

Gender pay gap reporting 2020

At Bird & Bird, we are committed to creating a culture of equality providing an environment within which all employees have equal opportunities for development and progression. All our people are key to our future growth and ongoing success.

Pay and Bonus gap

2020

	Mean	Median
Hourly pay	20.4%	39.2%
Bonus	42.9%	58.3%

2019

	Mean	Median
Hourly pay	19.6%	36.2%
Bonus	34.3%	50%

We have produced our gender pay gap report in accordance with UK government legislation. This is the difference between the average hourly earnings of all male and all female employees. The calculations are based on data for the snapshot date of 5 April 2020 for pay and the 12 months reference period up to 5 April 2020 for bonus.

- Our pay gap figures, for hourly pay, have marginally increased. We are confident that we know why this is the case, and in fact are determined by a very small number of changes. We have a number of initiatives in place with the aim of reducing our overall pay gap and we are confident that in time we will see the impact of these initiatives.
- Our bonus gap has also increased. We have awarded an equal number of bonuses to men and women this year. However, we have a higher percentage of females in business services roles and with eligibility for lower bonuses than fee earners, this impacts our bonus gap.

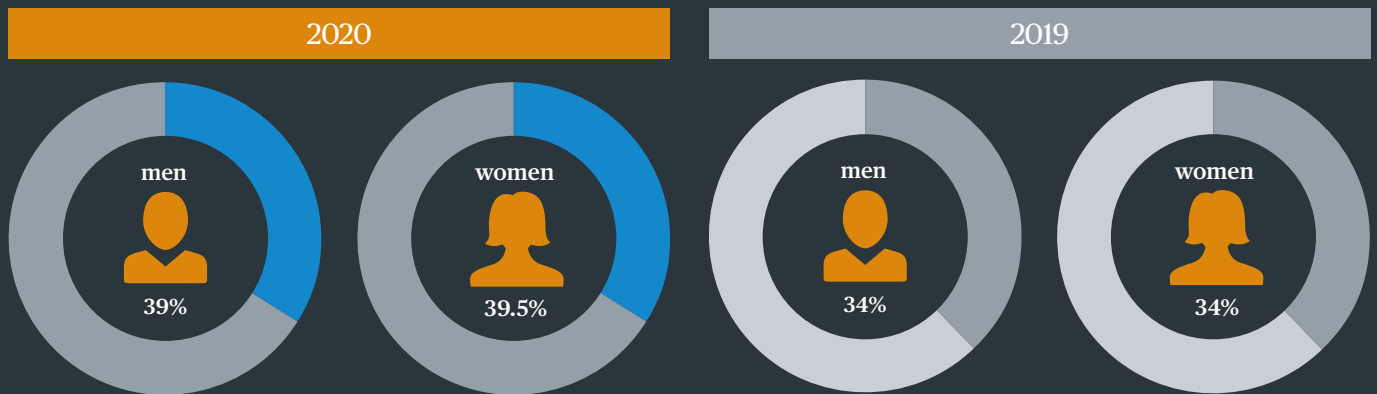
- We continue to monitor our bonus procedures as part of the annual salary review, and we commit to treating men and women equally when considered for a bonus. An equal proportion of men and women received a bonus this year, which remains consistent with the results from last year.
- The bonus gap is calculated on actual bonus paid during the year unlike pay figures, which are based on an hourly rate. The bonus gap is therefore affected by the high level of flexible working within the firm which is primarily exercised by women and can lead to lower bonuses which may be based on part-time pay or part years worked before or after a period of maternity leave. For this reporting period 24 women who work part time received a prorated bonus compared to 1 man.
- We remain confident that men and women are paid equally for doing equivalent roles within Bird & Bird. This is evidenced by the additional analysis which has been carried out for our associates at different levels, where the pay gap remains minimal or in favour of women.

