

Gender Pay Gap Report 2022-23

In building a diverse and inclusive workplace, Barry Nilsson seeks to embrace all individual differences, however we recognise that different cohorts of employees face unique barriers to inclusion. We seek to address the particular needs of various groups with one of those being to achieve gender equality. We want our firm to be a place where women want to work, and feel included, valued and empowered to achieve their full potential.

One of our goals in our 2026 D&I Strategy is to ensure that employees are rewarded fairly for their contributions. The Workplace Gender Equality Agency (WGEA) publishes our gender pay gap which measures the difference between the earnings of all male and female employees. For the latest reporting period, the figures, including a comparison with other legal firms, are:

	Barry Nilsson	Industry Comparison
Average (mean) total remuneration	15.6%	26.4%
Median total remuneration	21.6%	22.9%
Average (mean) base salary	15.7%	22.4%
Median base salary	22.0%	20.8%

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 high proportion of females in administrative roles. Pleasingly, our WGEA data showed that 65% of our employees earning salaries in the top quartile are female, compared to our competitors at only 53%.

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 have an independent consultant assess our salaries and undertake a 'like for like' comparison by role type. In 2023 they assessed our gender pay gap as 1.4% in favour of women.

Action we're taking to drive gender equality in the workplace include:

- Increasing representation of women in leadership roles with a 40:40:20 gender target – we currently have 40.6% female principals and Barry Nilsson ranked 15th out of 51 law firms for Total & New Female Partners in the most recent AFR End of Year Partnership Survey
- Taking a data driven approach to gender equality by tracking recruitment, promotions, salaries and bonuses – for example, in the 2022/23 financial year, 70% of staff bonuses were paid to female employees which reflects the gender composition of our workforce
- Providing a flexible workplace including part-time, job share, varied hours, remote work, 9.5 day fortnight and purchased leave
- A shared care parental policy that encourages male employees to take parental leave
- 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.

