

GENDER PAY GAP REPORT

2024

BCLP.

Definitions

Statutory

For this report, hourly pay is calculated using ordinary pay, allowances, and bonuses paid in the relevant pay period as defined in the regulations. Ordinary pay does not include overtime, expenses, salary sacrifice deductions, benefits, redundancy pay, arrears of pay, reduced leave pay and tax credits.

Additional

To provide a more accurate picture, we publish additional data which includes Ethnicity, Sexual orientation, Disability and Partners (who are not employees and therefore removed from the statutory reporting).

Mean

The sum of all the values in a list divided by the number of values. Otherwise known as the average.

Median

The middle value in a list where the values are listed in numerical order, from lowest to highest.

Negative Gap (-%)

A negative percentage figure indicates a pay gap in favour of women, or those identifying as ethnically diverse, as having a disability, or as a member of the LBGTQ+ community.

Quartiles

All relevant employees are ranked from the lowest earners in the firm to the highest earners and then divided into four equal parts ("quartiles"). The percentage of gender/ethnicity in each of the quartiles is then calculated.

Disability

Employees who have declared they have a disability according to the definition under the Equality Act 2010 or whose day-to-day activity is limited due to a health condition or disability and has lasted, or is expected to last, at least 12 months.

Equal Pay

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

A message from our UK Office Managing Partner

At BCLP, an inclusive culture where everyone feels valued and respected ensures that all our people can thrive. This is essential to our success as a client intelligent business.



Jinal Shah
UK Office Managing Partner
London, UK
jinal.shah@bclplaw.com
T: +44 (0)20 3400 1000

In addition to our required reporting on our gender pay gap, we have voluntarily reported on our ethnicity, sexual orientation and disability pay gaps. Monitoring our firm is a key tool in ensuring equality of opportunity for our workforce.

Since our last report, we have seen little movement in our mean gender pay gap and the median has slightly increased. The fluctuation in the median can be expected with changing headcount figures (a reduction in headcount of 47 employees), which affected our 2024 reporting period. Year on year, we continue to see higher proportions of women in the Upper Middle Quartile, which reflects the development of a strong pipeline of women progressing across our legal and global business services departments. We still see a larger proportion of women in more junior and administrative roles which structurally contributes to our pay gap.

We have seen a similar trend with our ethnicity pay gap reporting, we have seen the mean decrease and the median increase. Following on from an increase in ethnic minority individuals in the middle figures in past reporting, we are now seeing an increase in the upper quartile, which highlights the effectiveness of our retention and talent development programs.

The total proportion of men and women receiving a bonus remains consistent at 63.8% and 68% respectively, showing a noticeable improvement on previous years. The mean has also decreased significantly across sexual orientation and disability bonus gaps.

We have seen an overall increase in our colleagues self-identifying following our 2024 Self-ID campaign, which signals a more psychologically safe environment (Ethnicity 87.1%, Disability 85.5% and Sexual Orientation 82.9% disclosure rates).

Our work to support all talent through the Lead Institute, our learning and development programs, and the support our affinity groups provide, continues to positively impact retention and broader representation across all levels of the firm. We are seeing positive results from many of our talent and inclusion initiatives, which provide equality of opportunity to all.

Gender pay gap

In accordance with the Regulations, the figures below show the difference between the average hourly pay of men and women, regardless of their role or seniority, and includes prorated bonuses paid within the prior 12 months.

Gender pay gaps

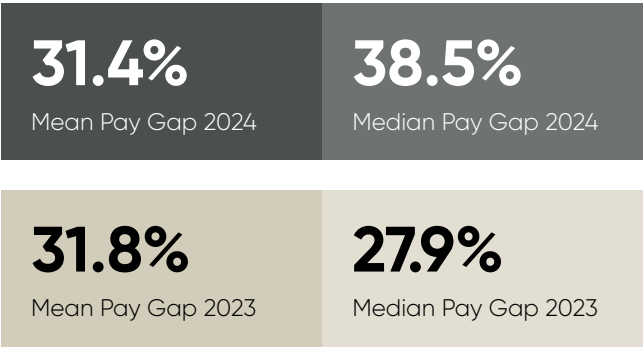
This year we saw a decrease in our mean gender pay gap, and an increase in our median gender pay gap. The fluctuation in the median (mid-point) can be expected with changing headcount figures, which affected our 2024 reporting period.

Particular groups, like our exclusively women secretarial pool which accounts for **16.1%** of the overall population of women, contribute to the pay gap. When looking at all UK, excluding the secretarial pool, our mean pay gap falls to **25.4%** and the median pay gap falls to **17.7%**.

For London, the mean pay gap is **34.0%** and the median pay gap is **40.9%**. Excluding the secretarial pool, the mean pay gap falls to **26.9%** and the median pay gap falls to **20.6%**.

Our regional salaries are lower than our London salaries, and **15.7%** of our population of women work in our regional offices, which contributes to the gap further.

For these other regions, the mean pay gap is **-15.4%** and the median pay gap is **-10.2%**, reflecting that women are paid more than men in the regions. Excluding the secretarial pool, the mean pay gap is **-15.8%** and the median pay gap is **-14.9%**.



Over the past three years, 50–60% of our training contract offers have been made to women. Our trainee retention rates are also noteworthy, with 70% of women trainees retained in 2022, 69% in 2023, and 60% in 2024. This has created a strong pipeline of talent within our associate ranks and we are seeing more of our women move into the higher quartile ranges.

Pound to pence

If the mean (average) man was paid £1, then the average woman was paid:



If the median man was paid £1, then the median woman was paid:



