

# Gender Pay Report 2018



# A message from our Managing Partner and Chair

As a responsible business, we recognise the importance of gender pay gap reporting as an important contributor to our transparency.

Not only is it important for society as a whole, but gender parity and greater diversity within the workplace is good for business and critical to our own success.

That's why our approach to tackling gender pay equality aligns with our wider approach to diversity & inclusion, and our corporate social responsibility – not just to *do things right*, but to *do the right things*. It is an integral part of how we operate our business, and is underpinned by our vision and values.

However, disappointingly our figures have dipped slightly compared to our 2017 data and whilst there are number of genuine reasons which can explain this, it demonstrates that our journey in tackling gender pay, like many other businesses is going to be a longer one.

Nevertheless, we have made progress with a number of key initiatives in this area this year and whilst our gender pay gap still compares favourably with similar organisations we recognise there is still some work to be done. We are committed to improve equality of opportunity.

We can confirm the accuracy of this information.



**Andrew Sandiford**  
Managing Partner



**Ian Smith**  
Chair

# What is a Gender Pay Gap?

Like all other private sector organisations with more than 250 employees, Bishop Fleming has reported its gender pay gap data in line with the government's gender pay gap reporting regulations.

## What is the difference between Equal Pay and Gender Pay?

Whilst equal pay and the gender pay gap are terms often used together, they are two different issues and shouldn't be confused.

The Equality Act 2010 gives women and men a right to equal pay for equal work. This is specifically to eliminate direct and indirect discrimination on grounds of sex with regard to all aspects and conditions of remuneration, for the same work or for work to which equal value is attributed. This does not mean that everyone on the same grade should be paid the same salary. Grade, role, competence, extent of experience and ability will have an impact on reward.

Gender pay on the other hand, shows the percentage difference between the average salaries of men and women, regardless of the nature of their work, across our firm. This can be affected if the firm has more men in senior positions and more women in junior positions.

## What do we mean by a mean and median average pay gap?

We are obliged to report our gender pay gap and gender bonus gaps as both mean and median averages.

Our gender pay gap, when shown as a mean average is defined as the sum of all male and female salaries, divided by the number of male and female employees.

Our gender pay gap, when shown as a median average is defined as the middle point of the numerical list of all male and female salaries in the firm.

## What else do we need to report on?

In addition to reporting the mean and median pay gaps for hourly pay and bonuses, we also have to report the proportion of our male and female employees receiving a bonus and the proportion of men and women in each pay quartile of our firm.

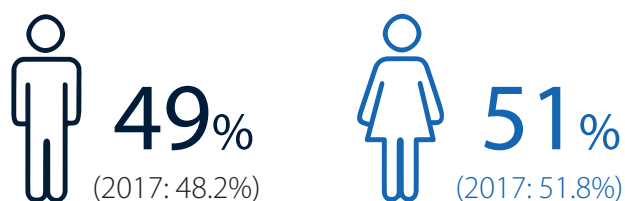
This report covers data from Bishop Fleming LLP as of 5 April 2018 and is given pursuant to The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and excludes all Partners.



