

Gender Pay Gap Report 2023–24

In building a diverse and inclusive workplace, Barry Nilsson seeks to address the unique barriers to inclusion faced by women and looks to achieve gender equality. We aim for the firm to be a place where women want to work, and where our female staff feel included, valued and empowered to achieve their full potential.

The Workplace Gender Equality Agency (WGEA) publishes gender equality data each year. For the latest reporting period (1 April 2023 – 31 March 2024), our workforce composition was 75% women, compared to the legal industry average of 67%. Additionally, we have 63% women in key management positions (legal industry comparison 48%) and 69% women in management roles (legal industry comparison 59%).

One of the goals in our 2026 D&I Strategy is to ensure that employees are rewarded fairly for their contributions. WGEA publishes our gender pay gap which measures the difference in average earnings between all male and female employees across the firm. For the latest reporting period the figures are:

Average (mean) total remuneration	15.4%
Median total remuneration	21.2%
Average (mean) base salary	15.3%
Median base salary	22.9%

The WGEA figures don't account for things like position, location, seniority, tenure or experience, and all of these factors influence the pay gap. A large contributor to our pay gap is our workforce composition, given we have a large proportion of females in administrative roles and a high ratio of administrative staff to lawyers. Pleasingly, our WGEA data showed that 67% of our employees earning salaries in the top quartile are female, compared to our competitors at only 60%.

As an employer, we have a legal and moral obligation to provide equal pay for equal work. Our gender pay gap is not a result of equal pay issues and we regularly monitor this. Every year we engage Mercer to analyse our salaries and undertake a 'like for like' pay gap analysis by role type. In 2024 they assessed our gender pay gap as 2.1% in favour of women.

Actions we're taking to drive workplace gender equality:

- Increasing representation of women in leadership roles with a 40:40:20 gender target – we currently have 40% female principals and Barry Nilsson ranked 17th out of 50 law firms for total and new female partners in the AFR Mid Year Partnership Survey (2024).
- Taking a data driven approach to gender equality by tracking recruitment, promotions, salaries and bonuses – for example, in the reporting period, 67% of principal promotions were female. We also analyse data in our D&I and engagement surveys by gender, in order to better understand the experiences of our female staff.
- Providing a suite of inclusive policies, practices and benefits. This includes flexible work arrangements such as part-time, job share, varied hours, remote work, 9.5 day fortnight and purchased leave. WGEA reported that we have a higher percentage of females in management roles working part-time (41%) compared to other law firms (26%).
- A shared care parental policy that encourages male employees to take parental leave. In the reporting period, 23% of Barry Nilsson employees who took parental leave were male, compared to the legal industry average of only 15%.
- Training leaders on inclusive leadership and unconscious bias.

Through these, and other initiatives, we hope to continue to be recognised as an employer of choice for females within the legal industry.