Gender balance

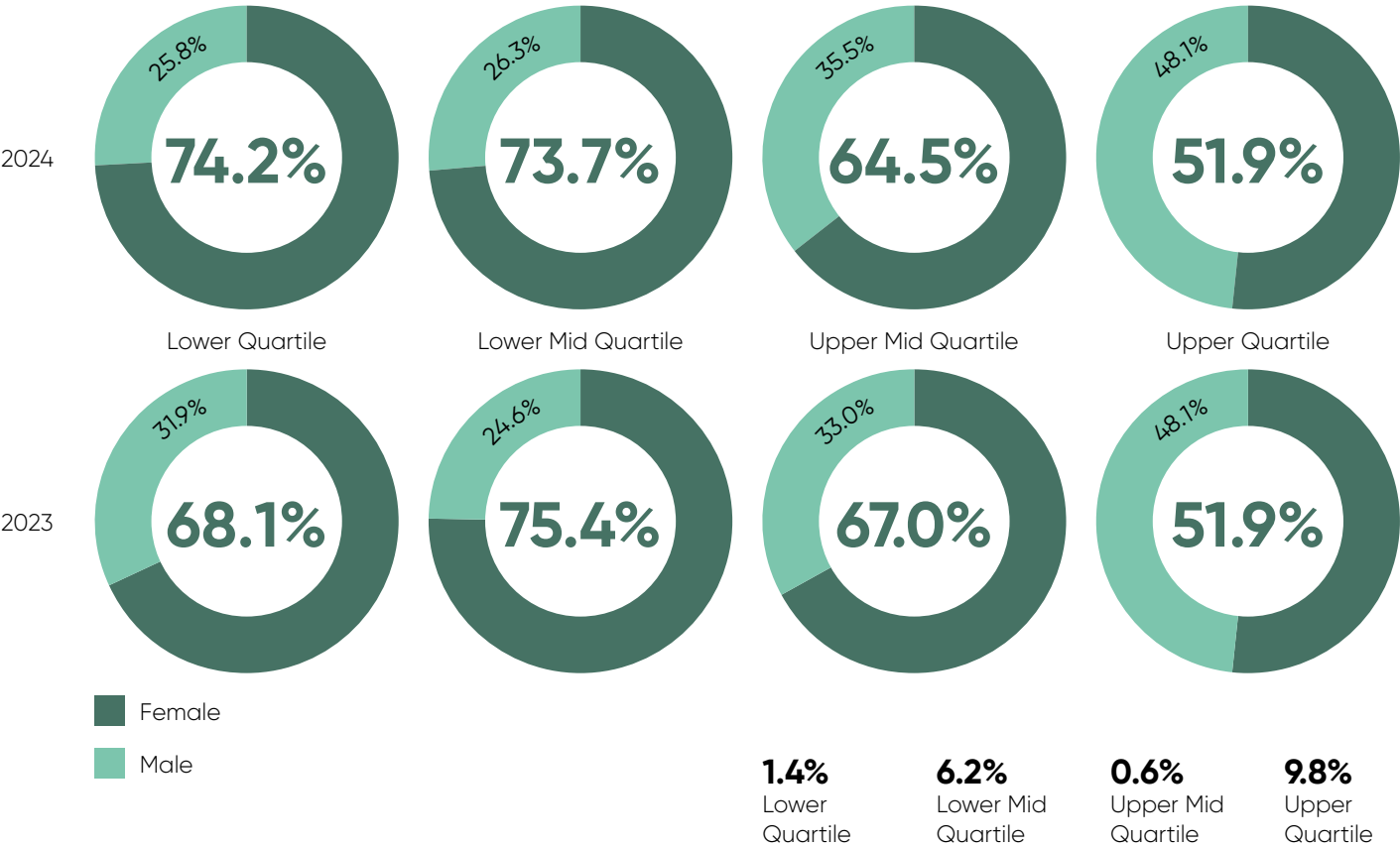
The below represents the proportion of females across the relevant statutory population.



Gender quartiles

When reviewing our gender pay gap, we draw up a list of our employee earnings – from the highest to the lowest – and split it into four even groups, called quartiles. This allows us to calculate the proportion of men and women in each quartile and monitor the distribution of pay. This

year, we continue to see the high proportion of women positioned in the Upper Mid and Lower Mid quartiles. Our percentage of women in the Upper quartile has remained relatively steady too. The breakdown of men and women across the pay quartiles is as follows:



The pay gap increases to **6.2%** at the Lower Mid Quartile range. A significant proportion of the higher paying roles in this quartile are occupied by men and many of the lower paying roles are occupied by women. The population headcount changes this year has impacted this outcome. Many of these higher paid men were positioned in last year's Upper Mid Quartile range. This year they have

moved into the Lower Mid Quartile range, increasing the pay gap in this quartile.

At the Upper Quartile range, the pay gap reduced from **18.6%** in 2023 to **9.8%** in 2024. The pay gap for our highest paid men and women is reducing considerably year on year.

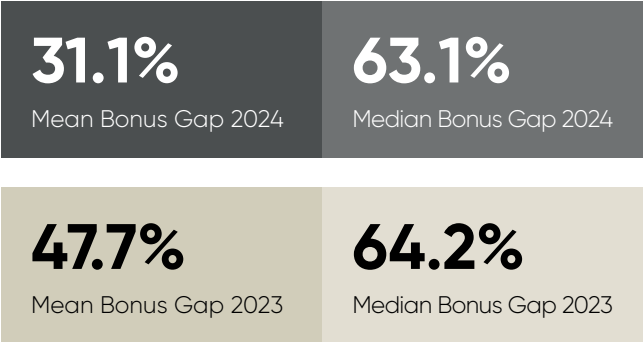
Gender bonus gap

The gender bonus gap is the percentage difference in total bonus payments received, without pro ration applied, by men and women within 12 months prior to the snapshot date.

Gender bonus gaps

This is a significant improvement in the mean bonus gap and a minor improvement in the median gender bonus gap.

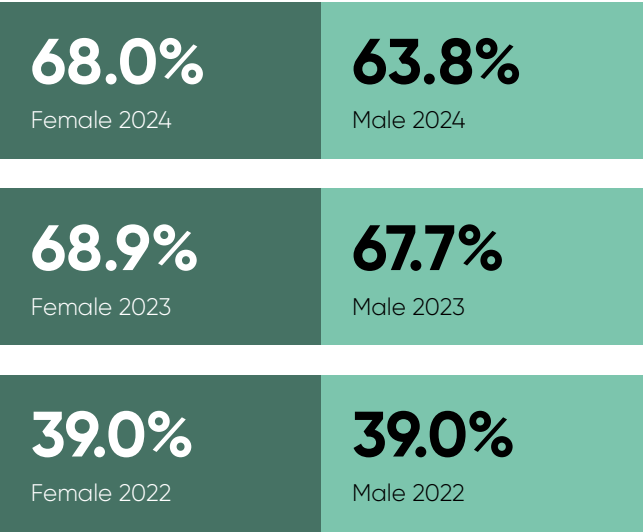
Across Global Business Services we are still seeing a larger proportion of men in senior roles, which in turn reflects in our bonus statistics, however we do see some more positive statistics when looking at our fee earning population. Women make up **63.0%** of our total associate pool. Last year the highest proportion of women were Junior Associates. This year, there are proportionately more women at the Mid Associate level (**65.2%**). This Mid Associate group alone has a negative mean bonus gap of **-44.1%** and a negative median bonus gap of **-48.4%**, indicating mid associate women are receiving higher bonuses.