2020

	Mean	Median
Junior Associates	0.7%	0.7%
Mid-Level Associates	-0.2%	-0.1%
Senior Associates	2.8%	2.9%

Proportion of Men and Women Receiving a Bonus

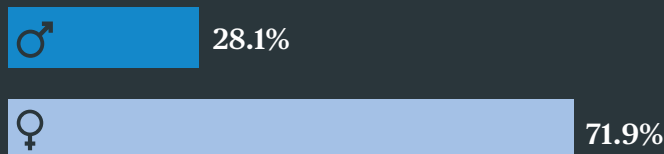
We monitor our bonus procedures carefully and are confident that men and women are treated equally when considered for a bonus. This year an equal number of men and women received a bonus which compared favourably with last year.



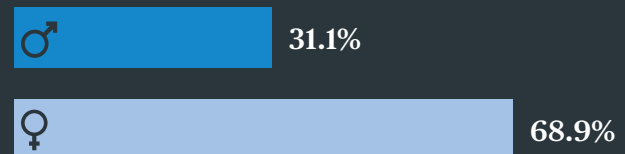
Pay quartiles

The greater proportion of women within the lower and lower middle quartiles is largely reflective of the high number of female employees within our practice support functions such as legal PA roles.

Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile



● men ● women

Partner Pay Gap

We want our gender pay gap report to go beyond the statutory reporting requirements and to be fully encompassing and transparent. As with last year, we continue to report both our partner pay gap figures and combined partner and employee pay gap figures. We have used for this purpose hourly rates based on total annual partner earnings. For partners, we report figures which are in favour of women for the mean, with the median being almost equal. Our gender initiatives are resulting in increased numbers of women being

promoted to partner. We have also calculated a combined figure for employees and partners.

2020	Mean	Median
Partner Pay Gap	-11.7%	-3.0%
Combined (Partner and Employee) Pay Gap	44.1%	49.2%

Ethnicity Pay Gap reporting

Last year we changed the way we recorded our diversity data, previously held anonymously. However, our return rate was not as high as we would have wished. In the summer of 2021, we ran our “Count me in” campaign in order to increase the accuracy of our

diversity data. We now have a return rate of 84% and will therefore be recalculating our ethnicity pay gap based on this more accurate data. We will add to this report, to include our ethnicity pay gap data, in the next few months.

Inclusion Initiatives

Diversity and Inclusion

- We have established a Global Diversity Leadership Group with leaders from our Board, Executive Committee and Strategy Committee as well as our Chief People Officer and D&I Manager, to ensure D&I has the visibility it deserves at the highest levels of our firm.
- In December 2020 we ran a global D&I survey, the results of which were encouraging but also provided us with some key areas of focus, which will feed into our D&I plans and initiatives going forward.
- We have established new avenues to gather input into our D&I plans, and support their delivery in each of our offices, which includes a Global D&I Advisory Group and country D&I Partners and committees.
- In July 2021 we committed to Mansfield accreditation in the UK. The aim of Mansfield is to boost diversity within law firms by broadening the pool of candidates considered for things such as leadership and governance roles, equity partner promotions, formal client pitch opportunities or newly qualified lawyer recruitment.
- We have launched new D&I modules on our global curriculum, and have run seminars specifically on addressing and understanding racial trauma.
- We continue to work on our early careers talent pipeline, and this year offered a further 3 students a bursary.
- Following our experiences during the pandemic we have introduced a global agile working policy, enabling our people to work at home for up to 50% of their time.

Focus on: Gender Balance

- We continue to run our Global Women’s Development programme, which is designed to retain female talent and encourage female progression into more senior roles.
- We are continuing to provide coaching for Business Services managers and lawyers going on, and returning from, maternity leave. This coaching has also been extended to any employees taking shared parental leave to ensure that both male and female employees are supported through the leave process.

Focus on: Race and Ethnicity

- We are members of the Race Fairness Commitment. The commitment measures and reviews the firm’s statistics on data such as interview to offer rates and ethnicity stay gap.
- We have committed to be part of the 10,000 Black Interns programme.

We confirm the data reported here is accurate and meeting the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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