



Gender Pay Gap Report 2020

Introduction from Robin Beer, CEO



Increasing diversity and continuing to build an inclusive culture is a strategic priority for Brewin Dolphin. As our Accountable Executive for the Women in Finance Charter, I am pleased with the improved gender diversity we have seen within the Executive Committee and their direct reports over the last few years. In 2020 we met our Women in Finance target early and I have now stretched this further to keep our focus on continual progress. We are moving slowly in the

right direction, but we still have much to do to improve female representation at senior levels and reduce our pay gap over the coming years.

We are listening to the different perspectives of our colleagues to ensure that when we're looking at how we improve gender and all types of diversity at senior levels, we have a broad understanding of what works and what gets in the way. During the last year the Executive Committee members and I have been participating in reverse mentoring as part of our commitment under the Race At Work Charter. This, together with focus groups that we ran, are helping to inform our diversity and inclusion focus areas to ensure that they will benefit all of our colleagues.

Publishing our pay gap highlights that further change is needed. I believe that by attracting, developing and progressing a diverse workforce we will continue to provide a great service to our clients and successfully deliver our strategy. We are not yet where we need to be, but I am committed to ensuring that Brewin Dolphin is an organisation where everyone feels welcome and can progress their careers.

What Is The Gender Pay Gap?

In April 2017 the Government introduced a legal requirement for annual gender pay gap reporting by all companies with more than 250 employees in the UK.

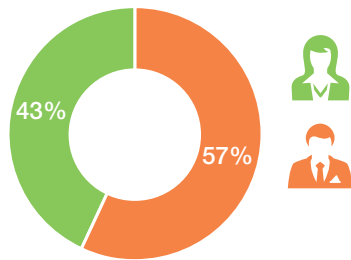
The gender pay gap is the difference between the average hourly earnings for men and average hourly earnings for women, shown as a proportion of men's hourly pay. It gives a picture of the proportion of men and women at different levels of seniority throughout the business. This is a different concept to equal pay, which ensures men and women are paid the same for doing equivalent work. Brewin Dolphin has long had strict measures in place to ensure this is upheld and that employees are paid fairly.

The figures in this report are based on data as at 5 April 2020 and bonuses paid in the preceding twelve months.

Gender pay gap

Hourly fixed pay	2019	2020
Mean pay gap	33.0%	32.5%
Median pay gap	39.3%	38.8%

Workforce gender split



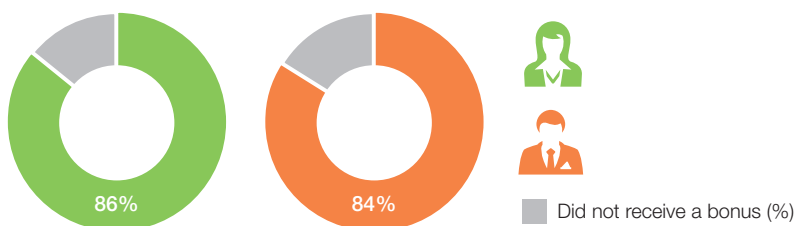
Workforce quartiles by earnings

Reporting Year	Lowest quartile of earners		Quartile 2		Quartile 3		Highest quartile of earners	
	M	F	M	F	M	F	M	F
2020	42%	58%	45%	55%	60%	40%	80%	20%
2019	41%	59%	46%	54%	59%	41%	83%	17%

Bonus Pay Gap

Bonus Pay	2019	2020
Mean bonus gap	69.0%	68.5%
Median bonus gap	62.6%	50.4%

Proportion of men and women who received a bonus



Richard Buxton, Group People & Sustainability Director



Although the requirement to report our gender pay gap was suspended in 2020 due to the pandemic, we published our report as usual. We believe continued transparency is vital to ensuring that our employees and other stakeholders are aware of our progress and the work we are doing to move Brewin Dolphin forward.