Bonus proportions

The proportion of men and women receiving a bonus this year is fairly consistent (**63.8%** men vs **68.0%** women). We see the significant increase in the percentage of both men and women receiving a bonus since 2022 continues. This is accounted for by the introduction of our percentage based GBS bonus scheme which has predominantly positively impacted our junior levels of support staff, enabling them to take advantage of bonus earning potential previously unavailable to them.

Total proportion of females and males employees receiving a bonus



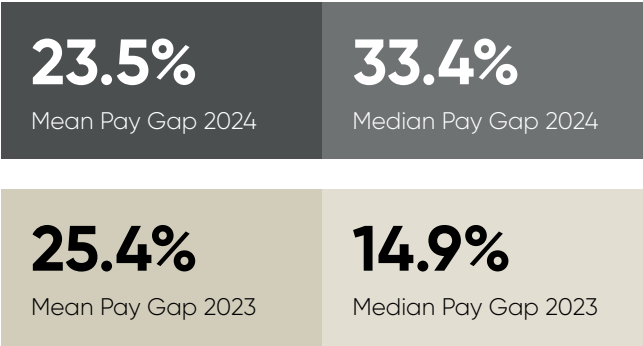
Ethnicity pay gap

This section shows the difference between hourly pay of ethnically diverse and white employees, regardless of their role or seniority, as at the snapshot date of 5 April 2024, and includes prorated bonuses paid within the prior 12 months.

Our pipeline initiatives working with Rare Recruitment and events such as Race for Change in collaboration with Aspiring Solicitors, have led to an increase applications from diverse candidates which in turn has increased the number of ethnically diverse individuals who have been offered and accepted a training contract , reaching 55% in 2022, and similar in 2023 and 2024. Due to our inclusive culture practices, our trainee retention rates for ethnically diverse individuals have also improved, with 27% retained in 2022, 35% in 2023, and 33% in 2024.

Ethnicity pay gaps

Our ethnicity pay gap data has been produced based on the workforce, excluding Partners, who have voluntarily disclosed their ethnic origin, equating to **87.1%** of our UK population, which is consistent with the **87.3%** rate in 2023. Our mean ethnicity pay gap has decreased this year. There is a higher proportion of Ethnic Minority employees in higher paid roles and proportionately more of them being positioned in the Upper Quartile pay range this year.



Pound to pence

If the mean (average) white employee was paid £1, then the average ethnically diverse employee was paid:



If the median white employee was paid £1, then the median ethnically diverse employee was paid:



Ethnic balance

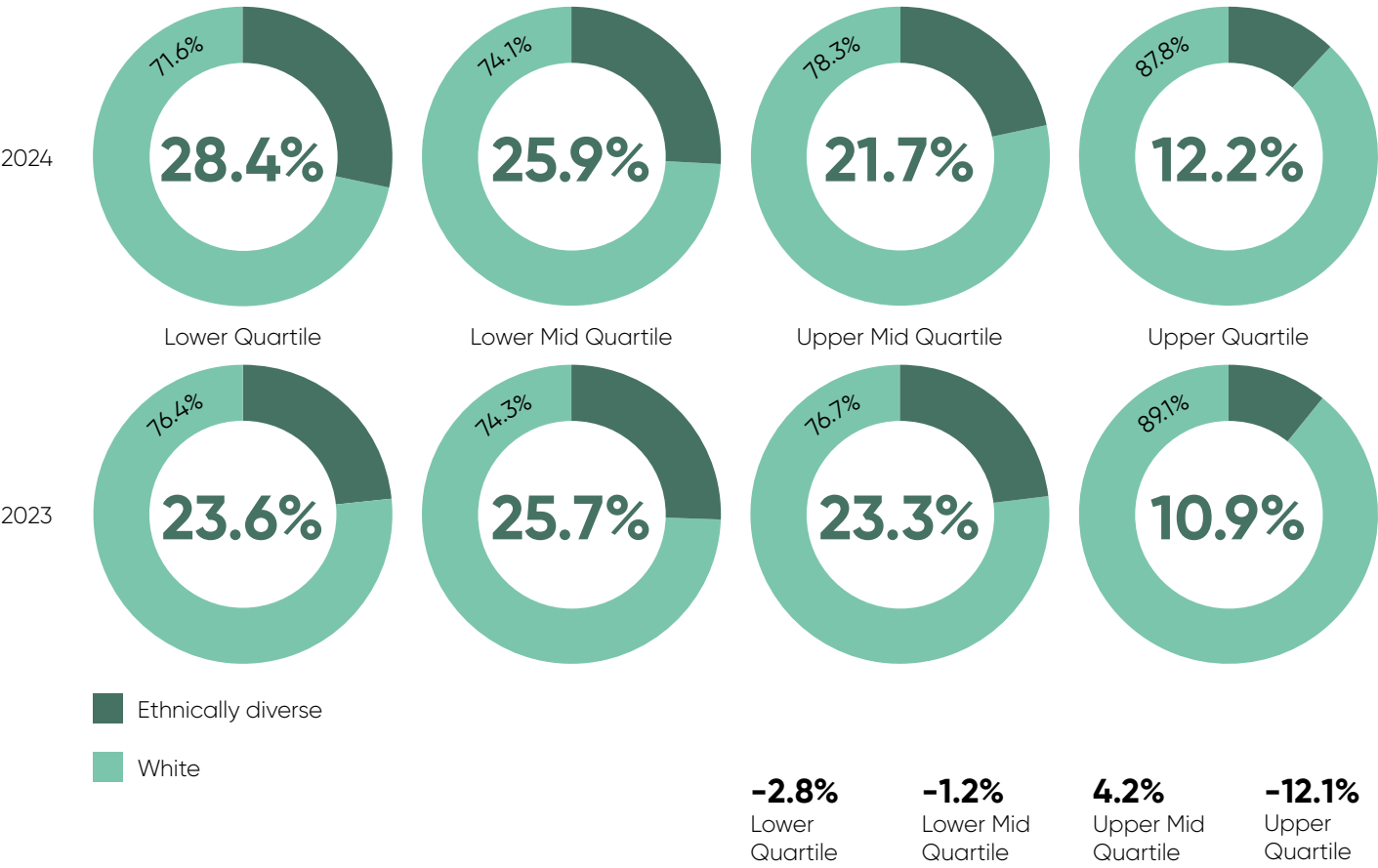
It is positive to see our ethnic balance shifting to represent a higher proportion of ethnically diverse employees.



