

## Gender Pay Gap Report 2025

A law firm dedicated to making 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.



Rising Star of the Year  
Highly Commended 2024



**Nik White**  
**Managing Partner**

# Introduction

## **We're making the difference.**

This year has been a turning point in our journey to reduce the gender pay gap. Although we reported a widening of the gap last year, we remained confident in our long-term strategy and we are now beginning to see its positive effects.

We recognise that achieving gender pay equity within the legal sector is a complex and ongoing journey. While we have observed a widening of the pay gap at the partner level this year, following a narrowing in the previous year, it's important to highlight that our overall trend is positive.

The mean gender pay gap among colleagues has decreased to 23.0%, reflecting a 4.6 percentage point reduction from last year. The median gender pay gap has also decreased to 34.3%, showing a 3.2 percentage point reduction from the previous year.

Positive changes in pay equity have been driven by a multi-faceted strategy. Our approach included implementing a robust salary review process with benchmarking, embedding a talent acquisition specialism for fair hiring, promoting agile working to minimise pay disparities, refining the promotion criteria and process, introducing a firm-wide performance cycle for equitable development and diversifying our early careers approach to broaden our reach and attract a more diverse applicant pool.

To deepen our understanding in key areas, we engaged with external specialists Innecto. Their expertise provided valuable insights that validated our plans for continued improvement. Our commitment to developing our colleagues — especially those at the junior level — was recognised with a commendation for Brabners' dedication to Learning and Development at the 2024 National Training Awards.

We strive to stand-out as the employer of choice. We are proud to have been named the UK's 'Best Law Firm to Work For' for the second consecutive year by Best Companies. However, we aim to continually improve and remain dedicated to intensifying our efforts to address the gender pay gap.

Our people are at the heart of this ambition. Our social impact groups will collaborate closely with our people team to shape and implement initiatives that enhance diversity, equity and inclusion (DE&I) at every stage of the employee lifecycle, in-line with the firm's DE&I strategy.

While acknowledging that there is still work to be done, we have made significant strides towards achieving meaningful and sustainable change in addressing our gender pay gap detailed below by our COO, Laura. As we progress through our firm's current three-year strategy, our ongoing commitment to attracting and retaining diverse talent positions us to build on the progress we have made.

**We look forward to reporting on the continued impact of these combined efforts next year.**





**Laura Cordingley**  
**COO**

# Positive change

**The results in this year's snapshot are an indicator that our colleague-led people strategy is driving positive change.**

While there are positives to take from our analysis, there is always more to do. Our commitment to driving positive change is unwavering. We continue to evolve our people strategy to meet the diverse needs of our colleagues and changing needs of our firm. Our people are at the heart of this — our colleague feedback shapes our strategy and this year we launched Pulse surveys that are flexible, light touch and targeted to continue to create an equitable and inclusive environment here at Brabners.

Our Talent Acquisition specialism continues to go from strength to strength, providing partnering, fair and consistent hiring practices and hiring salary benchmarking, with 92 new joiners during this reporting period with a gender mix of 61% female and 39% male.

Remaining firm in our commitment to attract and develop junior talent, 19% of hires were at solicitor level during that time. While in the short term this has a negative impact on the pay gap, our longer-term investments in colleague training, development and career pathways will continue to drive the positive change we are seeing.

A key focus in the coming year is the advancement of our people data and insights, which will allow us to identify pay trends and proactively address potential outliers in the moment and at a more granular level. We are also looking to refine our role-grading framework to confidently identify roles of the same level and ensure that pay is equitable.

Building on the foundations of the promotion framework, we are turning our attention to our bonus framework to ensure that it rewards colleague performance holistically and is not just based on financial performance. This will ensure a fairer total reward framework for our colleagues.

Maintaining our agile working commitment at a time when others are beginning to shift to pre-covid ways of working is reaping positive change. We launched a set of inclusive, flexible and light touch policy guides and benefits that aim to support the diverse needs of our colleagues.

Broadening our reach in early careers recruitment has resulted in receiving applicants from 90 universities, with increased female representation and over 50% non-white applicants.

