



2019 Gender Pay Gap Report

Creating a genuinely inclusive workplace is an imperative for Brewin Dolphin. Gender pay gap reporting is one way that we measure our progress and highlight where more work is needed.

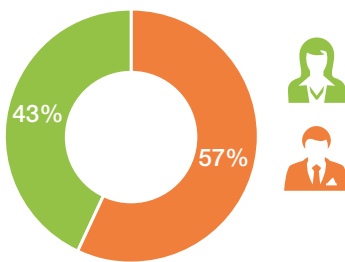
The gender pay gap is the difference between the average hourly earnings for men and average hourly earnings for women, shown as a proportion of men's hourly pay, and gives a picture of the proportion of men and women at different levels of seniority throughout the business. This is a different concept 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. Our 2019 pay gap figures are set out below and compared to the previous year.

This year's figures show a slight improvement in our gender pay gap.

Gender pay gap

Hourly fixed pay	2018	2019
Mean pay gap	36.7%	33.0%
Median pay gap	39.3%	39.3%

Workforce gender split



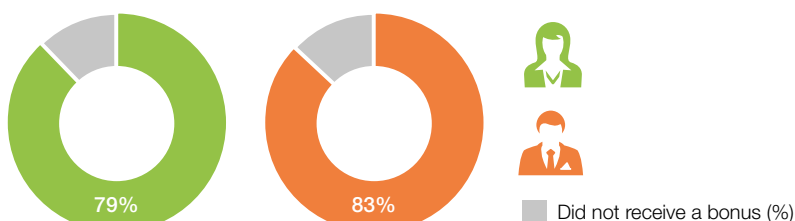
Workforce quartiles by earnings

Reporting Year	Lowest quartile of earners		Quartile 2		Quartile 3		Highest quartile of earners	
	M	F	M	F	M	F	M	F
2019	41%	59%	46%	54%	59%	41%	83%	17%
2018	40%	60%	46%	54%	61%	39%	84%	16%

Bonus Pay Gap

Bonus Pay	2018	2019
Mean bonus gap	69.7%	69.0%
Median bonus gap	66.5%	62.6%

Proportion of men and women who received a bonus



Richard Buxton, Group Human Resources Director:



This year's pay gap figures show some improvement, but they certainly do not reflect the importance we place on developing and progressing the careers of women at Brewin Dolphin.

We have made progress at the most senior levels and we were proud to be ranked sixth in the FTSE 250 in this year's Hampton-Alexander Review for our board gender diversity. We were also ranked fourth within the Financial Services sector for the gender diversity of our senior management (the Executive Committee and their direct reports).

Beyond our senior management, we have in place dedicated programmes to develop and support our female colleagues. These include mentoring for women in client-facing roles, coaching for new parents, and a well-established women's network designed to help with building relationships, confidence and resilience in the workplace. These have helped our female colleagues build additional skills, support the transition back to work after they have a child and to celebrate role models we have in the business.

While we are clearly making progress, we still have a long way to go in parts of our business. The demographics that drive the gender pay gap are slow to change. In our senior client facing roles we have low attrition, and we think about career paths and client relationships over the long term. Accordingly, most of our recruitment into these roles is at entry levels and not the more experienced levels that would impact the pay gap figure more quickly.

Key initiatives

30% Club mentoring programme

Following the success of our first cohort, we are participating in this programme for a second year. The majority of this year's mentee places have been allocated to women in client facing wealth management roles. This is the area of our business that has lower gender diversity at more senior levels, and we are committed to changing that through the development and progression of our talented employees.

Coaching for new parents

Following last year's introduction of enhanced shared parental leave, we have introduced coaching for new parents taking maternity or parental leave. Our goal is that this will create an internal support network for these individuals and help them with their transition into their leave and then back into work. We recognise that this can be a challenging time and will continue to review how we create a positive experience for parents taking leave.

Women@Brewin Network

Following feedback received at our network's roundtable discussions, we delivered a series of workshops focussed on building confidence and resilience in the workplace. We have continued to hold successful speaker presentations and regional events, focussing on topics including wellbeing, diversity and disability.

Women in Finance Charter

In line with our commitment to the Charter in 2018, we have completed our first annual review. Our initial target was 33% female representation in senior management by the end of 2020. We reported last year that we had met our target early and we have now stretched the target to 35% by the end of 2021. Our commitment to the Women in Finance Charter has been reinforced by our Head of Diversity & Inclusion, Caroline Lake, joining the Women in Finance Board.

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. A group of our female wealth management colleagues are actively involved with WealthiHer and we're delighted that they're leading the way in this important work.

While we are clearly making progress, we still have a long way to go in parts of our business. We're committed to delivering development, support and opportunities that will improve gender balance across the organisation.

I confirm the data reported is accurate.

Richard Buxton, Group Human Resources Director, Brewin Dolphin

The above pay statistics are based on a snapshot of hourly rates of pay on 5 April 2019 and those bonuses paid in the 12 months up to 5 April 2019.