Ethnicity quartiles

We continue to see an increase in the proportion of ethnically diverse employees in our Upper quartile range. There has been a consistent negative mean pay gap in this quarter for the past 2 years. Ethnic diverse colleagues in this quartile are paid higher than white colleagues. The proportion of ethnically diverse colleagues in the Lower Mid and Upper Mid Quartile ranges is consistent year on year. This year, we have noticed a higher mean pay gap at the Upper Mid Quartile. This is largely due to the change in population size year on year. A proportion of the ethnically

diverse colleagues reporting in the Upper Quartile last year are now reporting in the Upper Mid Quartile this year. This shift has impacted the mean pay gap. When assessing our new hire statistics, we noted that **36.8%** of new hires that disclosed their ethnic identity, identified as ethnically diverse and a large proportion of those entered the Upper mid and Lower mid quartiles. The breakdown of ethnically diverse and white employees across the pay quartiles, is as follows:

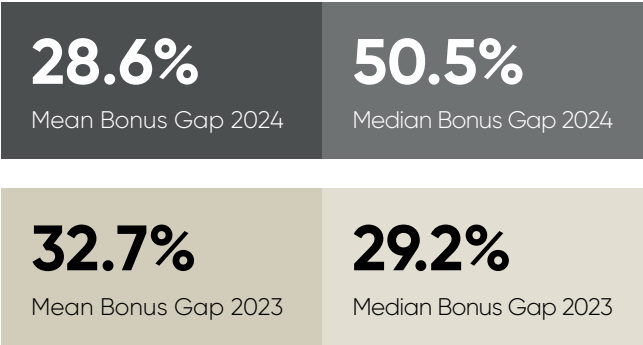


Ethnicity bonus gap

The mean difference in total bonus payments between ethnically diverse and white employees has decreased this year. The increase in the Median bonus gap, we believe, is due to change in population this year.

Ethnicity bonus gaps

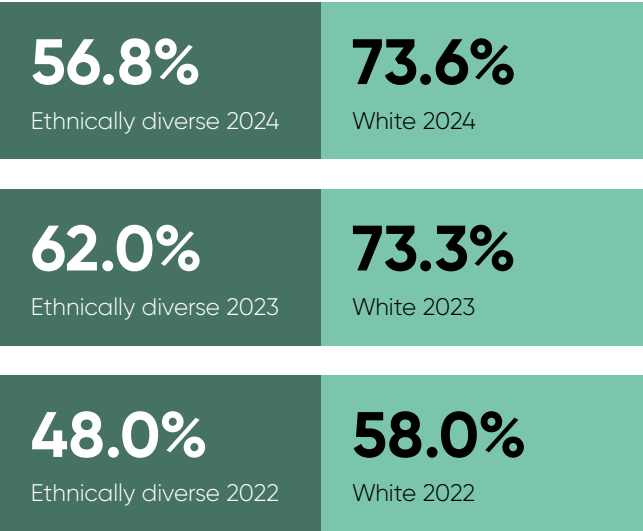
The below shows the difference in total bonus payments between ethnically diverse and white employees.



Ethnicity bonus proportions

There is a slight drop in the proportion of the ethnically diverse population receiving a bonus this year. However, we see the significant increase in the percentage of both ethnically diverse and white colleagues receiving a bonus since 2022. Our GBS bonus scheme has largely contributed towards this increase, as a high proportion of junior ethnically diverse support staff became eligible to receive a bonus under the new plan.

Total proportion of ethnically diverse and white employees receiving a bonus



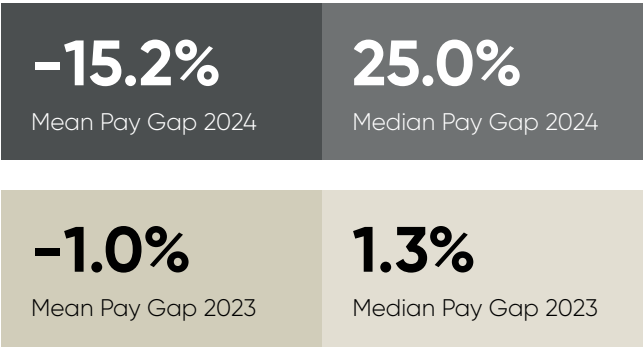
Disability pay & bonus gaps

Our disability pay gap represents the difference between employees that have declared a disability as defined in our definitions, and those that have not.

Disability pay gap

As a result of encouraging our people to share their diversity information, the disclosure rate for employee disability data this year is **85.5%**, an increase from **85.3%** in 2023. Of those that have disclosed, **6.7%** of employees declared that they have a disability.