This builds on bringing more candidates from diverse backgrounds into our firm through our application free insight days and a vacation scheme that pays the Real Living Wage, our commitment to apprenticeships via the new Solicitors Qualifying Examination (SQE) route and by playing our part in the profession's 'Breaking Down Barriers to Law' initiative.

We are a year into our firmwide three-year strategy and our ongoing work and commitment to attracting and retaining diverse talent means that by building on the foundations we can continue our journey to reduce the gender pay gap and achieve meaningful, sustainable change.



# The data calculation explained

**Our gender pay gap data is based on colleague salaries on the snapshot date of 5 April 2024.**

The colleague gender pay gap analysis solely refers to colleagues and does not include areas that we are not required to report on. We believe, however, that it is important to have a wider understanding of pay across our firm. Therefore, we have conducted separate analyses of our partnership and diversity data to ensure that we have an understanding of specific pay gaps.

We calculate the data in three different ways:

- > **Mean:** the mean hourly pay gap is the difference between the average hourly rate of pay between the groups.
- > **Median:** the median hourly pay gap ranks employees from the highest rate of income to the lowest, then selects the employee that falls directly in the middle of the ranking. The difference between the group's medians is then calculated.
- > **Quartiles:** we rank colleagues from lowest to highest earners and split them into four equal parts. The percentage of the groups who occupy each quartile is then calculated.

# Gender pay gap results

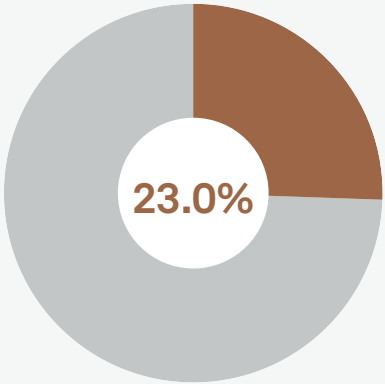
Proportion receiving bonus



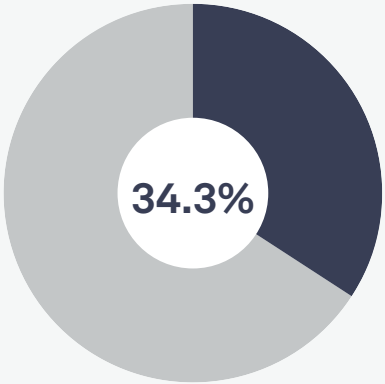
Year	Mean %		Median %	
2019	27.62	+2.32	29.95	+16.95
2020	26.60	-1.02	32.30	+2.35
2021	23.70	-2.90	21.20	-11.10
2022	25.32	+1.62	32.64	+11.44
2023	27.60	+2.28	37.50	+4.86
2024	23.00	-7.60	34.30	-3.72

	Male %	Female %
Lower Quartile	17	83
Lower Middle Quartile	25	75
Upper Middle Quartile	36	64
Upper Quartile	42	58