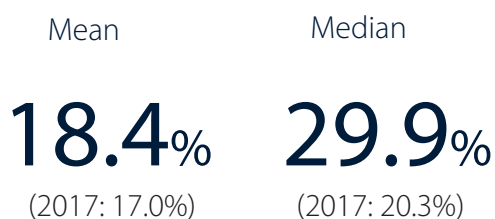
# Our gender pay gap: at a glance

## EMPLOYEE BREAKDOWN

Total employees



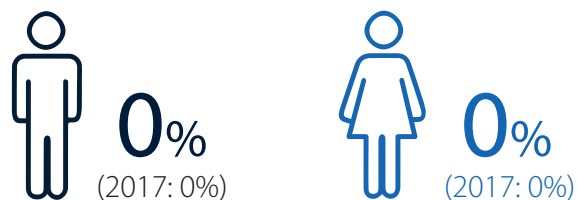
## GENDER PAY GAP IN HOURLY PAY



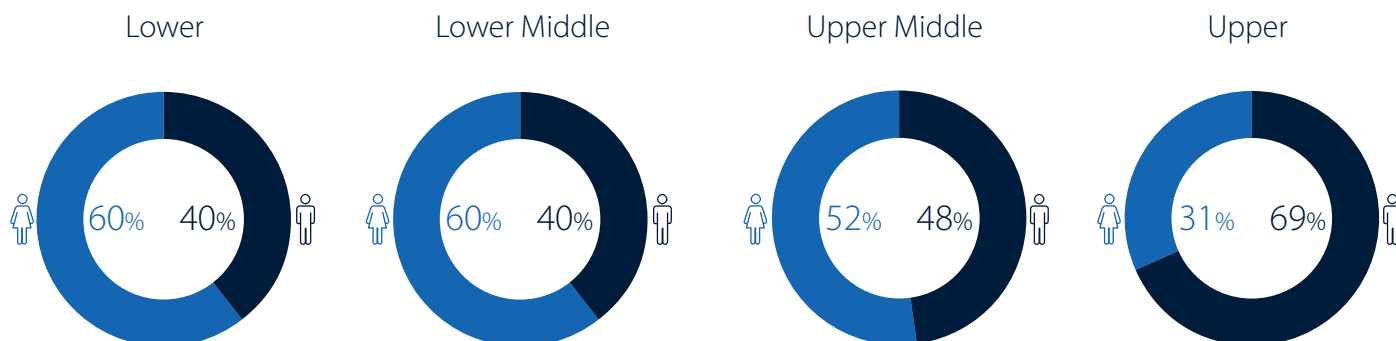
## BONUS GENDER PAY GAP



## PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



## PERCENTAGE OF EMPLOYEES BY QUARTILE



# Detailed analysis

As at 5 April 2018, we had 292 employees comprising 149 females and 143 males. The following analysis place our overall gender pay gap figures in context.

- Our mean pay gap figure has increased from 17% in 2017 to 18.4% in 2018.
- Our median pay gap figure has increased from 20.3% in 2017 to 29.9% in 2019.
- Looking at the breakdown across quartiles, the composition of our lower and upper quartiles have the greatest impact on our 2018 figures.
- Our lower and lower middle quartiles, where you would typically expect to see less senior positions and lower salaries, are predominantly female (60% in each)
- We currently have 80 trainees and a significant proportion of these are female. Whilst it is positive that we are introducing more females into our workforce, naturally these positions have contributed to these lower quartiles being predominantly female.
- Conversely, in the upper quartile where you will expect to find more senior roles and higher salaries, 69% of our staff are male.
- With the exception of our lower quartile, we have seen a reduction in percentage pay gap in both median and mean figures in the lower middle, upper middle and upper quartiles.
- In the upper quartile, although the composition of this quartile is predominantly male, and where we might expect to see those males paid more, our mean hourly pay gap is marginally in favour of females.
- The greater volume of females employed in less senior roles in our lower quartile, has resulted in the median position of our female workforce being at a lower level and hourly rate than males.
- These gender imbalances at both the lower and upper quartiles have therefore influenced our overall gender pay gap.
- A high proportion of our staff are trainees on two to three year professional training programmes moving up carefully structured scales linked to job performance and study progress.
- Therefore in the longer-term, we expect the volume of female trainees we currently have is likely to help level out our gender imbalances in future years.

# Improving equal opportunity

We have taken a number of steps to improve gender diversity and are continually reviewing our working practices to ensure that we are creating a work environment that is inclusive.

## Our achievements



- We have an almost equal number of men (49%) and women (51%).
- 3 of our last 5 appointments to partner were female
- We have an inclusive approach to flexi-time working and consideration for flexible and agile working for all of our people.
- We are committed to investing in long term careers with our firm. 30% of our people have ten years' service and 45% have over five.
- We've achieved 2 stars in our latest 2019 Best Companies survey.
- We're been ranked in the 2019 Sunday Times Top 100 Best Companies to Work For list for the fourth consecutive year. Our South West offices were ranked 24th in the Top 75 South West Best Companies to Work For list and our Worcester office was ranked 9th in the respective Midlands list.
- In 2019 we were a founding signatory of the Bristol Women in Business Charter - the first of its kind in the UK.
- We have launched the Bishop Fleming Women's Mentoring Network to support women to progress to senior positions.
- Diversity and inclusion, and dignity at work are built into our training.

## Our commitment

- We are committed to reducing our gender pay gap even further.
- We will demonstrate strong leadership and accountability for equal opportunities.
- We will continue to assess our internal working practices and, where appropriate, make changes to ensure that these are inclusive and allow all of our employees to reach their potential.
- We offer and support flexible working at all levels, which helps to support women (and men) to balance work and home life.
- We will promote diversity and inclusion issues in our internal communications.
- We have plans to celebrate Diversity and Inclusion week, which is a chance for our people to explore diversity and inclusion topics.
- We will ensure the recruitment, retention and progression of our people are free from discrimination or unconscious bias in seven key areas; race and ethnicity, gender, sexual orientation, social mobility, religious beliefs, disability and age.
- We aim to reward fairly and equally on the basis of ability and potential; and monitor and act on any perceived or actual inequalities.



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