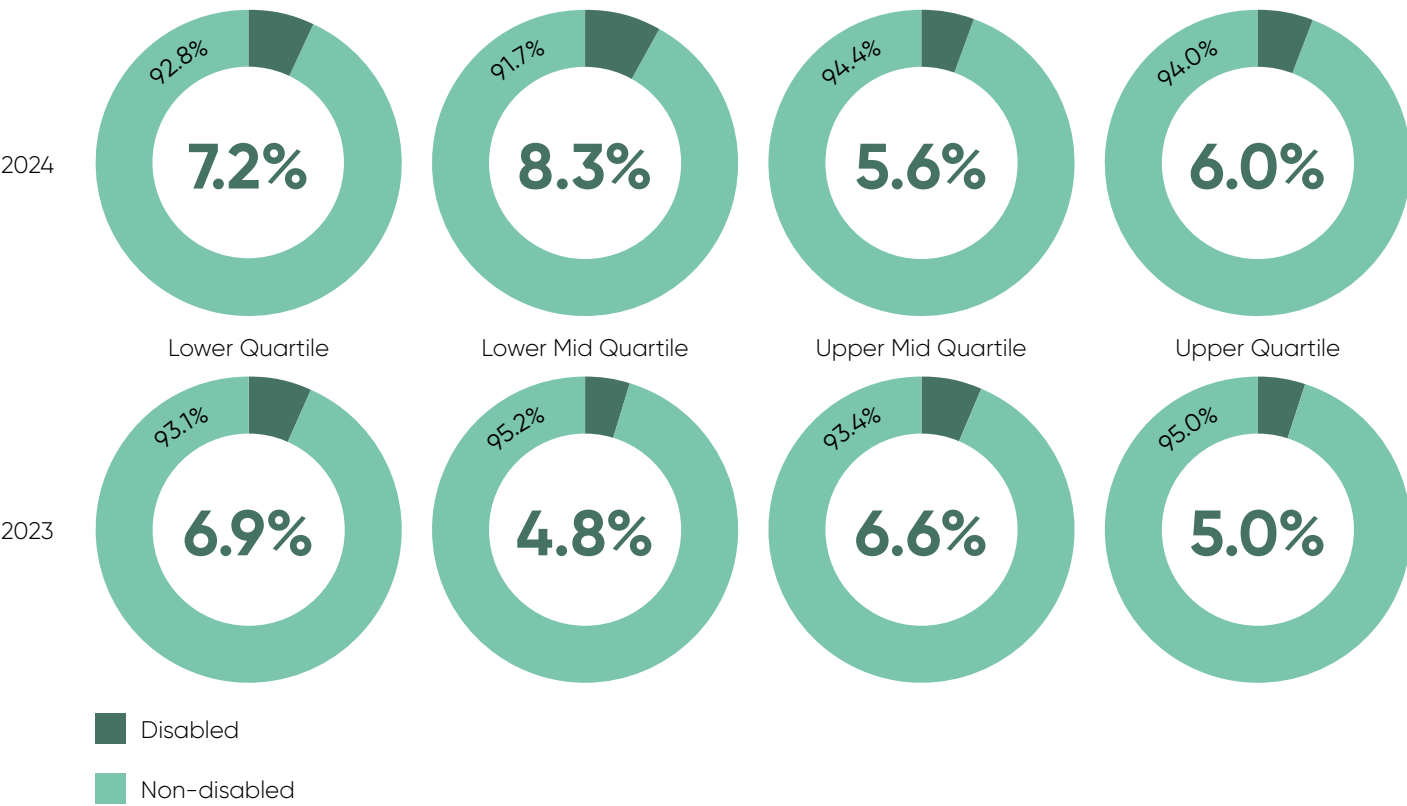
We're proud that the disability mean pay gap remains a negative gap for two consecutive years. Our data analysis has outlined a sizeable proportion of new hires identifying as having a disability, including some very senior employees. This year the median disability gap has increased due to the change in overall population size.



Disability quartiles

The breakdown of those identifying as having a disability across the pay quartiles is outlined below. We have seen an increase in those identifying as disabled across most

quartiles, which mirrors our large decreases in the mean Disability pay gap.

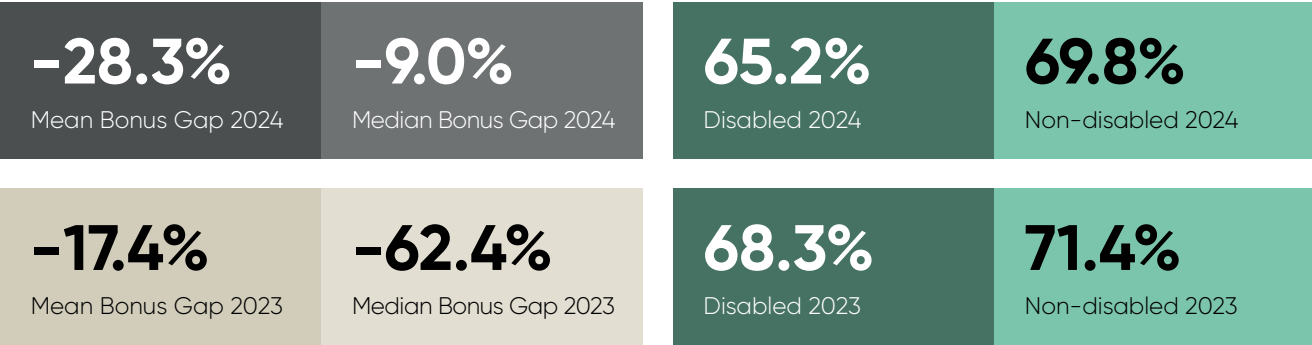


Disability bonus gaps & proportions

Both Mean and Median bonus gaps are strongly in favour of the population of employees identifying as having a disability. We can also see a positive and relatively even proportion of those receiving a bonus between both

groups. It's important to consider that our population identifying as disabled is relatively small, and this means that even the very small number of senior individuals within the group have created a large impact on the statistics.

Total proportion of disabled and non-disabled employees receiving a bonus



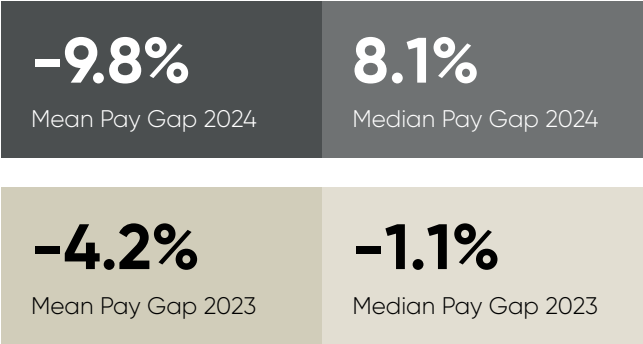
Sexual orientation pay & bonus gaps

Our sexual orientation pay gap represents the difference between employees who identify as heterosexual, and those that identify as lesbian, bi, gay, transgender, queer or questioning persons (LGBTQ+).

