



# Gender Pay Gap Report

2020

# Our employee gender pay gap report

Our aim is to be recognised as the leading independent law firm in Scotland, part of the Lex Mundi network of leading independent law firms across the world.

We want to be a firm where women aspire to work, which supports, develops and promotes women and that women want to stay with. Identifying the reasons for our gender pay gap and working to eliminate it is key.

Our gender pay gap shows the difference between the average pay of all men and women employed by the firm, regardless of their role or seniority.

It is not a comparison of how much we pay men and women who carry out the same roles, a similar role or work of equal value.

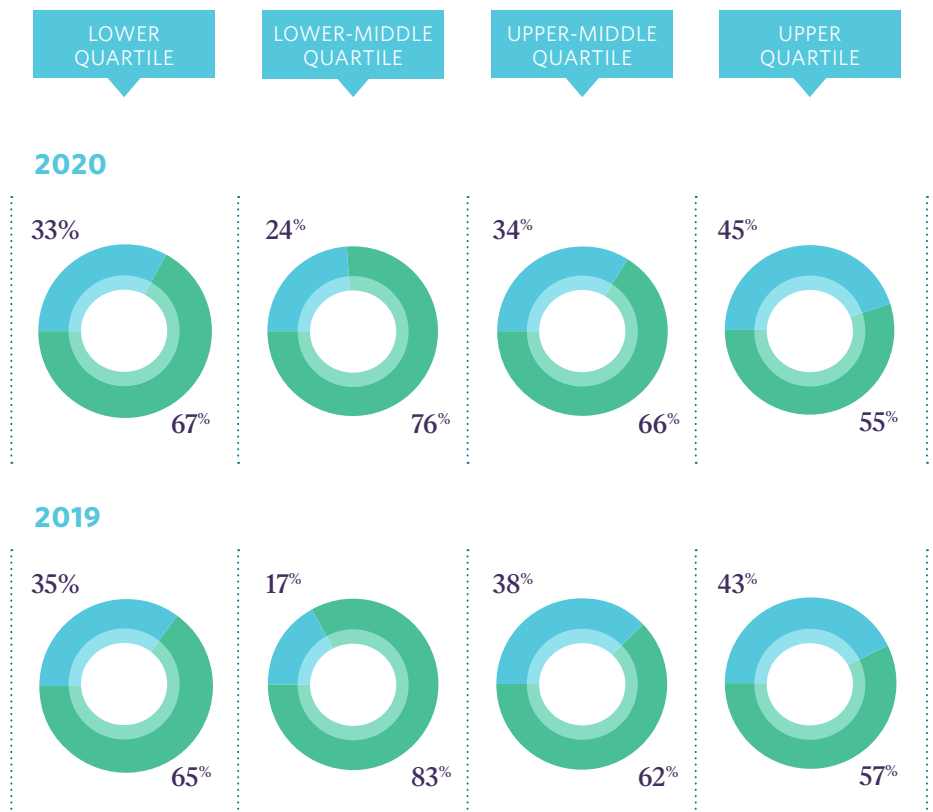
## PAY DATA

### Proportion of men and women when placed in four equally sized pay quartiles:

- MALE
- FEMALE

**DEFINITIONS AT A GLANCE**

**PAY QUANTILES:** Calculated by ranking all employees' hourly pay in numerical order and dividing them into four equal size groups.



### DEFINITIONS AT A GLANCE

**MEAN:** The difference between the mean (average) hourly rate of pay (or bonus) for all men and all women.

**MEDIAN:** The difference between the 'middle' rate of pay (or bonus) for all men and the 'middle' rate of pay (or bonus) for all women, when hourly pay is ranked in numerical order.

