



Gender Pay Gap Report

2021

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 2021

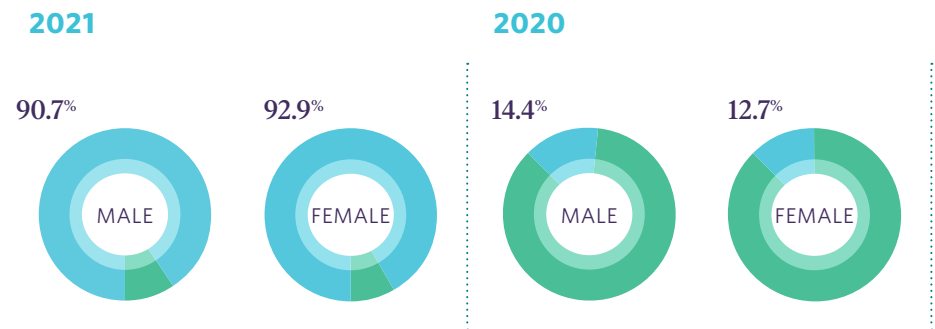
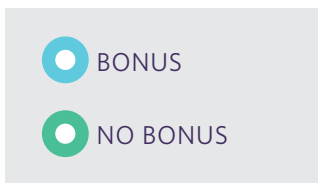
MEAN	MEDIAN
14%	16.1%

5 APRIL 2020

MEAN	MEDIAN
11.4%	11.1%

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 2021

MEAN	MEDIAN
22.4%	17.9%

5 APRIL 2020

MEAN	MEDIAN
33.6%	46%

Our partner gender pay gap report

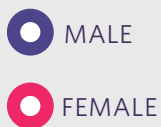
The following information relates to our partner gender pay gap. Partners are specifically excluded from the legislation but we feel it is important, and consistent with our openness and transparency, to share this information.

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.

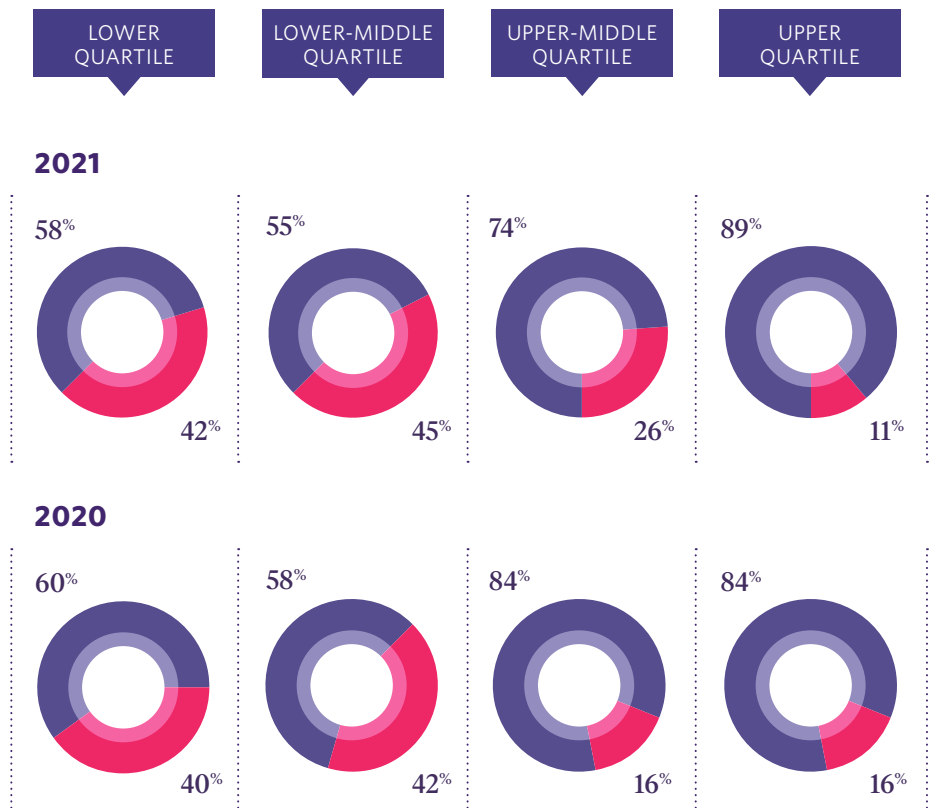
PAY DATA

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



DEFINITIONS AT A GLANCE

PAY QUARTILES: 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.