Sexual orientation pay gap

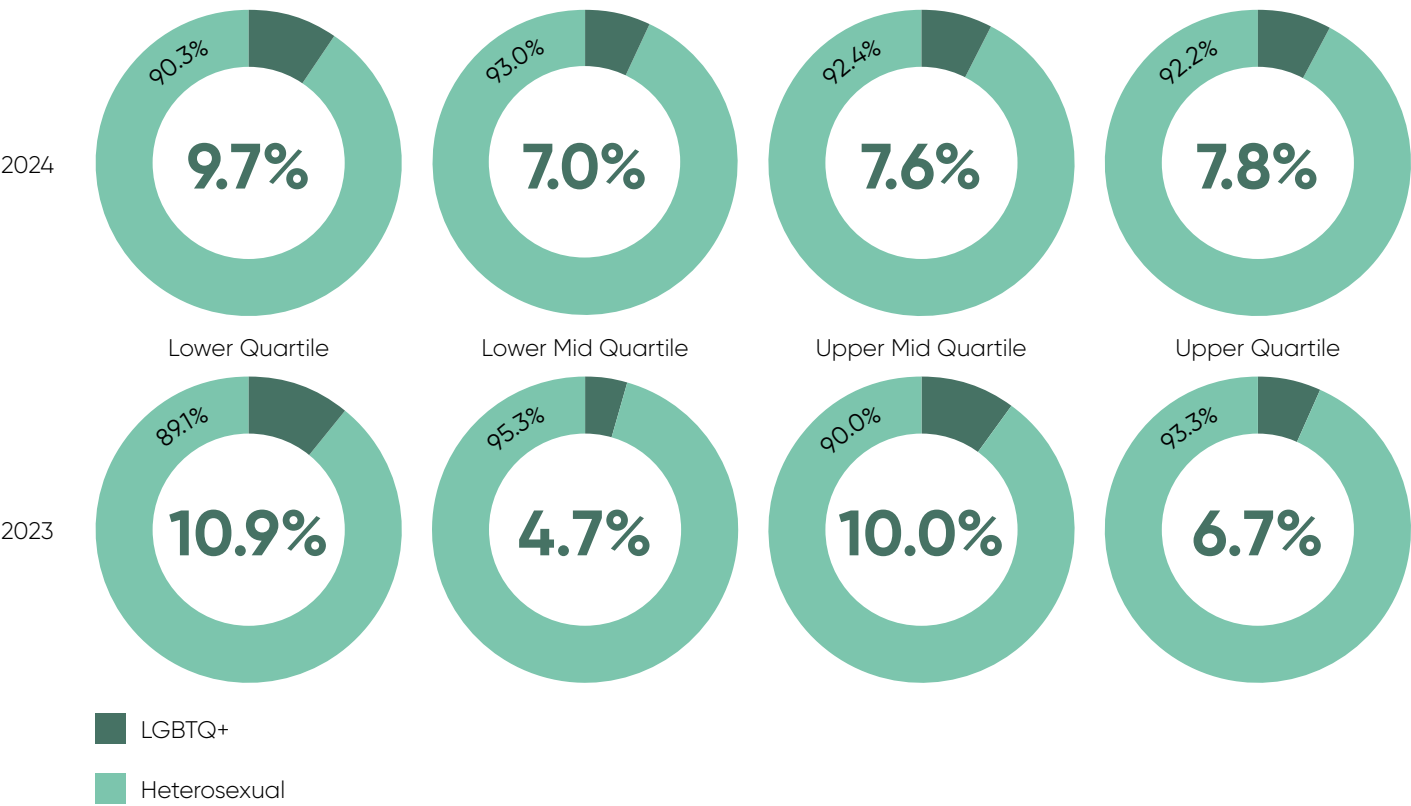
This year we are encouraged to see our LGBTQ+ disclosure rate increasing from **82.8%**, to **82.9%**. Of those that have disclosed, **8.0%** of employees identify as LGBTQ+, and **4%** of new hires (employees with under a year of service) disclosing their sexual orientation identified as LGBTQ+.

It is positive to see our mean sexual orientation pay gap remains a negative gap for two consecutive years, and in favour of the LGBTQ+ population. This represents a change in the distribution of LGBTQ+ employees, as shown in the sexual orientation quartiles. The median sexual orientation pay gap has increased due to the change in the population headcount year on year.



Sexual orientation quartiles

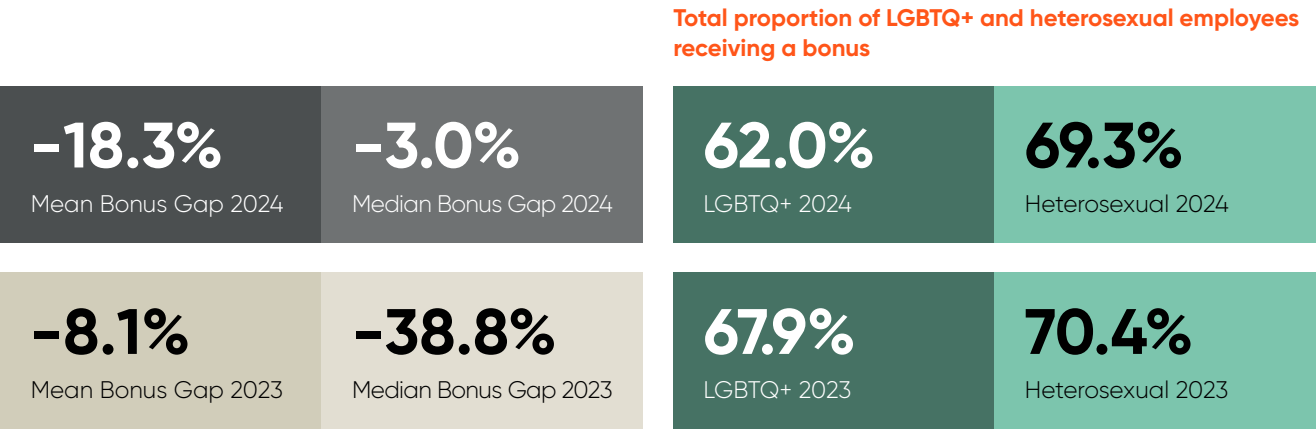
The breakdown of those identifying as LGBTQ+ across the pay quartiles is outlined below. We are pleased to see a continued increase in those identifying as LGBTQ+ population in the Upper Quartile.



Sexual orientation bonus gaps & proportions

Both mean and median bonus gaps are strongly in favour of the population of employees identifying as LGBTQ+. We can also see a positive and relatively even proportion of those receiving a bonus between both groups which

has been positively impacted by our GBS bonus scheme implementation; **38.0%** of those that identify as LGBTQ+ work in junior support staff roles that previously may not have been eligible to receive any bonus, but now can.

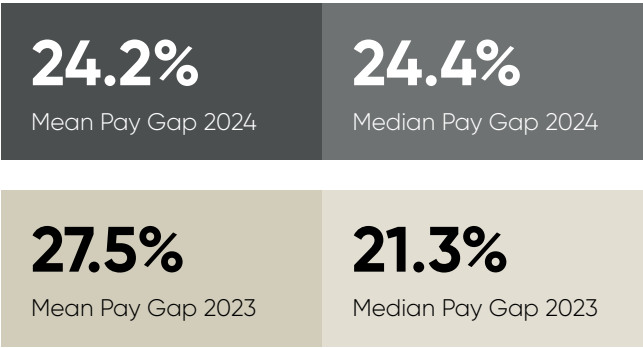


Partner gender pay gap

Whilst not a statutory requirement, we recognise the importance of disclosing the pay gap within our partnership. As partners are not employees, we have used total compensation for the snapshot period, which includes their share of the profits of the firm.

