

2024 Beauchamps Gender Pay Gap Report

Supporting and enabling everyone to realise their potential and positively impact the lives of our coworkers, clients, and communities is our mission. The purpose of this document is to comply with our legal obligation to report on the Gender Pay Gap, provide transparency and share the progress we have made and our plans and commitments for the year ahead.

Beauchamps' ambition is for our people to always achieve their potential, encompassing an inclusive society.



Our commitment is to foster an inclusive workplace culture where staff can reach their full potential. We have policies and programmes focussed on diversity and inclusion, social responsibility, wellness, and the environment.

John White, Managing Partner

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Executive Summary:

Today Beauchamps LLP currently has over 200 staff including 42 partners, of which 40.5% are female. Our commitment is to foster an inclusive workplace culture where staff can reach their full potential. We have policies and programmes focused on diversity and inclusion, social responsibility, wellness, and the environment.

This is our first Gender Pay Gap Report in compliance with the Gender Pay Gap Information Act 2021 and we have chosen a snapshot date of 30 June 2024. Our total headcount on that date, for the purposes of this analysis, was 191 employees. Of this number 62.3% were female and 37.7% were male. 73.8% are employed in legal services and the remaining 26.2% are employed in business services functions.

The goal of this report is to provide transparency about the existing gaps. While all our employees are included in the data required under the legislation, Beauchamps partnership has both "salaried partners" and "equity partners". As self-employed taxpayers, equity partners are not required to be included in our employee gender pay gap calculations under the legislation.

However, in the interests of transparency, the Mean Gender Pay Gap for all employees is 27.2% and when we include equity partners it is 55.5%. The data accounts for all aspect of remuneration, including base salary and bonuses, as prescribed in the regulations.

The firm has a much higher representation of females in business support, secretarial and legal administrative roles and this contributes to our gender pay gap. This is reflective of the industry as a whole.

40.5%

% of partners
who are female

62.3%

% of employees
who are female

27.2%

mean gender
pay gap

Gender Pay Gap - Definitions

Gender Pay Gap

Gender Pay Gap is the average difference in gross hourly earnings of women compared to men, expressed as a percentage of men's gross hourly earnings. A Gender Pay Gap which is positive indicates that, on average across the employed population, women are in a less favourable position than men. A negative figure indicates that, on average across the employed population, women are in a more favourable position than men. 0% is the idea position.

Mean and Median Bonus Gap

The MEAN hourly wage is the average hourly wage in an organisation.

Median

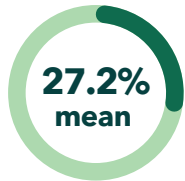
The MEDIAN hourly wage is calculated by ranking the employees from highest paid to lowest paid, and taking the hourly wage of the person in the middle.

Quartiles

All employees are organised into quartiles based on hourly remuneration from lowest to highest of full-time employees. They are then divided into quartiles: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile is then expressed as a percentage.

Gender Pay Gap - Overview

Mean and Median Pay Gap



Our mean gender pay gap (27.2%) is driven by the fact that we have more females in all quartiles of the firm. It is also the result of certain areas of the business that are historically female dominated.



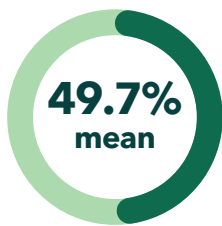
Our median gender pay gap (40.4%) indicates that the middle male is paid more than the middle female, when ranking hourly pay amounts in ascending order for both women and men.

These figures increase to 55.5% and 42.8% respectively when we include Equity Partners.

Beauchamps has two legal entities, Beauchamps LLP (the "Firm") and Beauchamps Services Unlimited Company (the "Company"). For the purpose of coherence, we have presented the information required on a consolidated basis, combining the data from the Firm and the Company.

Mean Bonus Gap

Our mean bonus gap is 49.7% and our median bonus gap is 0%:



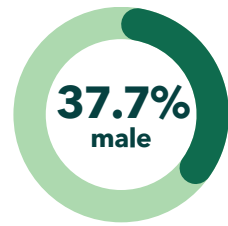
Our mean bonus gap was impacted by employees who have worked part of the year or were working part-time, and therefore received a part year bonus and by those on extended leave including career breaks, maternity leave, and parental leave.