### Difference between male and female hourly pay as at the snapshot date:

#### 5 APRIL 2020

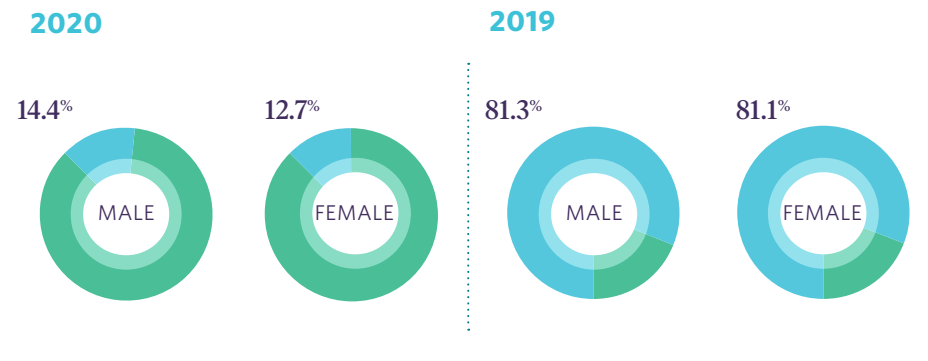
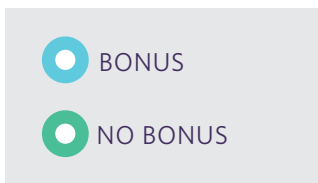
MEAN	MEDIAN
11.4%	11.1%

#### 5 APRIL 2019

MEAN	MEDIAN
12%	13.4%

## BONUS DATA

### Proportion of men and women receiving a bonus:



### Difference between male and female bonus paid in the 12 months prior to:

#### 5 APRIL 2020

MEAN	MEDIAN
33.6%	46%

#### 5 APRIL 2019

MEAN	MEDIAN
27.8%	27.2%

# Our partner gender pay gap report

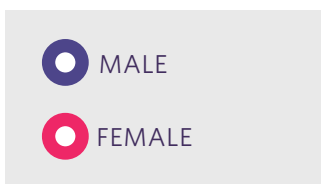
The following information relates to our partner gender pay gap. Partners are specifically excluded from the legislation but we feel it is important, and consistent with our openness and transparency, to share this information.

We would prefer there to be specific guidance on how to calculate the gender pay gap for partners. In the absence of such guidance we have chosen what we feel is the most sensible approach.

Our partners are not employees of the business, they are paid a share of the firm's profits. We think the most informative and useful way to calculate our partner gender pay gap report is to use the annual profit for partners, including any bonus, rather than looking at a snapshot of one month which would not be representative.

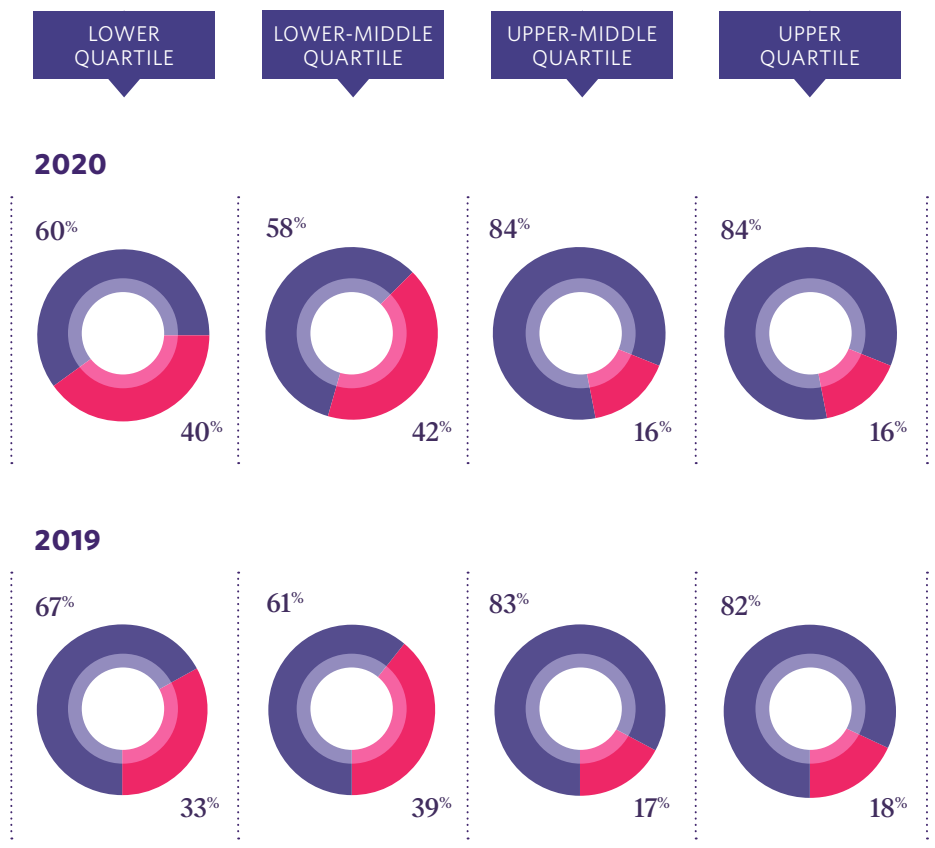
## PAY DATA

### Proportion of men and women when placed in four equally sized pay quartiles:



**DEFINITIONS AT A GLANCE**

**PAY QUANTILES:** Calculated by ranking all partners' annual profit including bonus in numerical order and dividing them into four equal size groups.