Partner gender pay gaps

Our mean and median partner gender pay gaps have remained relatively steady since last year (with a slight improvement on the mean gap). We can clearly see the distribution of women across the quartiles in the below affect our gaps, with a higher proportion of women across the Lower and Lower mid quartiles.



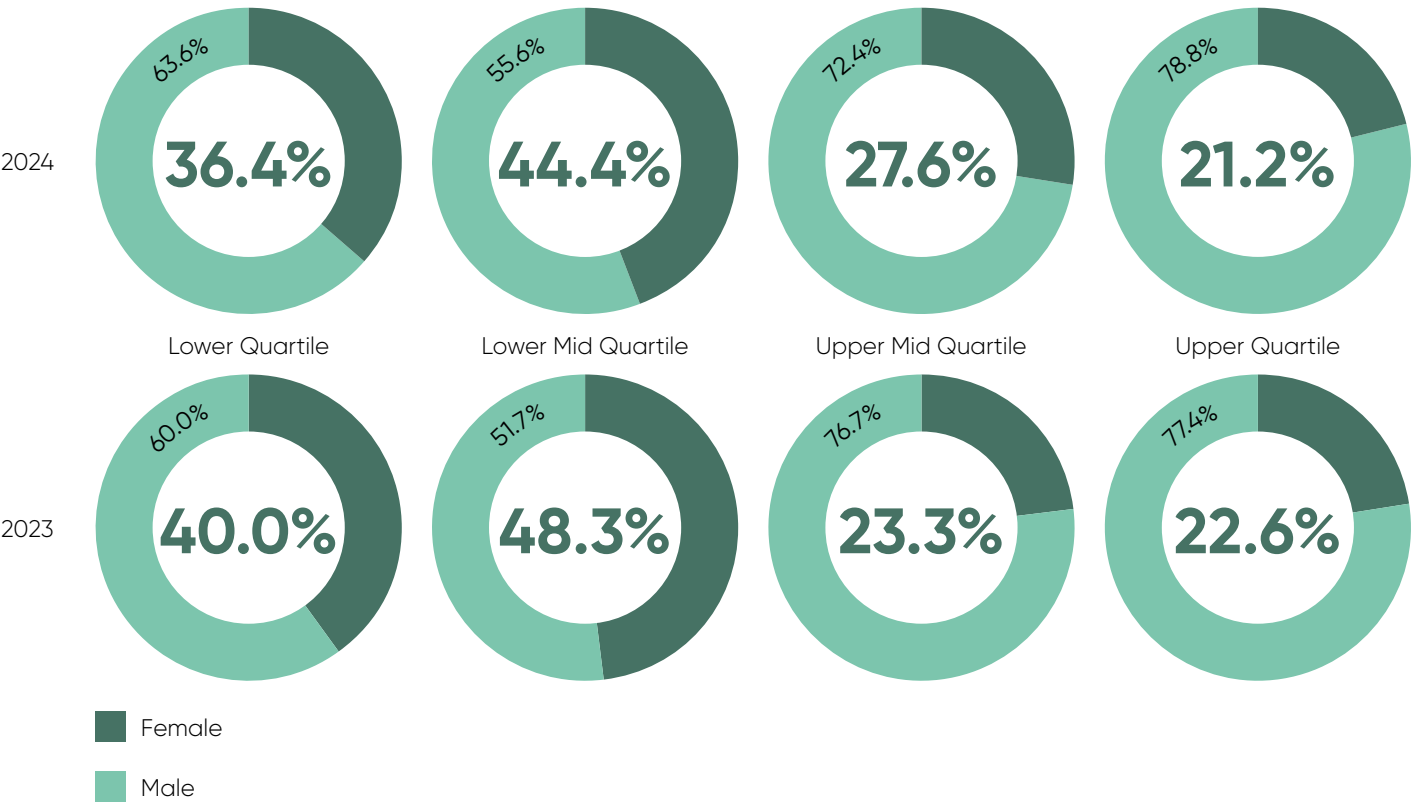
Partner gender balance

We have seen the proportion of women in partnership remains consistent year on year and are pleased to see this continue into 2025.

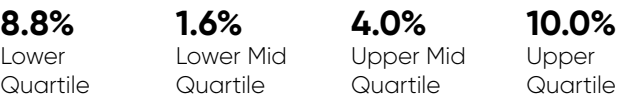


Partner gender quartiles

The partner population is much smaller than the overall employee Gender Pay Gap population, and therefore gender data for partners can be subject to high fluctuation. Overall, the quartiles have remained relatively steady, and we're pleased to see a small improvement in the proportion of women in the Lower quartile.



When addressing the pay gaps within each partner quartile, we see that the distribution of women partners reflects within the gaps. Whilst we see a more prominent gap in the Upper quartiles, we're pleased to see the Upper Mid and Lower Mid quartiles demonstrate lower gaps.



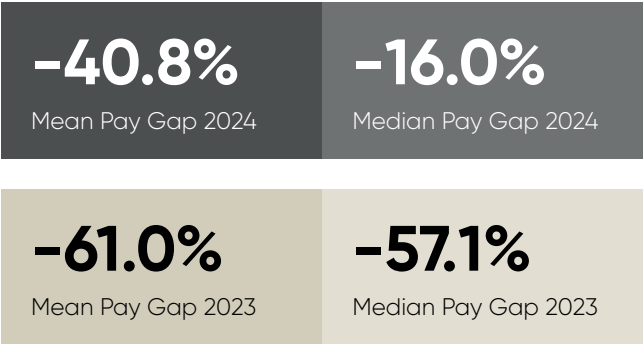
Partner ethnicity pay gap

Our ethnicity disclosure rate within the partner group has remained steady this year at 87.1%. Of those that disclosed, 16.6% identified as ethnically diverse, whilst 83.4% identified as white.

Partner ethnicity pay gaps

Both the mean and median partner ethnicity pay gaps favour our ethnically diverse group.

Our partner ethnicity gaps are vastly in favour of the ethnically diverse population, due to the demographics within our partnership. We have a number of very senior ethnically diverse partners, and this year saw the majority of our partner leavers identifying as white. Our partner ethnicity quartiles reflect this.

