



Gender Pay Gap Report, Birketts LLP

April 2025

(snapshot date 5 April 2024)

Gender Pay Gap – an introduction

- Since 2017, any organisation that has 250 or more employees must publish and report specific figures about their gender pay gap.
- Employers must both:
 - publish their gender pay gap data and a written statement on their public-facing website; and
 - report their data to government online by 5th April every year.
- The pay gap is the percentage difference between average hourly earnings for men and women (across all roles) and is based on a snapshot of earnings as of 5th April 2023.
- The pay gap is not the same as equal pay. Equal pay has been a legal requirement for 48 years and means that men and women in the same employment performing equal work must receive equal pay.
- The requirement is to report only on employees and therefore all earnings in relation to Partners is excluded.

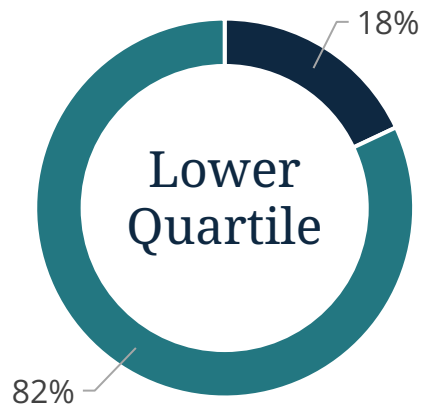
Pay Data

Difference between gross hourly earnings for all men and all women

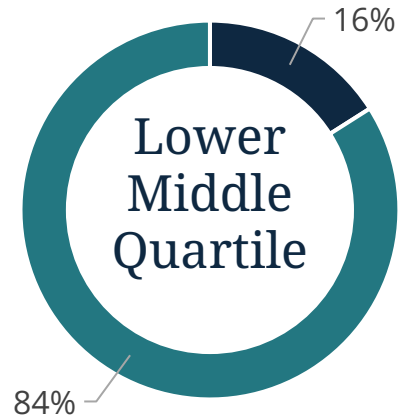
	Mean	Median
Gender Pay Gap (April 2018)	27.0%	36.6%
Gender Pay Gap (April 2020)	23.5%	20.2%
Gender Pay Gap (April 2021)	23.1%	31.5%
Gender Pay Gap (April 2022)	20.7%	31.4%
Gender Pay Gap (April 2023)	24.5%	35.5%
Gender Pay Gap (April 2024)	21.1%	37.7%

Pay Data

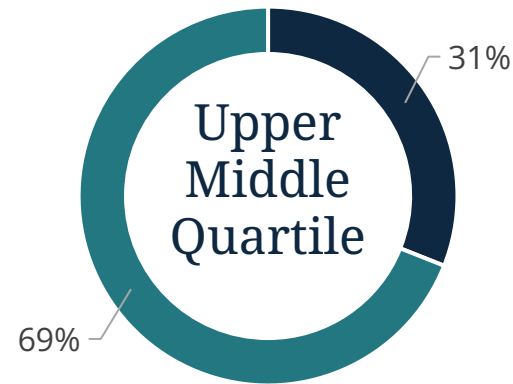
Proportion of men and women in each pay quartile band



■ Male ■ Female



■ Male ■ Female



■ Male ■ Female



■ Male ■ Female

Incentive Data

Difference between bonuses paid to men and women

	Mean	Median
Gender Bonus Pay Gap (April 2018)	59.5%	42.7%
Gender Bonus Pay Gap (April 2020)	60.2%	39.1%
Gender Bonus Pay Gap (April 2021)	71.1%	44.4%
Gender Bonus Pay Gap (April 2022)	68.7%	34.2%
Gender Bonus Pay Gap (April 2023)	49.6%	8.0%
Gender Bonus Pay Gap (April 2024)	62.4%	27.2%

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