

A modern office interior featuring a prominent ceiling design with large, curved, orange-colored panels that create a dynamic, layered effect. The space includes green sofas, a white sofa, and a round table with white chairs. Large windows in the background offer a view of an airport tarmac with aircraft. The overall atmosphere is bright and contemporary.

Gender Pay Gap Report 2024

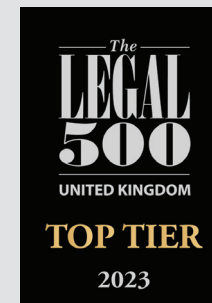
Brabners
we make the difference

About Brabners

Brabners is a leading independent law firm.

We are a purpose-led firm with a national reach, that is anchored in the North, and we seek to play our part in demonstrating that business can bring about positive change, by being innovative, diverse and sustainable.

Our mission is to make the difference for our clients, our people and the communities we serve.



Introduction



As a purpose-led firm, we believe that business can bring about positive change.

It is one of the key reasons why we are recognised as the UK's 'Best Law Firm to Work For' by Best Companies* and why

we were one of the first UK law firms to become part of the global B Corp movement – a certified community of businesses that value people, planet and profit in equal measure.

We are committed to creating a more diverse organisation – ensuring that all colleagues feel equally valued and are empowered to 'lead from any chair'.

However, in spite of this – as in the wider legal sector – the gender pay gap in our firm is a long-term challenge that we are absolutely committed to addressing. And, while we continue to work hard to tackle it, we recognise we are not yet where we need to be.

As we forecasted in last year's report, our gender pay gap across the firm has widened in the reporting period (the 12 months to 5 April 2023) – meaning we have not achieved the three-year target we set ourselves of reducing our gender pay gap to 20 per cent or below by the end of our 2023-24 financial year.

It is important to note that a key driver of this short-term change is rooted in our long-term strategy, which includes recruiting a higher proportion of women and developing more robust career pathways or them to progress. Currently, this strategy is most impactful on lower quartile roles within our firm. And while our pay gap has widened this year, these actions are designed to significantly narrow it as those colleagues progress their careers with us.

So, while we are disappointed that we are not yet able to report a firm-wide narrowing of our pay gap, we remain confident that the plan we are following is the right one for the long-term, and that it will ultimately lead us to address it once and for all.

Encouragingly, our commitment to supporting more women to become partners in the firm has had a positive impact on our partner gender pay gap.

We are proud to report that our partner gender pay gap has markedly improved during the reporting period – supported by three of the four partner promotions in that time being female colleagues, and by the number of female partners at our firm more than doubling over the past five years. However, it's worth noting that this positive (and well deserved) progression ultimately has a negative impact on the pay gap outside of our partnership in the short-term.

I look forward to reporting on the plans, outcomes and impact of our work over the next 12 months as we continue to embody the values we live by as a firm – being ambitious, showing we care, doing what's right and standing together.

**Nik White,
Managing Partner**

*Independently ranked by Best Companies, a leading employee engagement specialist using data and insights to help positive change within the workplace.

Message from our Chief Operating Officer



As our data shows, we have some way to go to addressing our gender pay gap. However, we are taking action to do it in the right way, and to do it well.

To ensure the steps we are taking have meaningful and

lasting impact we are now working with external gender pay gap specialists to further evaluate, contribute to and inform our actions. This additional investment has been made as part of our next three-year plan and we will work with this organisation to ensure we are driving meaningful change and action that genuinely levels playing fields and goes beyond simply hitting numbers for reporting purposes.

We are confident that this work will challenge us to go further to build on key initiatives we have already implemented. Our focus remains on addressing those areas we know impact the pay gap in the legal sector most, and we continue to review and refresh our policies and procedures with these front of mind – particularly as we enter a new three-year cycle as a firm.

This includes the ‘success profiles’ we introduced last year to improve transparency around how colleagues progress (regardless of gender and background) as part of building their career with us. These profiles have created greater clarity on how colleagues can target promotion and, aligned

with our new career laddering model, mean they can do so in a more flexible manner by playing to their strengths and expertise.

We are also bringing more candidates from diverse backgrounds into our firm through our commitment to apprenticeships, the new Solicitors Qualifying Examination (SQE) route and by playing our part in the profession’s ‘Breaking Down Barriers to Law’ initiative.

