sorting our UK 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 ethnic minority UK partners sitting in our upper pay quartiles, contributing to

the negative median gap, and a further decrease in the proportion of ethnic minority UK partners in the quartiles.

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



Our commitments

BCLP has set an action plan with four overarching pillars designed to ensure that inclusion and well-being are considered in every aspect of decision-making.



Cultivate **high-performing** talent by promoting equal access to opportunities, development and programs for all.



Foster a **culture of belonging and psychological safety** through BCLP networks, key awareness dates and heritage month recognitions, and analysis of internal survey data.



Embed **inclusion and accountability** in firm policies and provide firm-wide education reinforcing BCLP's commitment to fair practices.



Amplify BCLP's efforts both internally as well as externally to clients and the community.

People initiatives

BCLP has a long-standing commitment to supporting the career development of all employees and to ensure everyone has the opportunity to thrive.

Initiatives include:

- The **Global Sponsorship Program** offers high-performing senior associates and counsel the training and platform to present a successful business growth idea to senior leadership. They receive a mentor and developmental support, and we have seen this idea become the future business case for promotion into partnership.
- The **Global Associate Mentoring Program** pilot in 2024/2025 has paired first year associates with mid-to senior associates to aid connectivity and retention across the Firm and build essential skills for long-term success.
- Continuing to incorporate full transparency into our programs and processes.
- BCLP has a number of UK information and insight programs to encourage applications from UK individuals with a variety of experiences and perspectives into the legal profession and our programs.
- BCLP's is a proud partner of **Sponsors for Educational Opportunities London's City Solicitors Horizons programme**. The UK programme pairs first year UK students with UK law firm mentors to support the students through university and navigating the training contract application process.

UK menopause reporting

BCLP UK menopause action plan



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BCLP is committed to building a culture of belonging, inclusion and wellbeing that is embedded across the Firm.

Menopause affects a significant and growing portion of the workforce. We have taken a proactive approach to support colleagues for several years, and this Menopause Action Plan outlines the progress we've made and the actions we will continue to take.

The plan details the practical measures in place to support colleagues experiencing menopausal symptoms, as well as those supporting others.

In January 2025, BCLP achieved Menopause Friendly Accreditation, recognising our commitment across the pillars of culture, policies and practices, training, engagement and the working environment.

This document aims to:

- Highlight the impact of menopause on working life
- Remove barriers
- Equip colleagues with knowledge and support
- Foster a psychologically safe, supportive environment

As a Menopause Friendly Employer, we remain committed to continually improving our support and creating a culture where everyone can thrive.

UK menopause data

855

Headcount 2025

Proportion of males and females

38%

Male 2025

62%

Female 2025

Proportion of employees > 40 years

46%

Total 2025

43%

Female 2025

*Population data is effective 5 April 2025

Culture

At BCLP, fostering an inclusive culture where all our people can thrive is central to our success. We want everyone to feel valued and respected as individuals, and this commitment extends to how we support colleagues experiencing menopause.

We are focused on ensuring that menopause is understood, supported and normalised in everyday conversations. Over the past several years, we have taken proactive steps to provide meaningful support and practical measures. This includes running awareness campaigns, partnering with an external provider to offer access to menopause practitioners and specialist resources, and establishing an internal network. We have also created a central menopause resource hub, featuring information, guidance and lived experiences from our people.

Policies and practices

We have developed a suite of menopause support: guides, one designed for individuals seeking support for themselves, and another for managers supporting colleagues. Both provide practical information, guidance on having supportive and confident conversations, and an overview of the wide range of support available across the Firm.

In addition, we have created an easily accessible Menopause Hub on our intranet. This brings together all menopause-related resources in one place and includes:

- **Physical and mental health support** – signposting to all available resources, including our Employee Assistance Programme (EAP), dedicated third-party menopause support, Mental Health First Aiders, Occupational Health services and more.
- **BCLP-specific support** – access to guideline documents, information on workplace adjustments, and details of our internal menopause network.
- **General support and resources** – including webinars, recordings, and lived-experience videos.
- **Line manager support** – covering training, workplace adjustment guidance and the menopause guideline for managers.

Training

The Firm recognises that menopause training is essential for shifting the narrative and raising broader awareness. We have recently developed a new training programme that aligns with both our Wellbeing and Inclusion & Diversity priorities.

Our approach ensures that participants receive accurate, evidence-based information and that managers feel better equipped to support colleagues. The training provides guidance on workplace adjustments, gives an overview of the wider support available across the Firm, and provides guidance on practical workplace scenarios.

As this training programme is still in its infancy, we will share a more detailed update in our next Menopause Action Plan.

Engagement

BCLP actively promotes menopause awareness throughout the year by marking key dates such as World Menopause Day. These moments help keep the topic visible, provide natural opportunities to raise awareness, highlight available resources, and amplify colleague experiences through our storytelling series, Our Voices.

We also partner with an external third-party provider to offer confidential menopause support to all our people. This service enables individuals to book one-to-one consultations with a menopause practitioner and access regular webinars, exercise classes and a wide range of educational resources.

Feedback from our provider shows that registrations for the menopause service have exceeded expectations, reaching **525%** of the target range for the duration of the contract. Encouragingly, **69%** of users report feeling more positive about the Firm because of the menopause support available to them.

Working environment

We have worked hard to strengthen our workplace adjustments process to ensure our people feel fully supported. As part of this, we have created an Adjustments Hub – a comprehensive, transparent and easy-to-navigate resource that provides information at every stage of the adjustments process. The Adjustments Hub clearly outlines the equipment, facilities, support options and other resources available across the Firm.

In relation to menopause, a range of adjustments can be considered depending on individual needs. Examples of adjustments which may be appropriate based on individual needs include flexible working arrangements, desktop fans, uniform adjustments (where applicable), and referrals to Occupational Health. We also promote the use of on-site facilities that may help manage symptoms, such as shower facilities, free period products, kitchen areas with access to drinking water and refreshments, and our dedicated WellBeing rooms.

Next steps

Over the coming year, we will roll out our new training programme and continue strengthening the information and resources within the Menopause Hub. We will work closely with our third-party provider to review insights and engage with our internal Menopause Network to build relationships, gather input and shape next steps.

While we are proud of our progress, we know there is more to do. Our focus is on embedding this work more deeply into our culture so everyone feels supported and able to thrive.

Getting in touch

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

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