



Broadfield

# Gender Pay Gap Report 2025

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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.

# Foreword

## FROM JOHN HUTCHINSON, MANAGING PARTNER

This report presents Broadfield Law UK LLP's gender pay figures for the year ending April 2025, published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

At Broadfield Law UK LLP, equity, diversity and inclusion (ED&I) remain central to our identity and culture as a firm. We know that fostering a diverse and inclusive workplace enables our people to thrive, strengthens our client relationships, and deepens our connection with the communities we serve.

We remain committed to advancing gender equality across all levels of the firm and continue to use our workforce data to shape and strengthen our approach. Alongside gender, we analyse and report on all protected characteristics under the Equality Act 2010 and have invested in a range of initiatives designed to improve representation, progression and inclusion for all groups within our workforce.

Our gender pay gap represents the difference in average earnings between men and women across our workforce. It does not indicate unequal pay for the same role.

Overall, the mean and median pay gaps have increased slightly when compared to our 2024 report. Our results show that the gender pay gap is primarily driven by the distribution of men and women across different levels within the firm and by the change in composition across the quartiles.

Across all four pay quartiles, we continue to see that women are represented in higher proportions than men, indicating strong representation of women at all levels. However, since the previous reporting period, the lower and lowermiddle quartiles have seen an increase in the proportion of women relative to men. These quartiles also show the largest imbalance between the number of men and women, which is contributing to the overall gap. A high concentration of junior and administrative roles sit within these pay quartiles and as is common across the legal sector, women are more likely to be employed in these lowerpaid positions.

The overall proportion of men and women receiving a bonus has decreased when compared to 2024 and our figures indicate that men received a higher bonus than women this year. Bonuses are awarded based on fair criteria in line with our bonus policy which is reviewed on a regular basis. A small number of very large bonuses can significantly affect the average (mean) bonus figures and disproportionately increase the average bonus for men and contribute to the

overall bonus pay gap. While the median bonus gap better reflects the experience of most employees, the mean bonus gap can be explained by a small number of outlier payments.

We are pleased to report that both the mean and median gender Partner pay gap has continued to narrow since our last report and now shows little difference in average pay between men and women.

Whilst the mean and median bonus pay figures are in favour of men, they have narrowed since last year. The gap present is influenced by the small population size and the effect of a limited number of outlier bonus payments, which can skew the overall data.

At Broadfield, we are dedicated to reducing our pay gaps and have taken action through our ED&I strategy to support this and will continue to strive to do so. Our work to date has included:

- Updating our appraisal process ensuring that candidates are promoted in an objective and consistent manner, whilst providing ongoing feedback.
- Our Business Impact Groups continue to raise awareness and support people across the firm, organise events and help shape the firm's strategic initiatives and commitments.
- Our newly launched Menopause policy offers a wide range of adjustments to help employees manage symptoms which are designed to support comfort, reduce symptom impact, and enable colleagues to perform at their best.
- All employees are offered access to Modern Midwife, a resource providing inclusive online courses presenting clear, practical guidance on pregnancy, birth and the postnatal period.
- Peppy is a free digital healthcare app for all BUK employees plus one person of their choosing. It connects users to real human experts, trusted information and personalised support across multiple key health areas including:
  - Menopause
  - Fertility
  - Pregnancy & Parenthood
  - Men's Health
  - Women's Health

We continue to partner with Grace and Green providing free period products in all our office locations.