In 2023, we launched new application-free insight days to enable candidates from diverse backgrounds to explore a career in law, as well as a new vacation scheme. The vacation scheme pays the Real Living Wage to applicants who are taking time out from their work or studies to take part in our scheme.

We are doing more for our colleagues who are building families, including the introduction of more inclusive parental policies, such as the removal of the qualification period so that colleagues are entitled to benefit from them from their first day at Brabners. We have also increased non-pregnant parent leave to six weeks with full pay, alongside our 26-week full pay policy for colleagues taking pregnant parent leave. This is just one example of the evolution of our policies towards those that are light touch, based on trust and consistent with our commitment to building an environment where our colleagues and their partners feel even more supported.

Our supportive culture goes beyond policies, and this is particularly true in more nuanced areas of support for our female colleagues. For example,

last year we provided CPD-accredited training for 15 of our colleagues to become menopause champions with the objective of raising awareness and reducing stigma around reproductive health.

More broadly we will be engaging with colleagues over the next six to 12 months as part of an extensive review of our equality, diversity and inclusion strategy. This will be done in collaboration with our newly created social impact leadership team and our colleague led Together Action Group (TAG) – which includes affinity groups encompassing LGBTQ+, gender and ethnic diversity, physical and mental health, social mobility and sustainability – working closely with our People team, and will continue to ensure we are focused on attracting and retaining diverse talent.

Collectively, we know these actions will continue to make Brabners a better place to work and will improve the experiences of our female colleagues. By continuing to pursue our aims of being innovative, sustainable and diverse – guided by our principles as a B Corp – we hope to see significant improvements in our Gender Pay Gap in the future.

We believe the work we have done so far has laid the solid groundwork to support the lasting change we are aiming for, as we continue to do what’s right as a firm and as we play our part in tackling long-standing structural issues within our profession and society as a whole.

**Laura Cordingley,
Chief Operating Officer**

How the data is calculated

These stats relate to the reporting period i.e. 06 April 2022 to 05 April 2023 (05 April 2023 is the snapshot date which the pay data is based on, however it is reported on 04 April 2024).

Our partner's data is not included in this analysis – we have included a separate analysis for partners specifically so that we better understand our pay gap within this area of our firm, and overall.

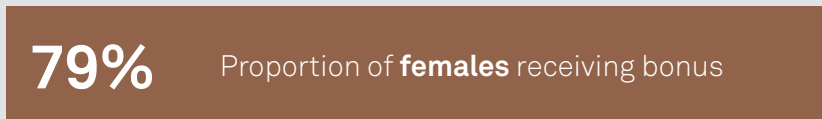
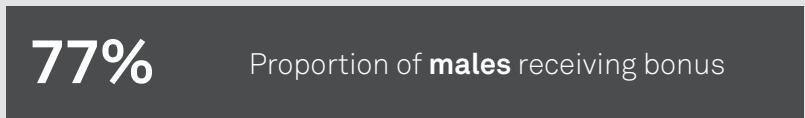
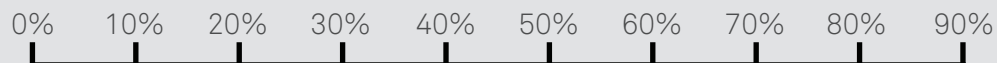
In this report, we look at the pay gap through three lenses: mean and median averages, and quartiles – here is a quick explanation of how each is calculated.

- The mean is calculated by adding the hourly rates of all male employees and dividing the total by the number of male employees. The same calculation is applied to female employees and the two figures are compared.
- The median is calculated by putting in order, from lowest to highest, the hourly pay of male colleagues and selecting the middle value. The same method is used for female employees and the two figures are compared.
- For quartiles, employees are ranked from lowest to highest earners and split into four equal parts. The percentage of men and women who occupy each quartile is then calculated.

Partner gender pay gap is calculated based on earnings collected for the last full financial year preceding the snapshot date. Bonuses are removed and reported separately.

