



Broadfield

# Gender Pay Gap Report 2024

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NAVIGATING COMPLEXITY

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## Understanding Gender Pay Gap Reporting

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<b>Mean Gender Pay Gap</b>	This is the difference between the mean (average) hourly rate of pay of male employees and female employees.
<b>Median Gender Pay Gap</b>	This is the difference between the median (mid-point) rate of pay of male employees and that of female employees.
<b>Mean Bonus Pay Gap</b>	This is the difference between the mean (average) bonus paid to male employees and that paid to female employees.
<b>Median Bonus Pay Gap</b>	This is the difference between the median (mid-point) bonus paid to male employees and that paid to female employees.
<b>The Proportion of Males and Females Receiving a Bonus</b>	This is the proportion of male and female employees who were paid a bonus during the period.
<b>Quartile Pay Bands</b>	These are the proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

NB Not all employees are included in the calculations, for example those on maternity leave during the period are excluded from the calculations in line with the government guidance. Our calculations are based on approximately 390 employees.

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## FROM JOHN HUTCHINSON, MANAGING PARTNER

This report contains Broadfield Law UK LLP's pay reports for the year ending April 2024 in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

At Broadfield Law UK LLP, equity, diversity and inclusion (ED&I) sit at the heart of who we are as a firm. We believe that creating a diverse and inclusive workplace enables our people to thrive, which is embedded into our relationships with clients, partners, and the communities in which we serve. We are committed to furthering gender equality within the firm and utilising our workforce data to inform our approach to achieve this. We continue to analyse and report on all protected characteristics (Equality Act 2010) and have committed to several initiatives to continue developing the representation of all groups within the workforce at all levels in the firm.

Overall, the mean and median pay gaps have increased slightly when compared to our 2023 report. This can be explained by the increased proportion of women in the lower pay quartile, which continues to see the largest proportion of women compared to men. A significant number of our junior and administrative roles fall within this quartile, and these are predominantly held by women.

We do see a larger percentage of females versus males in all four of our pay quartiles however, it not only shows that we have a strong representation of women across all levels, but that we have a strong female talent pipeline which we continue to nurture.

Whilst the overall proportion of men and women receiving a bonus has decreased when compared to 2023, we are pleased to see the mean and median bonus gaps have narrowed significantly. The pay gap that is present can be attributed to the fact, that in line with the regulations, bonus pay gaps must be calculated on actual bonus amount received. These are based on part-time salaries, rather than on their respective full-time equivalents. This impacts our overall bonus pay gap figures as we have a higher proportion of women who work part-time and who therefore received a pro-rated bonus payment. Flexible working is paramount to our employees' wellbeing, and their ability to achieve a good work life balance is a key factor in supporting this.

Our Partner gender pay gap remains low across all four quartiles, with our headline figures favouring women. The mean and median bonus pay figures have increased but that can be attributed to the nature of the scheme. We are confident that these are awarded on a fair and consistent basis. Due to our small sample sizes, it is important to note that minor changes within the business can easily impact our Partner gender pay and bonus figures from one year to another.

As a firm, we are committed to reducing our pay gaps and have been taking action through our ED&I strategy to support this and will continue to do so. Our work to date has included:

- Updating our appraisal process to ensure that we promote candidates in an objective and consistent manner, whilst providing them with feedback.
- Our Business Impact Groups, Gender Equity and Working Parents and Carers networks who raise awareness and support people across the firm, organise events and help shape the firm's strategic initiatives and commitments.
- We have continued our focus on women's health and have a menopause policy, alongside providing free period products.