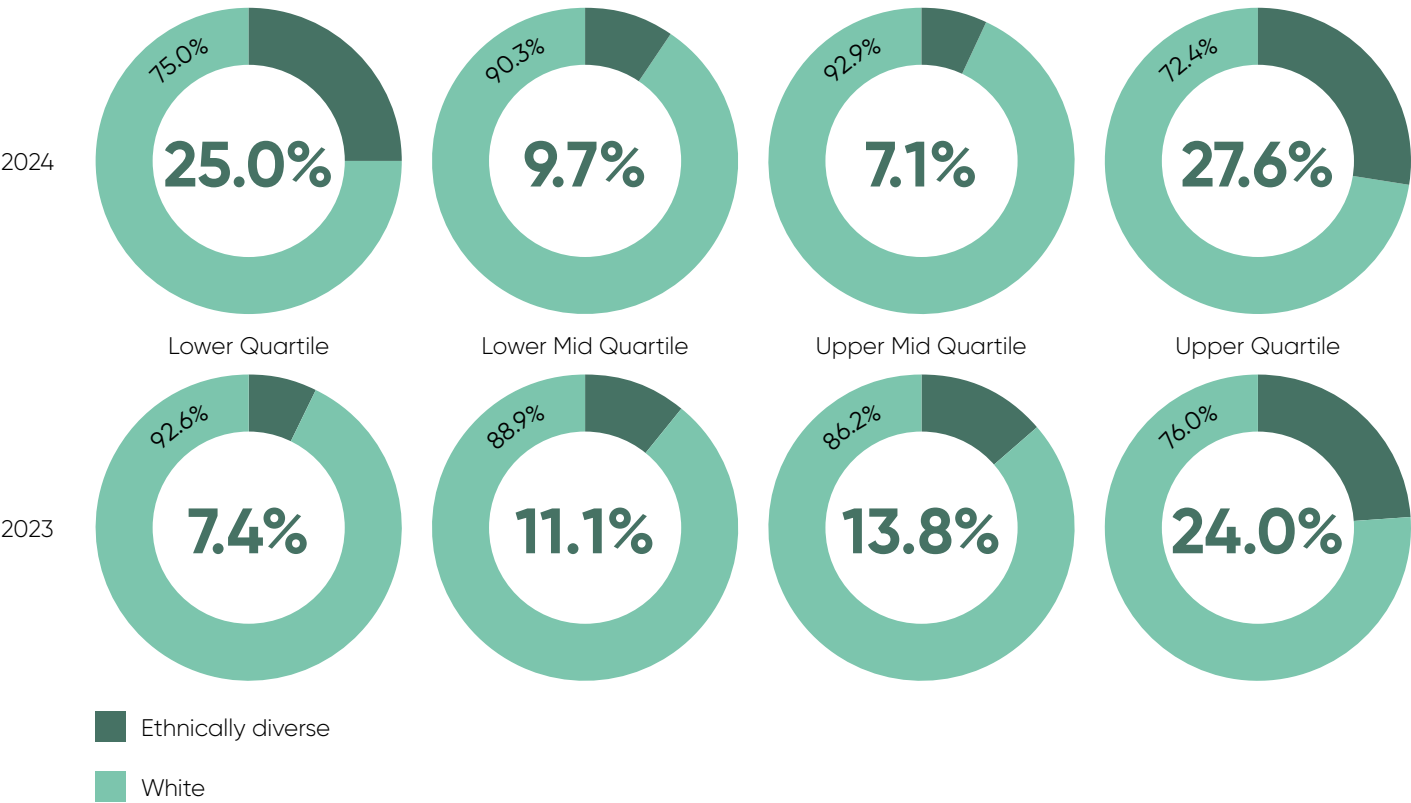


Partner ethnicity quartiles

The below data shows the distribution of our ethnically diverse partners across the pay quartiles. These are assigned by sorting our partner hourly pay values from highest to lowest, and splitting the data into four even groups, called quartiles. We continue to see a shift towards a higher proportion of ethnically diverse partners

sitting in our upper pay quartiles, contributing to the negative median gap, and a further decrease in the proportion of ethnically diverse partners in the quartiles.

As the sexual orientation and disability data of our partners is limited, we have not included these pay gaps.



Our commitments

In order to drive Inclusion & Diversity (I&D) across the global firm, BCLP has set an action plan with five overarching pillars designed to ensure that inclusion and well-being are considered in every aspect of decision-making.



Cultivate a **high-performing** talent pipeline through our inclusive recruitment and promotion processes



Create a **culture of belonging**, psychological safety and well-being to drive retention



Educate our leaders to manage, support and get the best from all of our people



Ensure **inclusion and accountability** are woven into how we operate



Collaborate with clients and industry bodies to amplify our efforts

People initiatives

BCLP has a long-standing commitment to supporting the career development of all employees and to ensure we have an inclusive culture where all can thrive.

Initiatives include:

- The **Global Sponsorship Program** offers high-performing senior associates the training and platform to present a successful business growth idea to senior leadership. They receive a mentor and developmental support and we have seen this idea become the future business case for promotion into partnership. After the inaugural EMEA program in 2021/2022, over a 60% of protégés have already been promoted to partnership. This program is open to all.
- After the successes of communication and leadership programs such as **Podium** and **Amplify**, further focus has been applied to how we make senior appointments by sharing leadership role descriptions and increasing the transparency of the application and appointment processes. This has encouraged applications from across the firm for leadership roles covering key client teams and management roles.
- BCLP has a number of information and insight programs to encourage applications into the legal profession and our programs: **Race for Change** provides insights for Black aspiring lawyers, **BCLP Pride** focuses on the attraction of aspiring LGBTQ+ lawyers, and **AS Ability** focuses on the attraction of those with disabilities.
- BCLP was proud to be a gold sponsor of the **Black Counsel Forum (BCF)** in 2024. The BCF provides developmental and networking opportunities to Black private practice and in-house lawyers.
- BCLP is a proud sponsor of **"the LLP"**, the City of London Law Society (CLLS)-platformed development programme for LGBTQ+ legal leaders. This multi-firm initiative brings together LGBTQ+-identifying lawyers and business services professionals to develop leadership skills, connect with peers, and raise funds for LGBTQ+ charities.
- BCLP is a proud partner of **Sponsors for Educational Opportunities London's City Solicitors Horizons** programme. The programme pairs first year students with law firm mentors to support the students through university and navigating the training contract application process.
- In 2024, BCLP was named a **Mansfield Plus** certified law firm in the US and UK.

Getting in touch

If you have any questions for our Inclusivity & Diversity team, please get in touch.

inclusivity@bclplaw.com

bclplaw.com



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