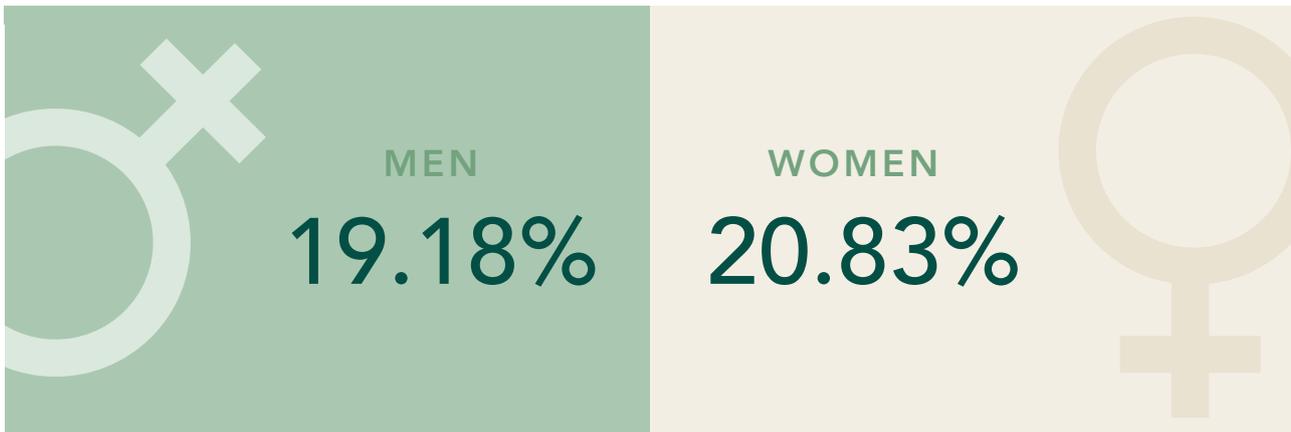
# Gender Pay Gap as at 5 April 2025



## GENDER PAY AND BONUS PAY GAP

	Mean (Average)	Median (Mid-Point)
Hourly Pay	25.80%	27.54%
Bonus Pay	46.47%	14.60%

## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS IN THE 12-MONTH PERIOD PRECEDING 5 APRIL 2025



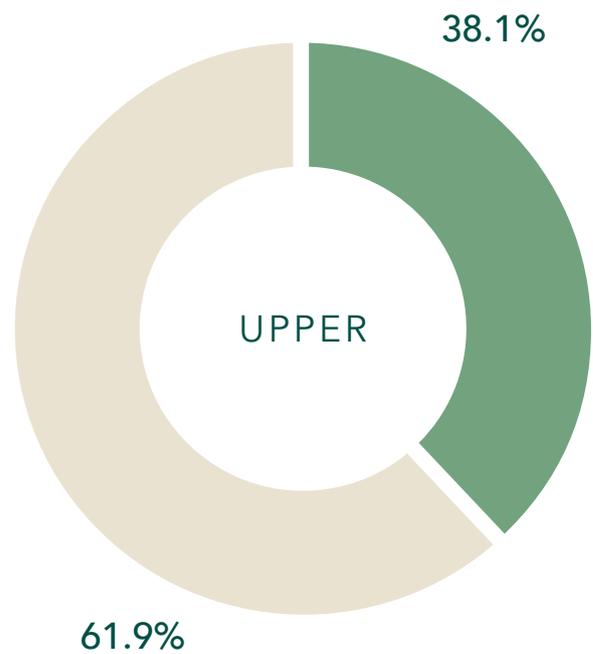
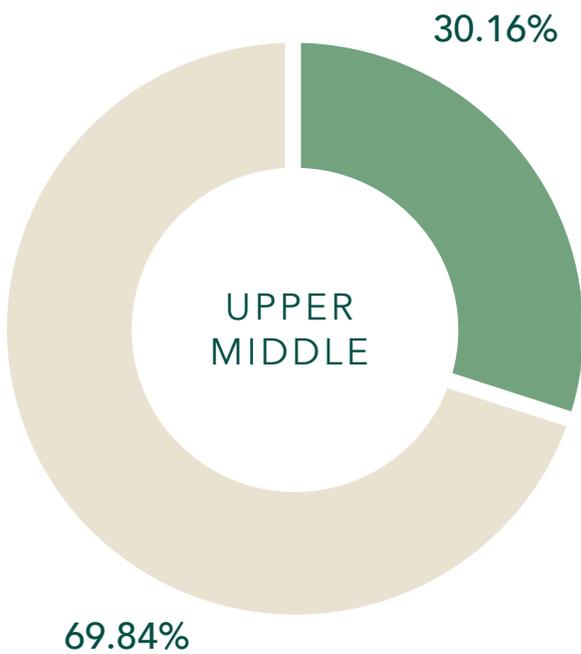
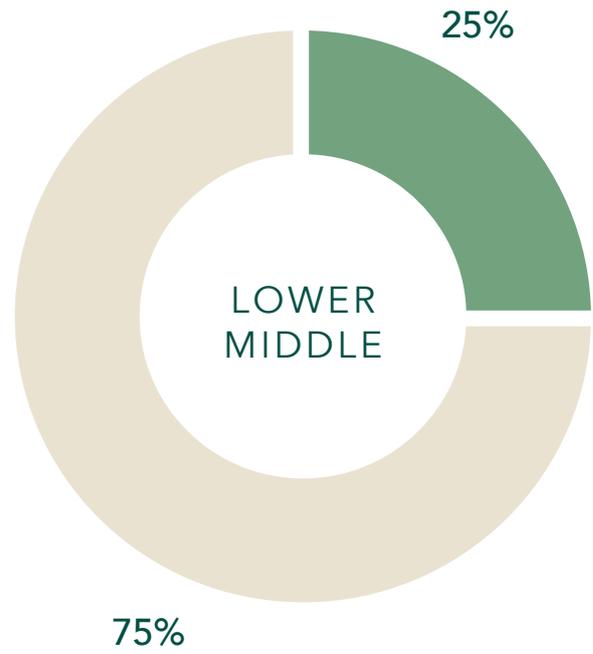
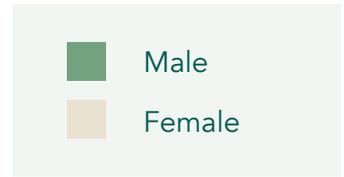
## PAY QUARTILES