Working at home over the last 12 months has proved challenging for many of our people, perhaps especially those who have had to balance this with additional caring and home-schooling responsibilities. Looking after the wellbeing of our colleagues during the last year has been a priority and we have introduced policies to help take some of the pressure away. This included the option to reduce working hours by up to 50% without any reduction in salary.

We know that all forms of diversity can help bring innovation to our business and enhance our culture. We look beyond gender as a singular aspect of diversity and recognise that people will thrive or feel held back for different reasons. It's important to us that our D&I focus and commitments are continually improving how we attract and retain the best people from all walks of life, as well as creating a fair and inclusive workplace.

Diversity & Inclusion Focus Areas 2020-21

Agile Working Culture

The world of work has changed forever and we know that agile working will bring us all opportunities to have a better work/life balance and improve our personal wellbeing through balancing time collaborating with colleagues in the office and time working at home. As we begin to return to our offices, we will be working together to embed an agile working culture that cultivates the best of these.

Parental Leave and Coaching

We are pleased to see more men taking time off for Shared Parental Leave, following the enhancement of our policy to match maternity, surrogacy and adoption leave. We want all of our employees to feel that they can take leave at this important time, regardless of gender. Last year we introduced coaching for parents before going on leave and upon their return. The feedback from colleagues is that this has a positive impact on their planning and the quality of career conversations.

Career Development & Opportunities

Transparency and understanding around career opportunities and progression are vital to ensuring that everyone has the same chance to succeed. Through career workshops, our careers hub and more visible sharing of internal opportunities we aim to improve this transparency and encourage all our people to take opportunities that align with their career goals.

Attracting the Best People

We continue to look at how we advertise and recruit for job vacancies. To attract the best people, we are being more proactive in reaching out to different groups, build more diverse candidate pools and monitor our selection process so that we can identify and remove any barriers.

Our Actions and Commitments



Women @ Brewin

Our established network provides a forum for discussions on career planning, colleague support, learning opportunities and networking across the company.



30% Club

Our Chairman and CEO are members of the 30% Club which campaigns across all FTSE 350 companies to increase the number of women on boards and executive committees and to include at least one person of colour on each by the end of 2023. We participate in the 30% Club cross company mentoring programme each year.



Women in Finance Charter

Brewin Dolphin signed the Women in Finance Charter in September 2018. This is a commitment by HM Treasury and signatory firms to work together to build a more balanced industry by setting internal targets for gender diversity in senior management, which we define as the Executive Committee and their direct reports. Last year we beat our target of 35% by the end of 2021. Our CEO has now stretched this target to 45% by the end of 2023.



WealthiHer

We are proud to be one of the founding partners of WealthiHer, a London based network that is championing the transformation of the financial services industry's approach to supporting women to grow and protect their wealth.



The Prince's
Responsible
Business Network
Race at Work Charter signatory

Race at Work Charter

In July 2020 we signed the Race at Work Charter, with our CEO as Executive Sponsor. The Charter is designed to foster a public commitment to improving outcomes for ethnic minority employees in the workplace and consists of five principles to ensure we address the barriers to recruitment and progression.



The Brokerage

We are partners of The Brokerage, a London based social mobility charity that helps less advantaged young people to achieve their career potential. Through our partnership we offer employability skills learning, paid internships, mentoring and networking opportunities.



MyGwork

We are members of myGwork, a business community for LGBT+ professionals, graduates and inclusive employers. Through our membership we offer employees access to mentoring, networking, workshops, events and news. We advertise all our job vacancies on myGwork's website.



Business Disability Forum

Business Disability Forum is a not for profit membership organisation that links businesses, disabled people and government. They provide us with learning and networking opportunities as well as expert advice and guidance on building an accessible workplace for people of all abilities.



Disability Confident Employer Scheme

This is a government scheme that aims to help employers make the most of the opportunities provided by employing people of all abilities. We are currently at level 1 'Committed' and are working towards Level 2 'Confident' by May 2022.