

# Bird & Bird & Gender pay gap report 2017

*At Bird & Bird, we are committed to creating a culture of equality providing an environment within which all employees have equal opportunities for development and progression. All of our people are key to our future growth and ongoing success.*

## Pay and Bonus gap

	Mean	Median
Hourly pay	14.5%	27.6%
Bonus	33.5%	48.9%

The above table shows our mean and median pay gap, for both hourly pay and bonus, for UK employees, as at the snapshot date (i.e. 5 April 2017 for pay, and the 12 months reference period up to 5 April 2017 for bonus), calculated in accordance with the statutory method.

We are confident that men and women are paid equally for doing equivalent roles within Bird & Bird. This is represented by further analysis, breaking the data down into specific employee groups and job levels. For example, amongst our associates the pay gap is minimal, or in favour of female employees, as represented below:

	Mean	Median
Junior Associates	- 2.2%	- 4.8%
Mid-Level Associates	1.1%	1.3%
Senior Associates	- 0.1%	2.1%

The gap in pay and bonus is more prevalent within more senior Business Services roles, which is reflective of a higher number of men in more senior manager roles.

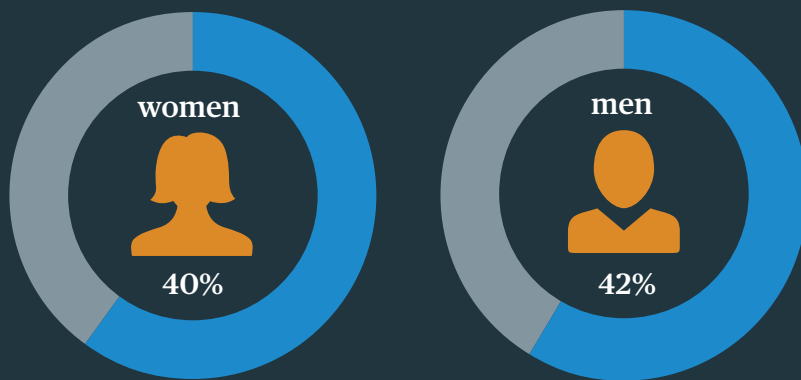
The bonus gap is also reflective of a higher number of part time female employees in the firm. As at the snapshot date, our part time employees comprised 2 men (0.9%) and 60 women (18.3%). Unlike the pay gap figures which are based on hourly rates, the bonus figures used are the actual sums paid. This means that those who work part time (predominantly women) or have been on maternity leave for part of the bonus year will have lower bonuses than men carrying out an equivalent role.

Bird & Bird supports agile working and we encourage flexible working opportunities. We recognise the importance of a good work life balance, and our family friendly policies encourage our employees to manage their work and family life. Currently, as demonstrated in the example above, more women take advantage of these policies than men.

When more men start working part time and/or taking shared parental leave, the bonus gap may reduce.



## Proportion of men and women receiving a bonus

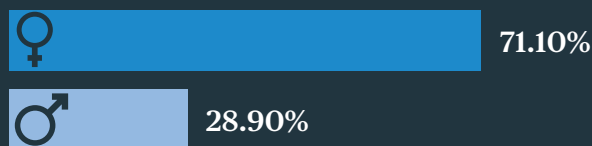


The overall percentage of men and women in receipt of a bonus is more or less equal (42% of males and 40% of females). We are confident that these figures reflect a fair and consistent approach towards bonuses, based on individual performance and delivery. As an employer, Bird & Bird provides equal opportunities for both men and women to achieve a bonus.

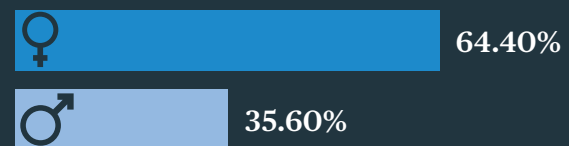
## Pay quartiles

Our quartile statistics outline that we have a higher proportion of female employees in more junior roles. For example, our Legal PA roles are primarily (but not exclusively) performed by female employees, and this impacts our overall pay gap. The below illustrates our gender distribution, across four equally sized groups.

### Lower quartile



### Lower middle quartile



### Upper middle quartile



### Upper quartile



● women ● men


At Bird & Bird we are committed to creating a diverse workforce, and recognise the benefits of diversity throughout our business. We strive to create, and maintain, an inclusive work environment and are proud to be founding signatories of the Law Society Diversity & Inclusion Charter, the flagship diversity initiative of the legal profession.

As part of our ongoing approach to diversity and inclusion we have a number of programmes in place, as well as a number of new initiatives which are being introduced. These include our global Women's Development Programme,

which is designed to help retain female associates and encourage female progression into more senior roles.

At Bird & Bird we encourage both agile and flexible working and are confident that our family friendly working environment, together with our approach to equal pay, will continue to attract and retain both male and female employees.

We confirm the data reported is accurate.

  
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