Pay Gap		
Quartiles	Proportion of Men	Proportion of Women
Lower	12.5%	87.5%
Lower Middle	25%	75%
Upper Middle	30.16%	69.84%
Upper	38.1%	61.9%

# Pay Quartiles



## PAY QUARTILES - GENDER PROPORTION



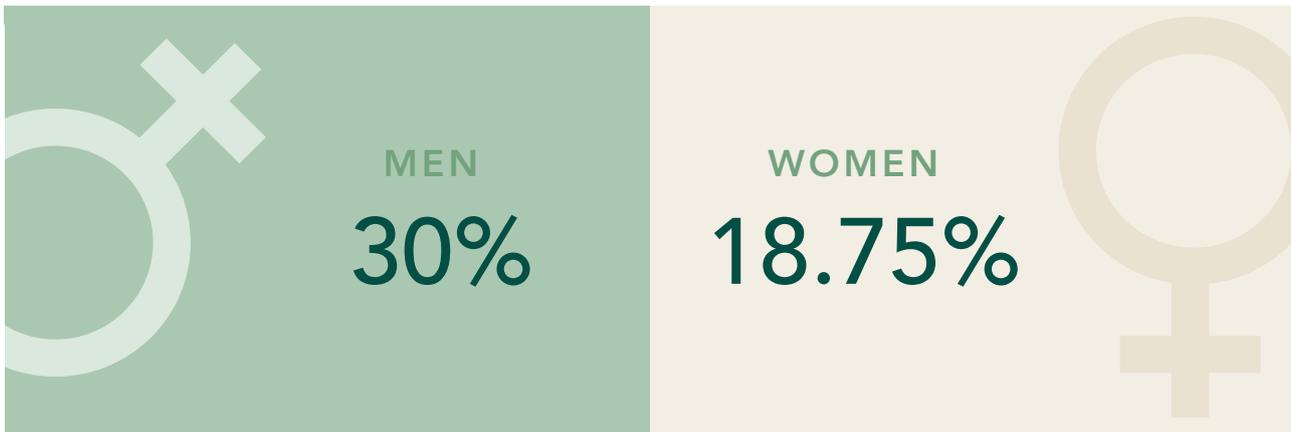
# Partner Gender Pay Gap as at 5 April 2025



## PARTNER'S GENDER PAY AND BONUS PAY GAP

	Mean (Average)	Median (Mid-Point)
Hourly Pay	-1.38%	-0.63%
Bonus Pay	48.72%	40.00%

