



# Odgers Berndtson Gender Pay Gap Report 2018



We support the legislation to increase gender pay gap transparency. It shines a light not just on issues relating to pay but about who we are as a business.

At Odgers Berndtson, we strive to be a business that enables everyone to build a successful career and where diversity is championed in every respect. And we help our clients do the same.



- KESTER SCROPE, CHIEF EXECUTIVE



# Gender Pay Gap Report 2018

## What is the Gender Pay Gap?

The Pay Gap is the difference in pay between the average earnings of all men and all women in an organisation including performance related pay. This is not the same as equal pay, which refers to paying a man and a woman the same amount for the same work. The Bonus Gap is the difference in performance related pay of all men and all women in an organisation.

### Figure 1

Odgers Berndtson's Gender Pay Gap

Mean Pay	20.3 %
Median Pay	27.1 %
Mean Bonus	61.8 %
Median Bonus	45.5 %

### Figure 2

% of men and women receiving a bonus

Women	71.1 %	Men	73.3 %
-------	--------	-----	--------

### Figure 3

Pay Quartiles - % of men and women in each quartile of the total pay rankings

QUARTILE	% FEMALE	% MALE
Top Quartile	54 %	46 %
Upper Middle Quartile	74 %	26 %
Lower Middle Quartile	83 %	17 %
Lower Quartile	80 %	20 %

## Understanding our gap

- Our gender gap arises primarily because there are many more women (127) than men (29) in the lower paid positions (see Figure 3). These are primarily in support roles as opposed to fee-earner roles where the base pay and bonus potential is higher. The bonus gap is driven by the same structural issue, which sees more women in the lower two quartiles, where lower bonuses are paid.
- If we sub-divide our pay gap between fee-earner staff and support services staff our mean gap is 10.2% for fee-earner staff and 3.2% for support services staff. For mean gender bonus gap it would be 52.3% for fee earner staff and 0.9% for support services staff.
- LLP Partners are not included in the statutory requirements. We believe however that the diversity in our Partner group is a key metric: 37% of our Partners are women and the mean gender pay gap of this Partner group is 1%. This is why we must retain a focus on continuing to increase the number of women in senior positions as we seek balance.

## What are we doing about diversity and inclusion and closing the gap

We have established a Diversity and Inclusion Council and Steering Group, we are committed to positive change in the following areas:

- Attraction and hiring of candidates for our clients and our own firm
- Development and retention of our people
- Reward
- Wellbeing

We believe that more reporting around internal activities and a calendar of information including our new 6-monthly internal diversity information will help us track our progress and share our stories.

Our Company is meritocratic, so men and women with the same performance and experience in equivalent roles are paid equally. We strongly believe that a diverse and inclusive workforce is best for all of us and we commit to creating a better gender balance in order to positively influence our gender pay gap.

