

## Gender Pay Gap Report 2018

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are delighted to publish our second gender pay gap report.

### Our Results:

#### Mean Gender Pay Gap

10.9%



The mean = the difference in the average hourly rate of pay between male and female members of staff.

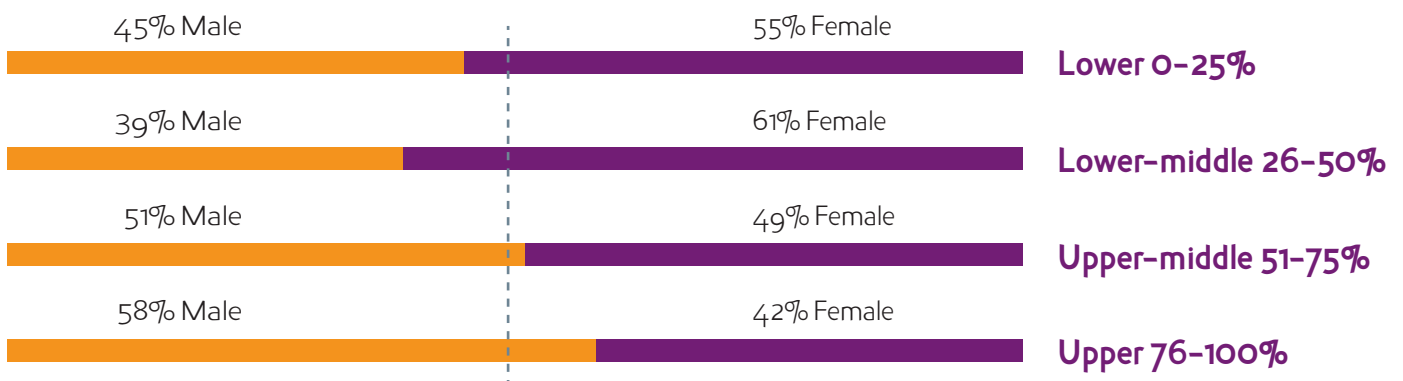
#### Median Gender Pay Gap

26.2%



The median = the difference in the mid-point hourly rate of pay between male and female members of staff.

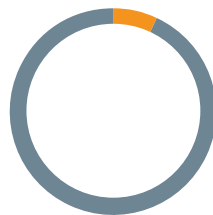
### Salary Quartiles



The salary quartile data shows the proportion of males and females across the firm within each quartile, when hourly rates of pay are ranked from lowest to highest.

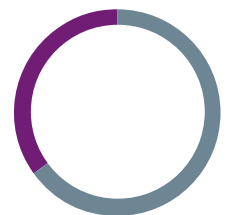
#### Mean Gender Bonus Gap

7%



#### Median Gender Bonus Gap

-35.4%



### Proportion of Males and Females Receiving a Bonus

37.6%



40%



Received a bonus = the % of males and females who received a bonus during the 12-month bonus period 6 April 2017 to 5 April 2018 inclusive.

## Pay Gap Calculations

The gender pay gap calculations show the difference between the mean or median earnings of males and females and are always expressed as a percentage of male earnings. At the 'snapshot date' of 5 April 2018, six senior female team members were not in receipt of full pay and in accordance with the Regulations have had to be excluded from our 2018 calculations; this has significantly impacted

our results. Equity Partners and Priority Share Partners are excluded from the calculations in accordance with the Regulations but our Salaried Partners are included. At the snapshot date, a higher proportion of our Salaried Partners were male and long-serving members of our partner group which has also impacted our results.

## Bonus Gap Calculations

Examples of bonuses paid include: bonuses awarded for individual team member's performance, any commission received for referring new clients, recruitment bonuses received for referring new team members to join the firm and exceptional exam performance. The hourly rate for the gender pay gap calculation is pro-rated to take account of part-time hours. When calculating the gender bonus gap

pro-rated bonuses paid to part-time employees cannot be converted to a full-time equivalent figure; it is the actual amount of the bonus that is included in the calculation. Over 22% of our female employees that received a bonus, work part-time and therefore received a pro-rated bonus, this has distorted our gender bonus gap.

## Working Life at Buzzacott

We are very proud of our diverse workforce and the people that make up our ten specialist teams, nine of which are client-facing.

As a training organisation, over a quarter of our team members are trainees studying towards professional qualifications. We continually invest in the professional development of all our team members throughout their careers with us and we have fully embraced utilising the apprenticeship levy by creating entry-level roles within nearly all our teams, with structured training and career paths.

To support our team members with families, in October 2018, we enhanced our maternity, adoption and paternity

pay. At Buzzacott we are incredibly supportive of work-life balance and have a firmly embedded flexi-time working policy. Throughout 2019, we plan to actively adopt and encourage our team members to take an agile approach to working.

We are committed to the principle of equal opportunities and equal treatment for all members of staff, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We are confident that we are an equal pay employer and that we pay our members of staff equally for the same or equivalent work.

I confirm that the information in this statement is correct.



Tony Hopson | Managing Partner