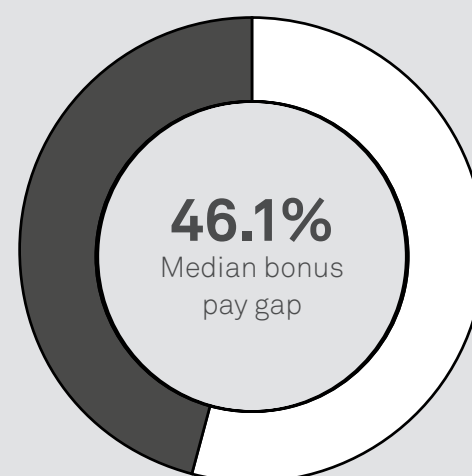
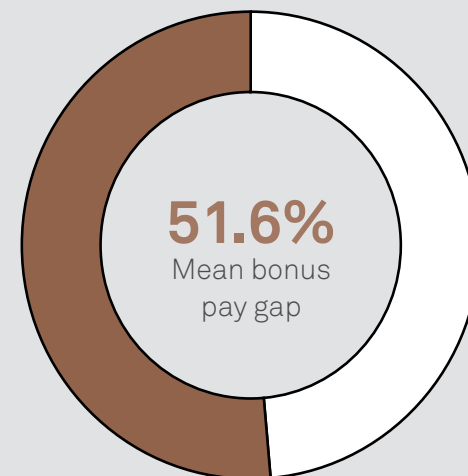
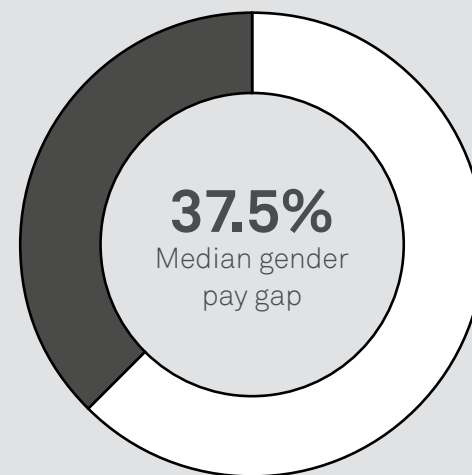
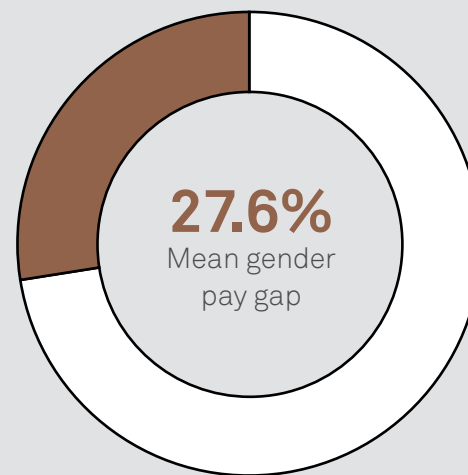
Our Gender Pay Gap is shown as a percentage of male earnings. So, for example, a figure of +5% would mean women earn 5% less than men while a figure of -5% would mean women earn 5% more than men.

Our gender pay gap results

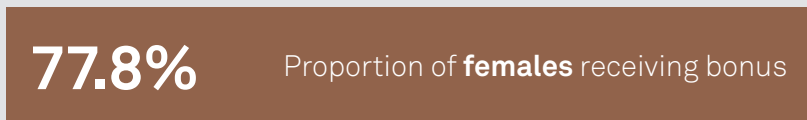
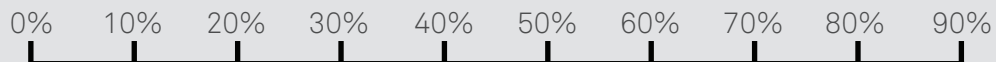


Year	Mean		Median	
2018	25.30%	-6.10%	13.00%	-20.80%
2019	27.62%	+2.32%	29.95%	+16.95%
2020	26.60%	-1.02%	32.30%	+2.35%
2021	23.70%	-2.90%	21.20%	-11.10%
2022	25.32%	+1.62%	32.64%	+11.44%
2023	27.60%	+2.28%	37.50%	+4.86%

	Male	Female
Lower Quartile	17.6%	82.4%
Lower Middle Quartile	18.9%	81.1%
Upper Middle Quartile	37.8%	62.2%
Upper Quartile	38.9%	61.1%