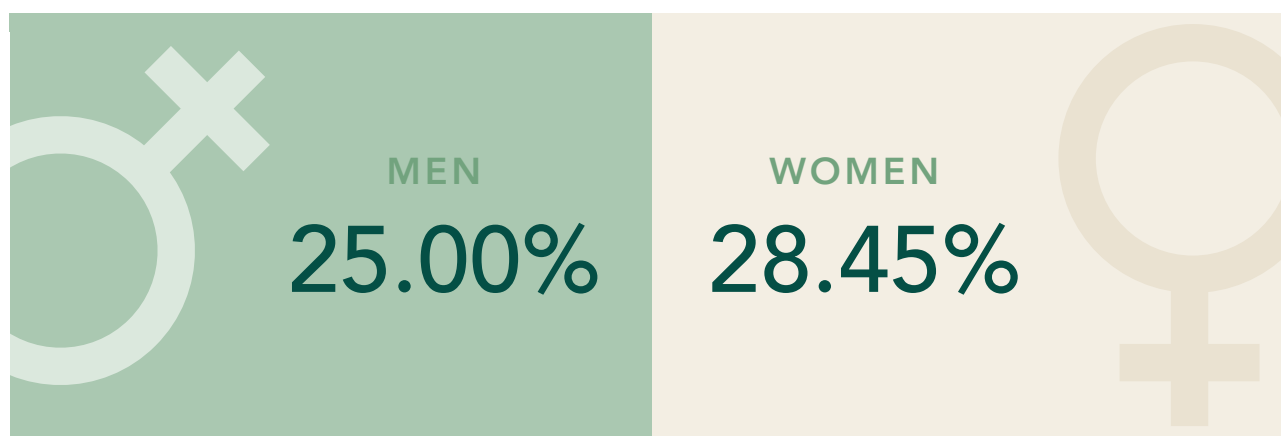
# Gender Pay Gap as at 5 April 2024



## GENDER PAY AND BONUS PAY GAP

	Mean (Average)	Median (Mid-Point)
Hourly Pay	20.20%	20.78%
Bonus Pay	0.39%	13.47%

## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS IN THE 12-MONTH PERIOD PRECEDING 5 APRIL 2024