Proportion of women/men receiving bonus & BIK

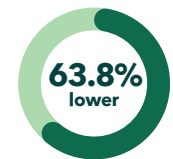
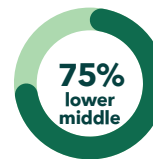
The percentage of females receiving a bonus payment is 94.1% and the percentage of males receiving a bonus 95.8%.

Quartiles

We have **191 employees** for reporting purposes, with a gender split of 62.3% female, 37.7% male.



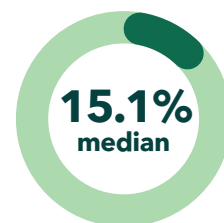
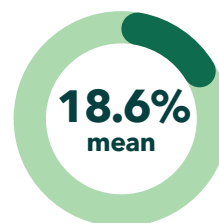
When looking at our gender breakdown per quartile, we see that there are more females in every quartile as follows:



Mean and Median Pay Gap Part-time Employees

We have 19 part-time employees, with a gender split of **89.5%** women and **10.5%** men.

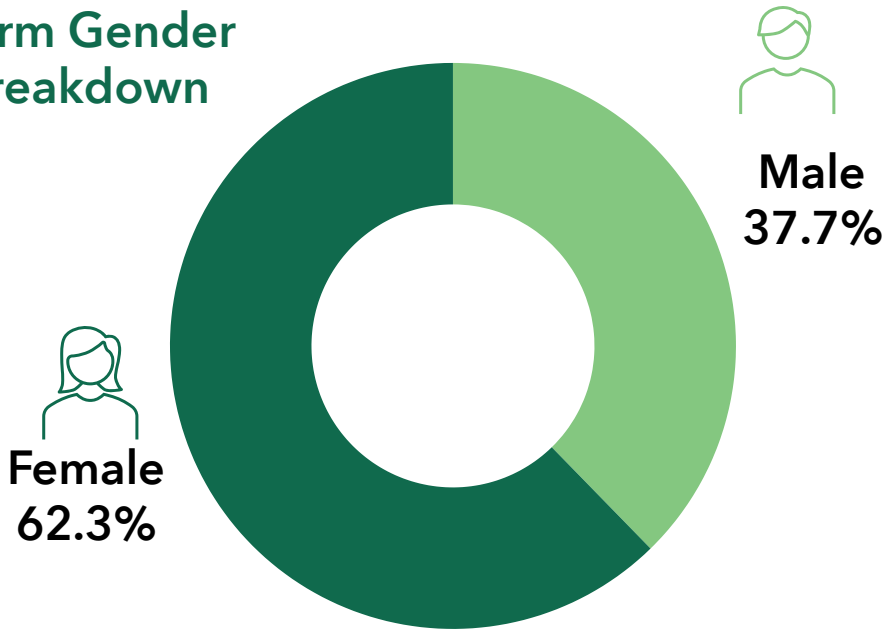
The Mean Gender Pay Gap of part time employees is 18.6% and the Median is 15.1% and this reflects the fact that we have part time employees at all levels throughout the firm from partner to secretary.