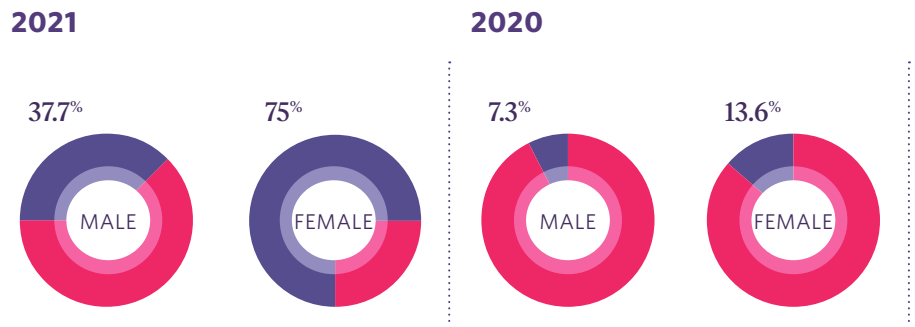
MEDIAN: The difference between the 'middle' annual profit including bonus for all men and the 'middle' annual profit including bonus for all women partners when ranked in numerical order.

Difference between male and female annual profit including bonus:

2021		2020	
MEAN	MEDIAN	MEAN	MEDIAN
42%	72%	26.6%	54.1%

BONUS DATA

Proportion of men and women receiving a 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:

2021		2020	
MEAN	MEDIAN	MEAN	MEDIAN
46%	4%	34.8%	13.9%

RESPECT, INCLUSION AND DIVERSITY AT BURNESS PAULL

The principles of respect and inclusion are central to how we operate at Burness Paull. It's important to us that we reflect the diversity of wider society and of our client base and we are committed to creating an inclusive culture which celebrates difference and promotes equality of opportunity.

We have continued to embed our inclusion and wellbeing agenda with an increased focus on working practices and 'mindful business' specifically the importance of respecting rest periods and effective delegation in relation to mental health.

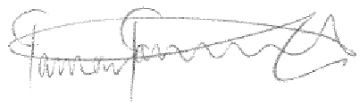
Our new hybrid working principles have been designed to complement this and we believe they allow our colleagues to deliver a high level of client service whilst ensuring maximum flexibility.

We are determined to widen access to the legal profession for underrepresented groups and in the past year we have made significant changes to our graduate recruitment processes including the introduction of blind interviews, extended outreach to schools and universities and partnered with external organisations such as The Robertson Trust and SEMLA (Scottish Ethnic Minority Lawyers Association).

Our inclusion, mental health and LGBT+ networks have grown and they continue to offer support, resources and signposting for colleagues. We have worked with our networks in reviewing 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 introduced a 'Transitioning at Work' Policy and associated guidance, as well as optional pronouns in our email signatures. Our Salary Review Group (SRG) provide an additional level of 'check & challenge' on our salary and promotions decisions and we have reviewed the way we calculate bonus and pensions for those on maternity leave to ensure fairness and transparency. We continue to use notable dates to raise awareness, in 2020 this included an interactive panel discussion led by some of our Partners for International Women's Day as well as sessions on important topics such as domestic violence and mental health. In addition to training at all levels we have extended our trainee induction to include a specific focus on diversity and inclusion and wellbeing.

In 2021 we became Scotland's first independently accredited 'Menopause Friendly' organisation and our dedicated Menopause Champions continue to provide support to women impacted by menopause at work. We were also awarded ENEI's 'Enhancing Wellbeing & Belonging at Work' award.

We achieved our target of 30% female partners by the end of 2020 but we can't stand still, there is more work to be done and we're collectively committed to driving forward the principles of equality, respect and inclusion at every level of Burness Paull.

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

Tamar Tammes -
MANAGING PARTNER

I CONFIRM THE DATA REPORTED IS ACCURATE.