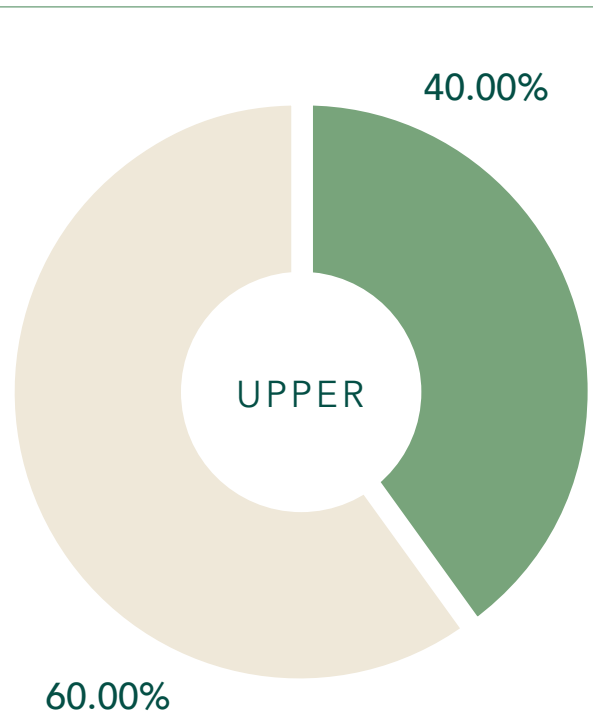
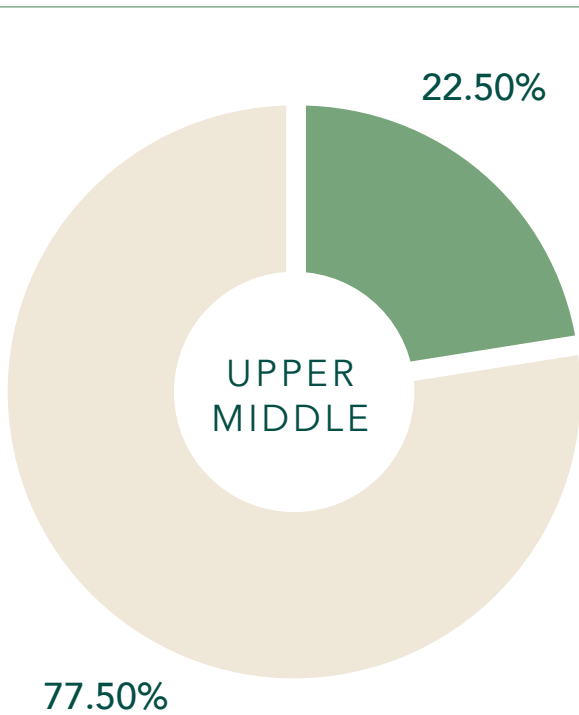
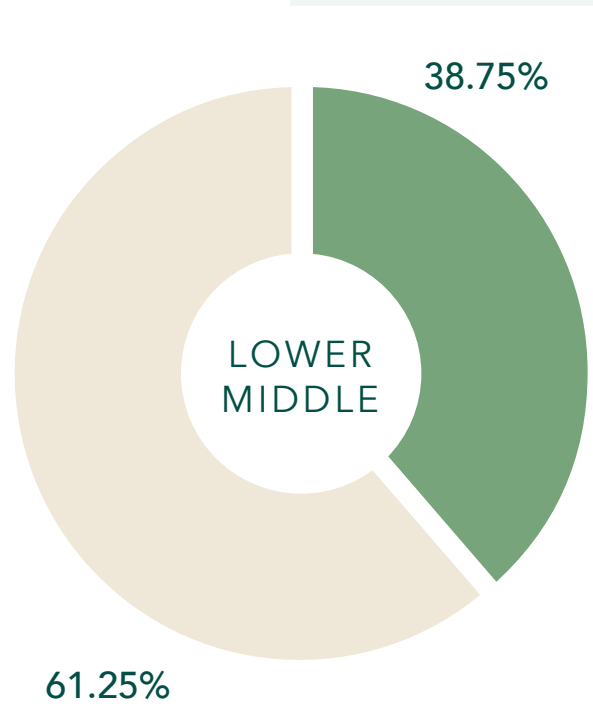
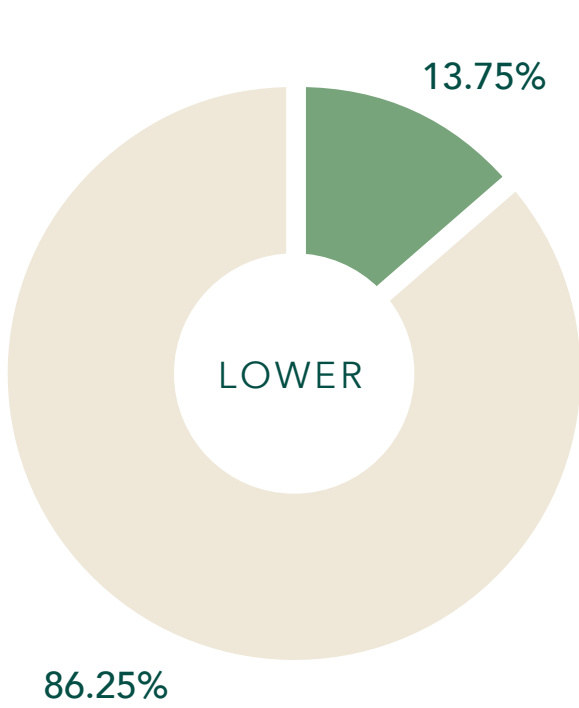
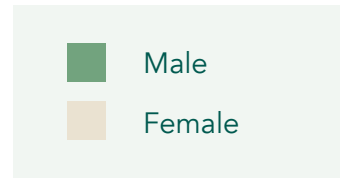
## PAY QUARTILES

Pay Gap				
Quartiles	Mean Gender Pay Gap	Median Gender Pay Gap	Proportion of Men	Proportion of Women
Lower	-28.37%	-26.28%	13.75%	86.25%
Lower Middle	6.28%	5.29%	38.75%	61.25%
Upper Middle	4.49%	2.46%	22.50%	77.50%
Upper	15.19%	10.62%	40.00%	60.00%