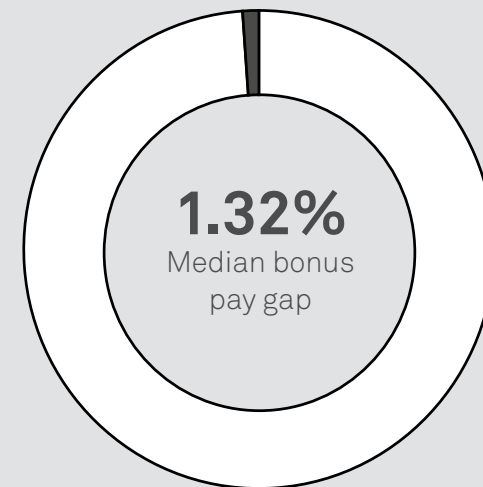
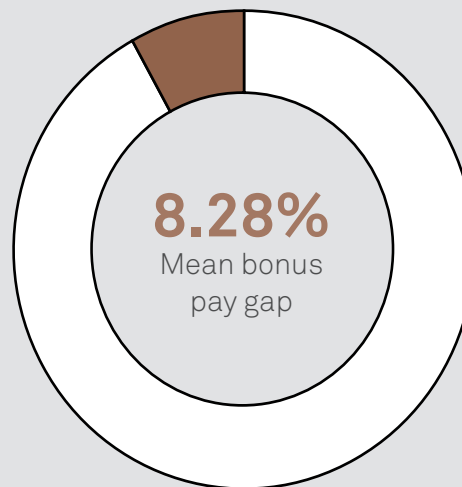
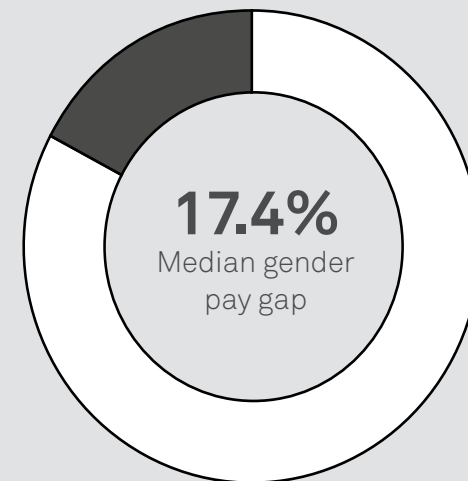
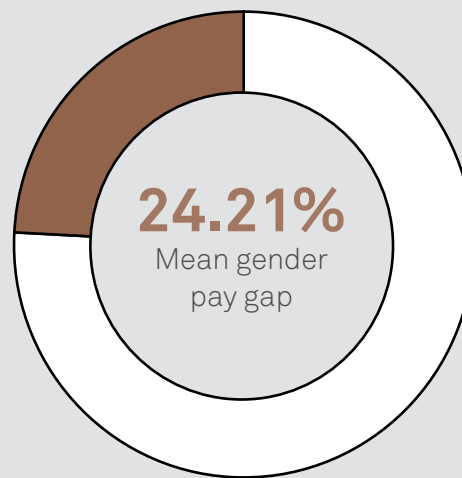


Our partner pay gap results



Year	Mean		Median	
2018	18.32%		22.50%	
2019	30.26%	+11.94%	33.85%	+11.35%
2020	32.27%	+2.01%	26.90%	-6.95%
2021	34.20%	+1.93%	30.00%	+3.10%
2022	32.31%	-1.89%	25.31%	-4.69%
2023	24.21%	-8.10%	17.40%	-7.91%

	Male	Female
Lower Quartile	50.00%	50.00%
Lower Middle Quartile	55.00%	45.00%
Upper Middle Quartile	85.00%	15.00%
Upper Quartile	78.95%	21.05%



Diversity Reporting

We continue to focus on the maturity and depth of our diversity data below, through awareness workshops and the ability to update personal data on our people system.

We know there is work to be done in increasing our visibility in this area, which we will continue to do collaboratively with our TAG group.

Disabled colleagues

Disability Pay Gap	Employee	Partner
Mean	9.01%	-46.47%
Median	18.18%	-13.24%

Ethnic minority colleagues

Ethnicity Pay Gap	Employee	Partner
Mean	-3.69%	29.57%
Median	-0.53%	8.44%

LGBT+ colleagues

LGBT+ Pay Gap	Employee	Partner
Mean	18.27%	-4.9%
Median	36.28%	6.83%

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Statement of Accuracy

We confirm that the data is accurate and meets the requirements of the Equality Act 2010
(Gender Pay Gap information) Regulations 2017.