

Buzzacott

Gender Pay Gap report 2025



In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are delighted to publish our ninth gender pay gap report.

Our results

Mean gender pay gap	6.5%
Median gender pay gap	-9.8%

Quartiles	Male	Female
Lower (0-25%)	54.2%	45.8%
Lower middle (26-50%)	54.1%	45.9%
Upper middle (51-75%)	42.7%	57.3%
Upper (76-100%)	57.8%	42.2%

Gender Pay Gap calculations

Gender pay gap calculations are based on payroll data drawn from a specific date each year called the “snapshot date” which is 5 April for private sector employers.

The gender pay gap calculations show the difference between the mean or median earnings of males and females, which are expressed as a percentage of male earnings.

Equity Partners and Priority Share Partners are excluded from the calculations in accordance with the Regulations as they are not employees, but our Salaried Partners are included.

Gender Pay Gap progress

We are pleased to report that our mean gender pay gap has decreased by 1% and our median gender pay gap has decreased by 14.9% since last year’s report.

At the April 2025 snapshot date, our workforce remained almost gender balanced, with women representing 48% of the firm’s relevant workforce. The distribution of female representation has shifted in a positive direction with the upper middle quartile showing a 5.1% increase, from 52.2% to 57.3%. This is a positive change which demonstrates ongoing momentum in supporting women’s progression into more senior roles.

Additionally, the introduction of fully paid maternity and adoption leave for 24 weeks and fully paid paternity leave for 4 weeks in 2024, has ensured that women who would typically be excluded from the report are represented in key metrics, providing a more accurate representation of our workforce.

While our gender pay gap has improved, we acknowledge that it needs to be carefully monitored. Our early careers population continues to play an important role in developing our pipeline of female talent and shaping the long-term gender balance of the firm. The Autumn 2024 intake followed a similar pattern to previous years, with women

making up 37% of the cohort. While the Spring 2025 intake was smaller in scale and focused on recruitment for two specific teams, it is encouraging that women represented 60% of this cohort, which is a promising step towards greater gender balance.

Bonus Gap calculations

Mean gender bonus gap	35.8%
Median gender bonus gap	33.5%

The gender bonus gap is calculated based on bonuses paid over the 12-month period from 6 April 2024 to 5 April 2025.

Male received bonus	46.9%
Females received bonus	55.6%

Received a bonus - the % of males and females who received a bonus during the 12-month bonus period 6 April 2024 to 5 April 2025.

Bonuses include awards for individual team members' performance, any commission received for referring new clients, length of service awards, recruitment bonuses received for referring new team members to join the firm, and exceptional exam performance.

Bonus Gap progress

Our gender bonus gap has widened primarily due to a higher proportion of males occupying Director and Partner roles, which typically attract larger bonuses. While the gap has increased, women are receiving bonuses across a wide range of roles and levels.

It should also be noted that 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 calculated. In the 2024/25 gender bonus gap period 20% of female employees receiving a bonus worked part-time compared to 4% of male employees.

Looking ahead

As a firm, we are committed to equal opportunity for all and believe that maximising an individual's talents and celebrating differing ideas are crucial to our ongoing success.

Our internal Remuneration Review Group (RRG), composed of a gender balanced team, continues to meet regularly to review remuneration across all levels of the firm, ensuring that decisions are informed, consistent and fair. The development and progression of talent at staff and manager grades is actively monitored, and our remuneration awards are benchmarked bi-annually with external specialist sources.

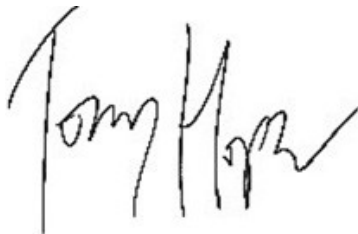
To further support career progression, we offer dedicated transition to manager and leadership programmes that provide tailored coaching, helping our team members step confidently into more senior roles with the skills and support needed to grow into effective leaders.

As we move forward, we remain committed to actions to further reduce our gender pay gap. This includes strengthening our efforts to foster a diverse talent pipeline and continuously reviewing our approaches to ensure they remain inclusive and supportive. We will continue to listen to the feedback and suggestions of our team members and engage with our evolving Staff Networks to better understand workplace barriers and identify practical and meaningful solutions that support all our team members at every stage of their career.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work, and there is equal representation of men and women within the firm. However, we recognise that reducing the gender pay gap requires sustained effort and we remain committed to achieving equal representation at each of the pay quartiles, especially at the more senior levels.

I confirm that the information in this statement is correct.

Signed by

A handwritten signature in black ink, appearing to read 'Tony Hopson', with a stylized flourish at the end.

Tony Hopson
Managing Partner