

Gender Pay Gap Report

Snapshot date 5 April
2022



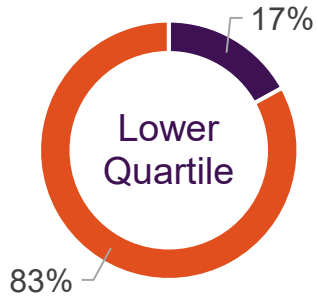
Pay Data

Difference between gross hourly earnings for all men and all women

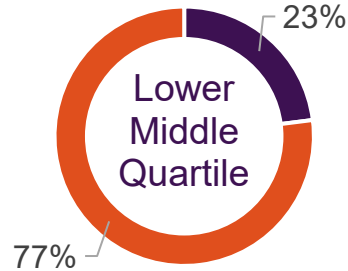
| | Mean | Median |
|--|--------------|--------------|
| Gender Pay Gap (April 2017) | 30.6% | 38.1% |
| Gender Pay Gap (April 2018) | 27.0% | 36.6% |
| Gender Pay Gap (April 2020) | 23.5% | 20.2% |
| Gender Pay Gap (April 2021) | 23.1% | 31.5% |
| Gender Pay Gap (April 2022) | 20.7% | 31.4% |
| Overall Difference (since 2017) | -9.9% | -6.7% |

Pay Data

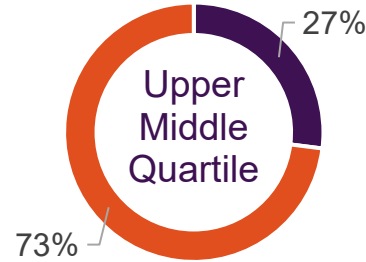
Proportion of men and women in each pay quartile band



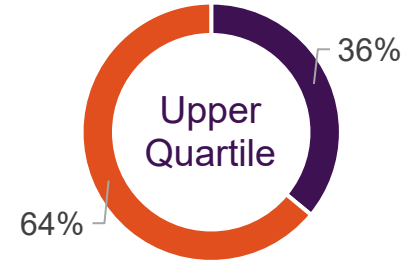
■ Male ■ Female



■ Male ■ Female



■ Male ■ Female



■ Male ■ Female

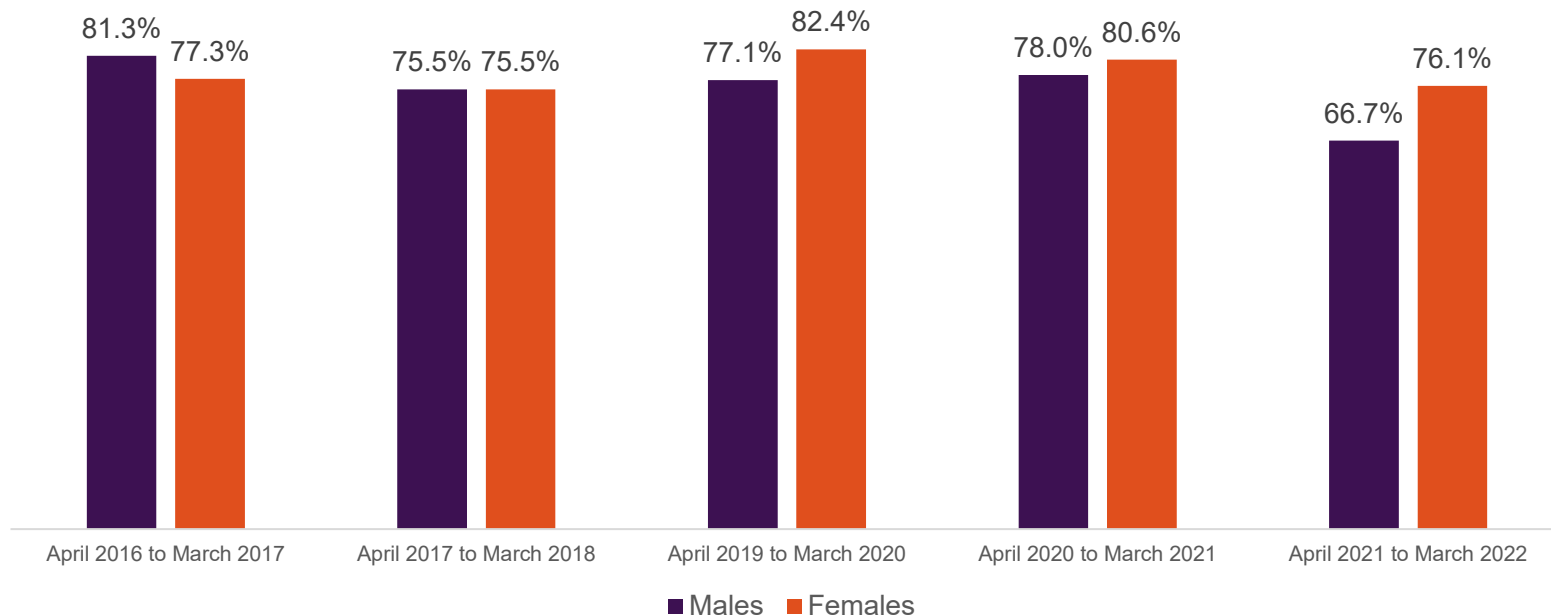
Incentive Data

Difference between bonuses paid to men and women

| | Mean | Median |
|---|--------------|---------------|
| Gender Bonus Pay Gap (April 2016 – March 2017) | 76.6% | 47.3% |
| Gender Bonus Pay Gap (April 2017 – March 2018) | 59.5% | 42.7% |
| Gender Bonus Pay Gap (April 2019 – March 2020) | 60.2% | 39.1% |
| Gender Bonus Pay Gap (April 2020 – March 2021) | 71.1% | 44.4% |
| Gender Bonus Pay Gap (April 2021 – March 2022) | 68.7% | 34.2% |
| Overall Difference (since 2017) | -7.9% | -13.1% |

Incentive Data

Proportion of employees receiving a bonus



Birketts LLP

+44 (0)808 169 4320

[birketts.co.uk](https://www.birketts.co.uk)

Birketts LLP is a limited liability partnership authorised and regulated by the Solicitors Regulation Authority and registered in England & Wales with registered number OC317545.
A list of members may be inspected at any of our offices. The term 'partner' is used to refer to a member of Birketts LLP.
©Birketts 2022.