

Bird & Bird & Gender pay gap reporting 2019

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

2019

	Mean	Median
Hourly pay	19.6%	36.2%
Bonus	34.3%	50%

2018

	Mean	Median
Hourly pay	16%	30.2%
Bonus	35.1%	34.1%

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 2019 for pay, and the 12 months reference period up to 5 April 2019 for bonus.

Our pay gap figures, for hourly pay, have marginally increased. We are confident that we know why this is the case, and in fact are determined by a very small number of changes. 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 mean bonus gap from 35.1% to 34.3%. 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 2019 16 pro-rated bonuses were awarded to female employees, against 3 to male employees. The median bonus gap has increased but is in line with our 2017 figures. As with hourly pay we know why this is and is actually the result of a very small change to actual bonuses paid.

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.

2019

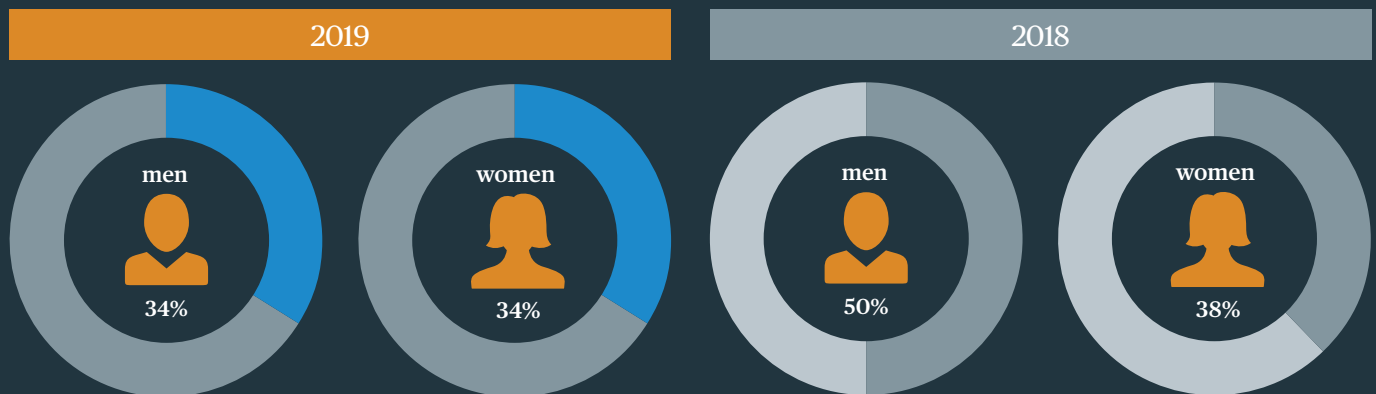
	Mean	Median
Junior Associates	0.3%	3.7%
Mid-Level Associates	5.7%	7.2%
Senior Associates	-0.3%	-3.9%

2018

	Mean	Median
Junior Associates	0.2%	0%
Mid-Level Associates	3.1%	2%
Senior Associates	-2.1%	-2.8%

Proportion of Men and Women Receiving a Bonus

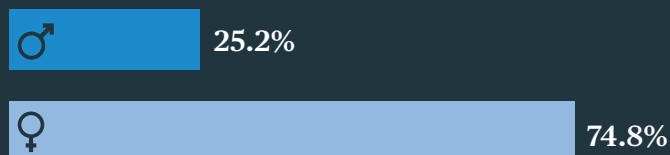
We monitor our bonus procedures carefully and are confident that men and women are treated equally when considered for a bonus. This year an equal number of men and women received a bonus which compared favourably with last year.



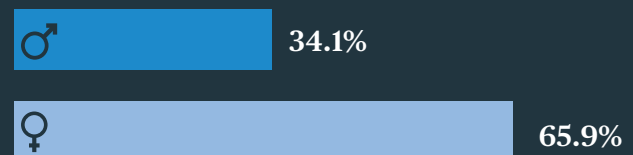
Pay quartiles

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

We want our gender pay gap report to go beyond the statutory reporting requirements and to be fully encompassing and transparent. As with last year, we continue to report both our partner pay gap figures and combined partner and employee pay gap figures. We have used for this purpose hourly rates based on total annual partner earnings.

For partners, we report figures which are in favour of women for the mean, with the median being almost equal. Our gender initiatives are resulting in increased numbers of women being promoted to partner. We have also calculated a combined figure for employees and partners.

2019

	Mean	Median
Partner Pay Gap	-15.6%	0.3%
Combined (Partner and Employee) Pay Gap	47.8%	44.6%

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.

We have not reported our ethnicity pay gap this year. Our ethnicity data was held anonymously last year and therefore we were unable to report. As of May 2019 we changed the way we collect our data and will be able to report on this next year.

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. Three out of our four partner promotions were female in May 2019. We have also developed 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 also ran a second 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. Last year we reviewed our family friendly policies and enhanced our maternity, paternity and shared parental leave policies, increasing paid maternity and shared parental leave to six months and our paternity leave to one month. We are particularly keen to encourage more men to take parental leave and this year have seen an increase in the number of men taking shared parental leave.

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 have also carried out compulsory working with respect training covering everyone in our London office. The objectives of these 2 hour sessions were to help individuals recognise their own bias and encourage inclusivity.

We confirm the data reported is accurate.



Nicholas Perry
Partner - Head of London



Andrea Pankhurst
Head of Human Resources - UK