Gender Pay Gap - Figures & Data

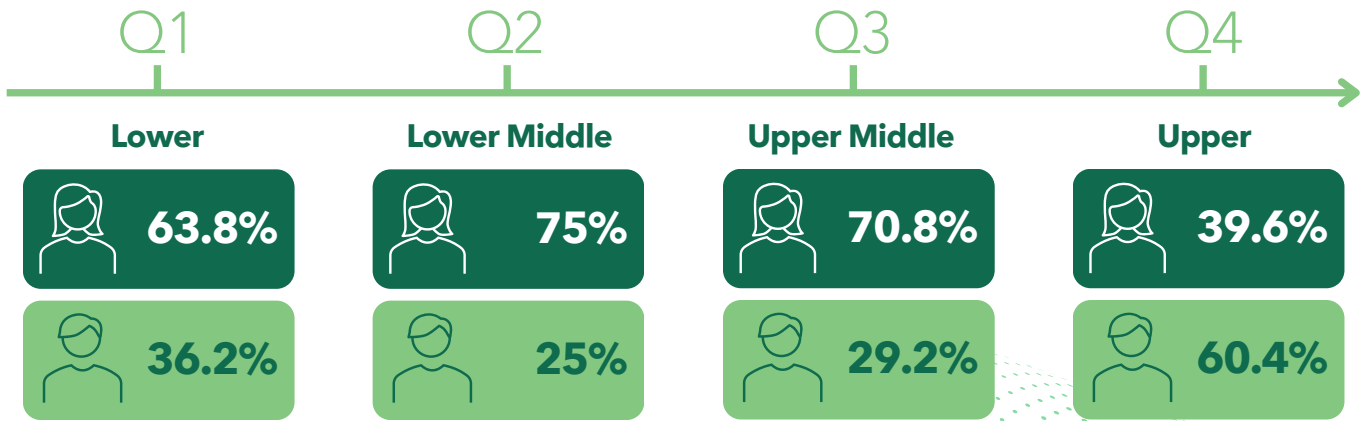
Firm Gender Breakdown



PAY	
Mean	Median
27.2%	40.4%

BONUS	
Mean	Median
49.7%	0%

PAY (Incl. Equity Partners)	
Mean	Median
55.5%	42.8%



Proportion of Bonus Received Female: 94.1% Male: 95.8%	Proportion of Benefits in Kind Female: 2.5% Male: 2.8%	Pay Gap of Part-Time Employees Mean: 18.6% Median: 15.1%	Bonus Gap of Part-Time Employees Mean: -731% Median: 0.0%
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Initiatives, Actions and Commitments

Current Initiatives

- **Training:** Unconscious Bias and Inclusive Leadership training was conducted for all partners and senior managers this year with full attendance.
- **Leadership** training for all professional levels was also completed this year. We also offer alternative leadership paths to staff such as Of Counsel and part time roles for partners.
- **Awards:** Achieved Bronze Investors in Diversity Award from the Irish Centre for Diversity.
- **Policies:** Progressive family friendly policies designed to support families, including adopting an enhanced maternity & fertility leave policy, thereby improving financial support for mothers and families. We have also recently updated our Diversity and Inclusion Policy.
- **Bonus:** Where an employee works a reduced schedule or is on a period of unpaid leave (maternity, parental, career break) bonus payment is still made but on a pro-rated basis.
- **WFH:** We continue to provide a Hybrid WFH Policy.
- **Employee Assistance Programme:** Our EAP with Spectrum Life for staff and their families provides access to excellent information on parenting classes, goal setting & professional growth.
- **Sponsorship:** Continue our sponsorship of Starting Strong, an initiative with that taps into the entrepreneurial potential of senior female executive.
- **Networking:** We will continue holding our highly successful International Women's Day events to promote networking across the firm.
- **Signatory** to The Law Society of Ireland's Gender, Equality, Diversity, and Inclusion ("GEDI) Charter.
- **Memberships:** Current members of The 30% Club, International Women's Forum Ireland and North East Inner City Initiative (NEIC).

Actions and Commitments:

Our gender action plan is our primary focus, and our DE&I strategy, plus support from the senior partners and management committee will assist us in narrowing the Gender Pay Gap and Gender Bonus Gap and therefore improving the gender diversity of staff at senior level. Specifically, our action plan will focus on the following:

- **Policies:** Continue to regularly monitor and review our policies around DE&I to insure inclusivity and diversity at all levels. In recognition of the challenges women face throughout their careers we should consider the introduction of a menopause policy and provide information events to educate senior managers and remove any stigma or lack of awareness.
- **Recruitment:** Ensure robust recruitment processes from graduates to experienced hires are fair, balanced, and open to all, including using gender decoders in job advertisements and continuing to have both male and female interviewers where possible.
- **Partners:** Achieving 40% plus female partners.
- **Representation:** Expand representation to all levels across the firm on our DE&I Committee.
- **Role model** our female senior leaders who lead large teams and service top clients.
- **Mentorship Programme:** Commitment from senior partners in building a balanced and diverse pipeline of talent throughout the firm in the form of a mentorship programme, using both internal and external mentors, to retain female staff.
- **Work Allocation:** Introduction of a work allocation oversight committee in each practice group with an aim to have gender balance on all client work and business development opportunities including all client events and pitches.
- **Employee Survey:** Conduct an anonymous employee survey to identify actions to improve our diversity and inclusion within the firm.
- **Memberships:** Deepen our engagement with the external organisations that we are currently members of.
- **Track Progress:** Implement regular checks and balances in compensation and promotions ensuring continued focus on closing the gap.

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DECEMBER 2024