# Pay Quartiles



## PAY QUARTILES - GENDER PROPORTION



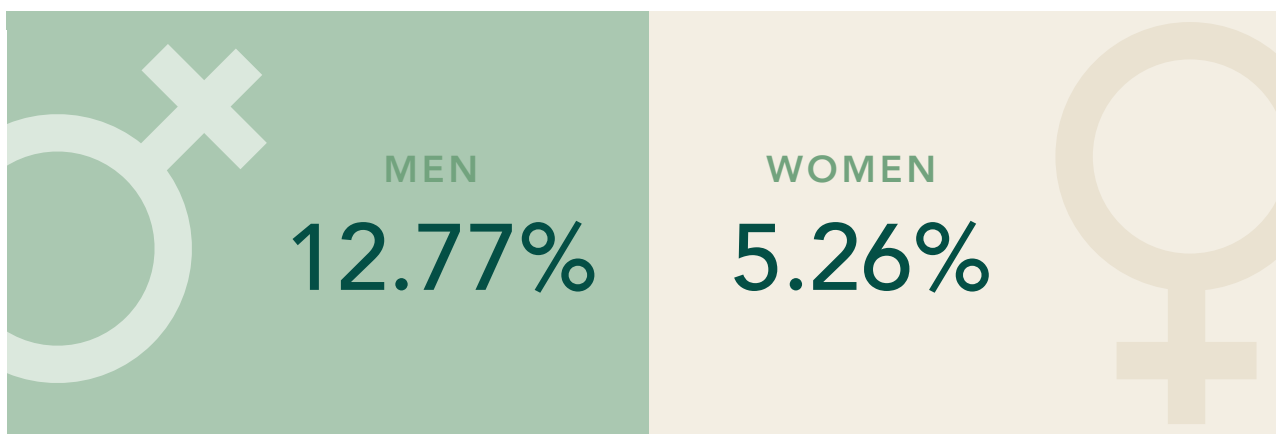
# Partner Gender Pay Gap as at 5 April 2024



## PARTNER'S GENDER PAY AND BONUS PAY GAP

	Mean (Average)	Median (Mid-Point)
Hourly Pay	-3.90%	-7.95%
Bonus Pay	50.00%	50.00%