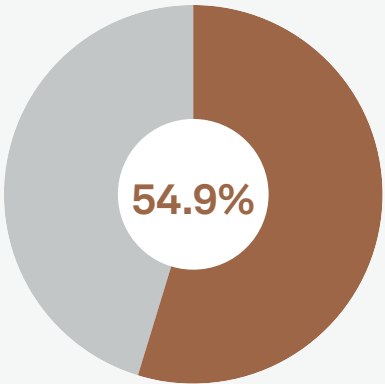
Mean gender pay gap



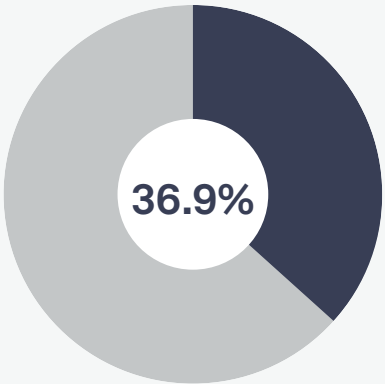
Median gender pay gap



Mean bonus pay gap

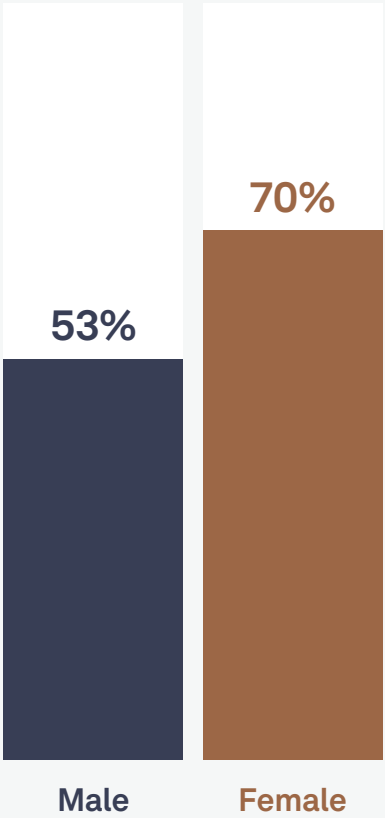


Median bonus pay gap



# Partner pay gap results

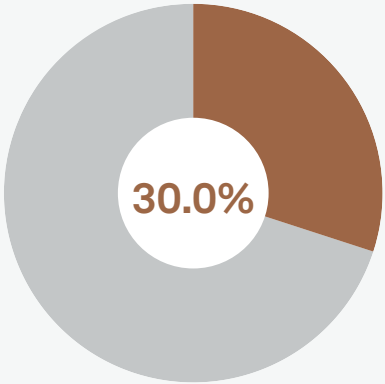
Proportion receiving bonus



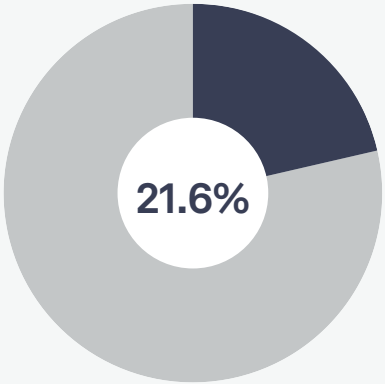
Year	Mean %		Median %	
2019	30.26	+11.94	33.85	+11.35
2020	32.27	+2.01	26.90	-6.95
2021	34.20	+1.93	30.00	+3.10
2022	32.31	-1.89	25.31	-4.69
2023	24.21	-8.10	17.40	-7.91
2024	30.00	+5.80	21.60	+4.20

	Male %	Female %
Lower Quartile	52.00	48.00
Lower Middle Quartile	45.00	55.00
Upper Middle Quartile	82.00	18.00
Upper Quartile	86.00	14.00

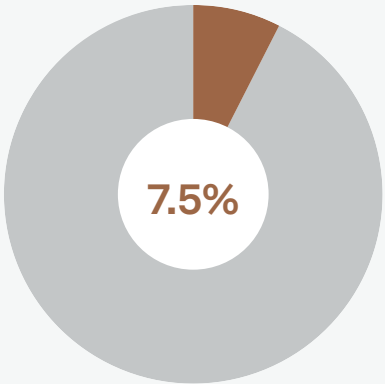
Mean gender pay gap



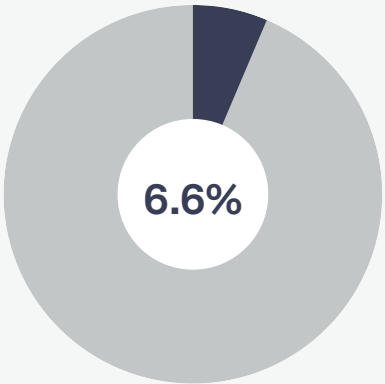
Median gender pay gap



Mean bonus pay gap



Median bonus pay gap





# Diversity reporting

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

We recognise the need to increase visibility in this area, which we will continue to do collaboratively with the TAG committee.



## Disabled colleagues

Disability Pay Gap	Employee	Partner
Mean	8.80%	-41.47%
Median	1.00%	-11.26%

## Ethnic minority colleagues

Ethnicity Pay Gap	Employee	Partner
Mean	7.90%	22.60%
Median	5.00%	-14.30%

## LGBT+ colleagues

LGBT+ Pay Gap	Employee	Partner
Mean	3.10%	-16.20%
Median	14.70%	2.50%



## 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.

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