

## Gender Pay Gap report 2019

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are delighted to publish our third gender pay gap report for the period from 6 April 2018 to 5 April 2019.

### Our Results:

#### Mean Gender Pay Gap

**5.79%**



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

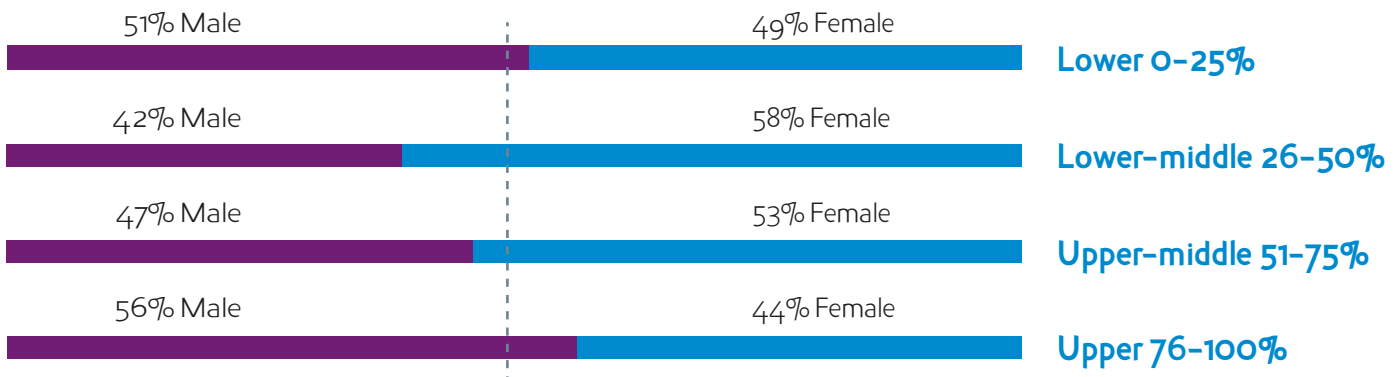
#### Median Gender Pay Gap

**11.18%**



The **median** = the difference in 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.

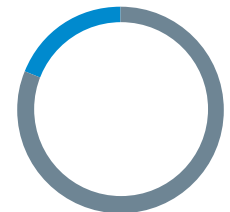
#### Mean Gender Bonus Gap

**14.55%**



#### Median Gender Bonus Gap

**18.83%**



**36.83%**



**39.01%**



Received a bonus = the % of males and females who received a bonus during the 12-month bonus period 6 April 2018 - 5 April 2019 inclusive.

## Pay Gap progress

Our gender pay gap for 2019 has fallen by a significant 5.11% compared to last year, with Buzzacott's mean pay gap in 2018 calculated at 10.9%. The median gender pay gap has also fallen significantly, with last year's median calculated at 26.2%.

## Bonus Gap calculations

The gender bonus gap is calculated based on bonuses paid over the 12-month period from 6 April 2018 – 5 April 2019. 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 21% of our female employees that received a bonus work part time and received a pro-rated bonus, whereas no male team members receiving a bonus work part time, this has distorted our gender bonus gap.

## 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.

Equity Partners and Priority Share Partners are excluded from the calculations in accordance with the Regulations but our Salaried Partners are included.

## Working life at Buzzacott

We are very proud of our diverse workforce and the people that make up our 10 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.

We are incredibly supportive of work-life balance and in addition to our firmly embedded flexi-time policy all team members are able to adopt an agile approach to working as and when needed.

As a firm we are committed to equality of opportunity for all and believe that maximising individuals' talents and celebrating differing ideas are crucial to our ongoing success. We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

I confirm that the information in this statement is correct.



Tony Hopson | Managing Partner