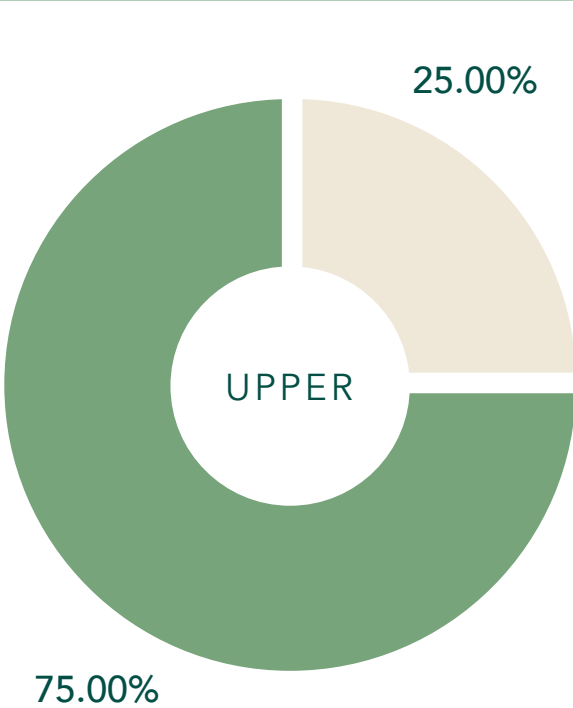
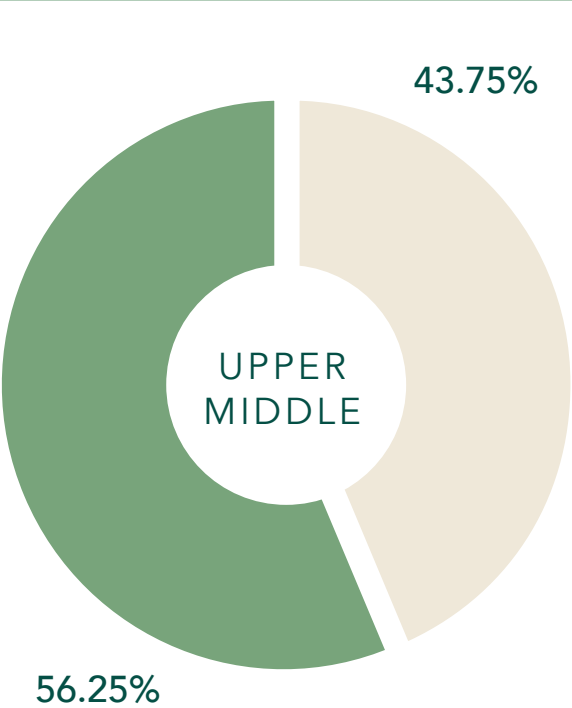
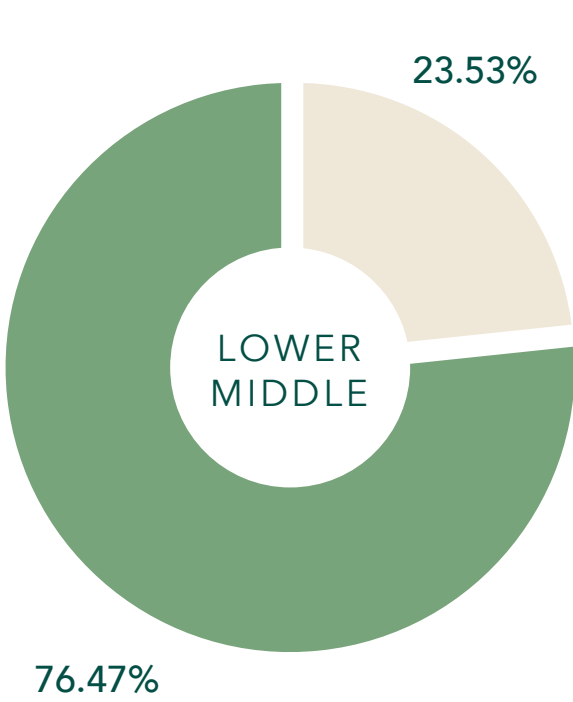
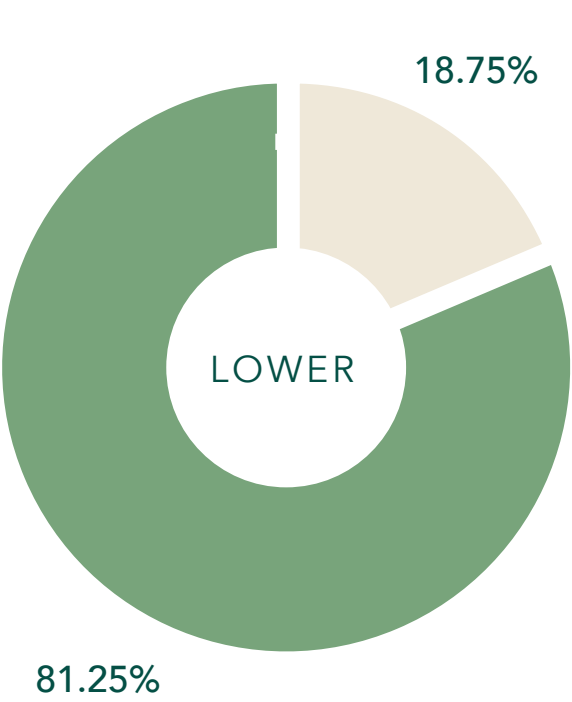
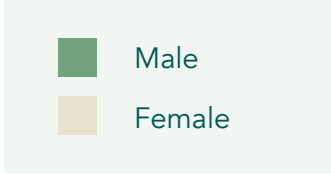
## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS IN THE 12-MONTH PERIOD PRECEDING 5 APRIL 2024



## PARTNER PAY QUARTILES

Partner Pay Gap				
Quartiles	Mean Gender Pay Gap	Median Gender Pay Gap	Proportion of Men	Proportion of Women
Lower	-3.72%	-1.14%	81.25%	18.75%
Lower Middle	2.52%	1.79%	76.47%	23.53%
Upper Middle	2.51%	5.27%	56.25%	43.75%
Upper	-3.05%	2.38%	75.00%	25.00%

## PARTNER QUARTILES - GENDER PROPORTION





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