

Bird & Bird & Gender pay gap reporting 2018

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

2018

	Mean	Median
Hourly pay	16.0%	30.2%
Bonus	35.1%	34.1%

2017

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

In line with government regulations introduced in 2017 we have run our gender pay gap calculations for UK employees for the snapshot date of 5 April 2018 for pay, and the 12 months reference period up to 5 April 2018 for bonus.

Since our 2017 report (published in 2018) our pay gap figures, for hourly pay, have marginally increased. We have a number of initiatives in place with the aim of reducing our overall pay gap and we are confident that in time we will see the impact of these initiatives.

We are pleased to see a reduction in the median bonus gap from 49% to 34%. The bonus gap is calculated on actual bonus paid during the year unlike pay figures, which are based on an hourly rate. The bonus gap is therefore affected by the high level of flexible working within the firm which is primarily exercised by women and can lead to lower bonuses which may be based on part-time pay or part years worked before or after a period

of maternity leave. For the snapshot date to April 2018 16 pro-rated bonuses were awarded to female employees, against 4 to male employees.

We believe that our gender pay gap is largely due to having a greater proportion of female employees within our support roles at a more junior level and a higher proportion of men in more senior support roles. We are taking active steps to redress this imbalance.

We remain confident that men and women are paid equally for doing equivalent roles within Bird & Bird. This is evidenced by the additional analysis which has been carried out for our associates at different levels, where the pay gap remains minimal or in favour of women.

2018

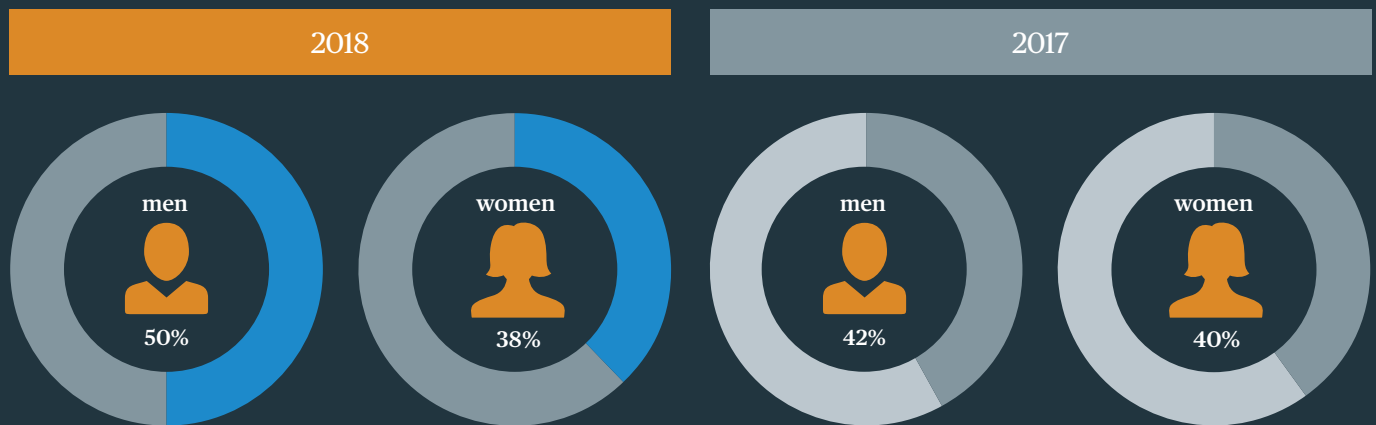
	Mean	Median
Junior Associates	0.2%	0.0%
Mid-Level Associates	3.1%	2.0%
Senior Associates	-2.1%	-2.8%

2017

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

Proportion of Men and Women Receiving a Bonus

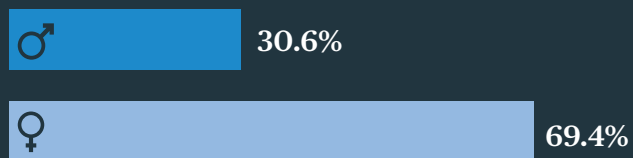
We monitor our bonus procedures carefully and are confident that men and women are treated equally when considered for bonus.



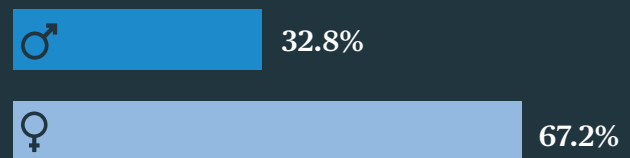
Pay quartiles

The greater proportion of women within the lower and lower middle quartiles is largely reflective of the high number of female employees within our practice support functions such as legal PA roles.

Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile



● men ● women

Partner Pay Gap

As part of our 2017 reporting we reviewed our partner pay gap and the results revealed that it was marginally in favour of women, although we did not publish the figures. This year we want our gender pay gap report to go beyond the statutory reporting requirements and to be fully encompassing and transparent. To this end we have included both our partner pay gap figures and combined partner and employee pay gap figures, as outlined in the table below. We have used for this purpose hourly rates based on total annual partner earnings.

For partners, we report a pay gap in favour of women on both a median and mean basis. We

have also calculated a combined figure for employees and partners.

2018

	Mean	Median
Partner Pay Gap	-20.6%	-0.9%
Combined (Partner and Employee) Pay Gap	44.9%	43.5%

We are confident that our partner pay gap, in favour of our female partners, demonstrates our intention that gender is no barrier to success within the firm.

Initiatives to Help to Reduce Our Gender Pay Gap

We continue to be committed to creating and maintaining an inclusive work environment where all employees can develop their careers. We are continuing to improve our established Women's Development Programme, which is designed to help retain female associates and encourage female progression into more senior roles. We are also developing a Mid-Level Development Programme, for all associates. The aim of this programme is to provide greater transparency around development and progression and to support equality of opportunity.

We have also piloted a Business Services Manager Development Programme this year, one of the objectives being to encourage more female talent to progress to senior roles.

We are continuing to provide coaching for Business Services managers and lawyers going on, and returning from, maternity leave. This coaching has also been extended to any employees taking shared parental leave to ensure that both male and female employees are supported through the leave process.

Our firm has always wished to be a family friendly working environment. We are reviewing our family friendly policies with a view to further enhancing some elements of our maternity, paternity and shared parental leave policies. We are particularly keen to encourage more men to take parental leave.

Recruitment training is being implemented for all managers which comprises inclusive recruitment practices and will help to ensure unconscious bias is eliminated. All roles now have a salary band applied based on market benchmarking and we do not make offers based on salaries with previous employers.

At Bird & Bird we continue to encourage both agile and flexible working and are confident that our enhanced family friendly policies, our inclusive working environment and our approach to equality around pay and progression, will continue to attract and retain both male and female employees.

We confirm the data reported is accurate.



Nicholas Perry
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