**DEFINITIONS AT A GLANCE**

**MEAN:** The difference between the mean (average) annual profit including bonus for all men and all women partners.

**MEDIAN:** The difference between the 'middle' annual profit including bonus for all men and the 'middle' annual profit including bonus for all women partners when ranked in numerical order.

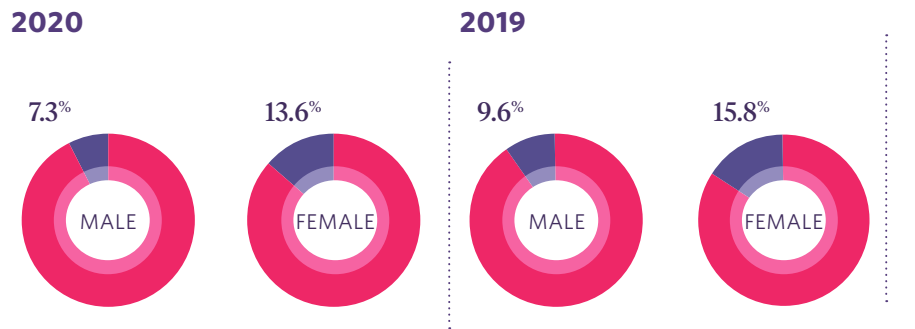
**Difference between male and female annual profit including bonus:**

2020		2019	
MEAN	MEDIAN	MEAN	MEDIAN
26.6%	54.1%	22.5%	46.8%

**BONUS DATA**

**Proportion of men and women receiving a bonus:**

**BONUS**  
**NO BONUS**



**DEFINITIONS AT A GLANCE**

**MEAN:** The difference between the mean (average) bonus for all men and women.

**MEDIAN:** The difference between the 'middle' bonus for all men and the 'middle' bonus for all women partners when ranked in numerical order.

**Difference between male and female bonus:**

2020		2019	
MEAN	MEDIAN	MEAN	MEDIAN
34.8%	13.9%	46.6%	29%

## RESPECT, INCLUSION AND DIVERSITY AT BURNESS PAULL

At Burness Paull, respect and inclusion are more than just words, they are fundamental to the way we operate. We know that diversity drives innovation and brings us closer to our clients and we're working hard to create a culture that celebrates difference and promotes equality of opportunity.

We have accelerated our inclusion and wellbeing agenda to ensure we are doing all we can to support our colleagues and help them to adapt to the events of the Covid-19 pandemic.

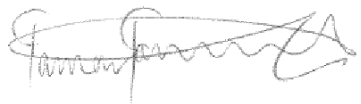
We have implemented new ways of working and improved flexible working practices that acknowledge the unique circumstances and challenges that our colleagues face. These have been complemented by our continued roll out of the Mindful Business Charter, which aims to remove unnecessary sources of stress at work.

We have introduced contextual recruitment and firmwide unconscious bias and mental health awareness training and improved our equalities data collection, management and monitoring processes to give us an accurate picture of where we are and where we want to be.

Our inclusion, mental health and LGBT+ networks have continued to grow and offer support, resources and signposting for colleagues and we have worked with them to review our policies and practices to ensure they are fully inclusive and reflective of our zero tolerance stance on bullying, harassment and discrimination of any kind. We have also continued to raise awareness of important equality issues through notable dates such as International Women's Day and Black History Month and we were Scotland's highest climber in the Stonewall Workplace Equality Index 2020.

Our 'Menopause at Work' project and associated policy framework has been shortlisted for the Women of Influence & Power in Law - Law Firm D&I Initiative of the Year Award and we recently appointed a dedicated Inclusion & Wellbeing Manager to drive forward continuous improvement in these areas.

We achieved our target of 30% female partners by the end of 2020, we know we can do better and we're more committed than ever to embedding the principles of equality, respect and inclusion at all levels across our business.

A handwritten signature in blue ink, appearing to read 'Tamar Tammes'.

**Tamar Tammes -  
MANAGING PARTNER**

**I CONFIRM THE DATA REPORTED IS ACCURATE.**