## PROPORTION OF MEN AND WOMEN RECEIVING A BONUS IN THE 12-MONTH PERIOD PRECEDING 5 APRIL 2025



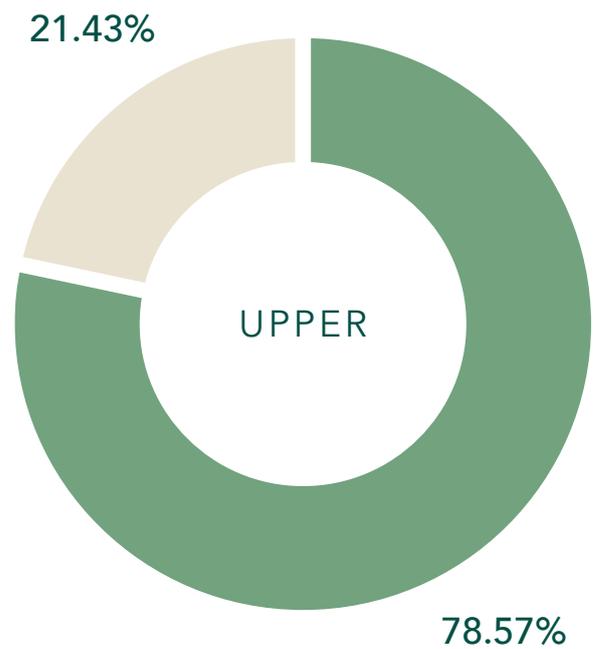
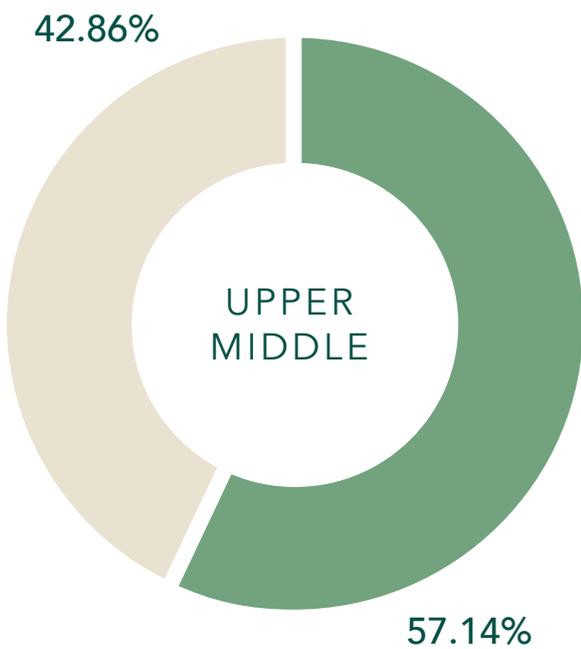
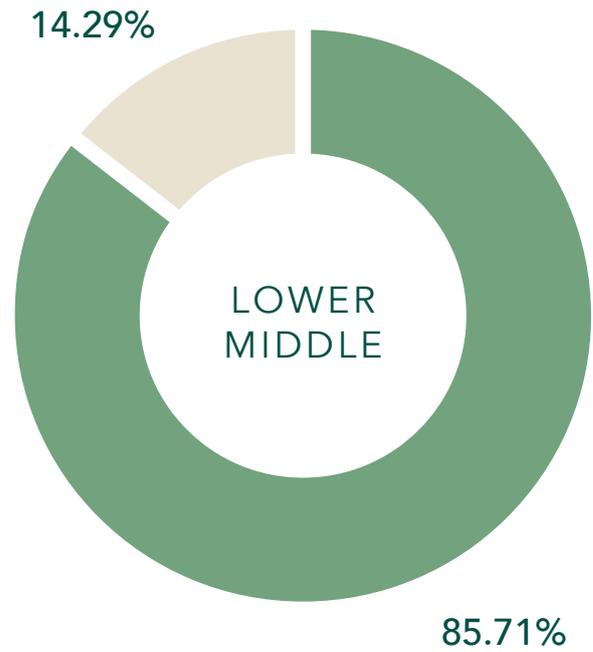
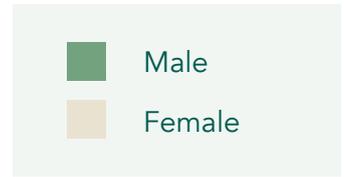
## PAY QUARTILES

Pay Gap		
Quartiles	Proportion of Men	Proportion of Women
Lower	64.29%	35.71%
Lower Middle	85.71%	14.29%
Upper Middle	57.14%	42.86%
Upper	78.57%	21.43%

# Pay Quartiles



## PAY QUARTILES - GENDER PROPORTION





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