

## Gender Pay Summary

2022  
Including Partners  
P P  
E E  
M F

Mean Hourly Rate	28.14	17.43
------------------	-------	-------

<b>Mean Gender Pay Gap</b>	<b>38%</b>	
----------------------------	------------	--

	119	187
	60	94
Median Hourly Rate	19.28	12.71

<b>Median Gender Pay Gap</b>	<b>34%</b>	
------------------------------	------------	--

Mean Bonus Pay	7,240	1,319
----------------	-------	-------

<b>Mean Bonus Pay Gap</b>	<b>82%</b>	
---------------------------	------------	--

Median Bonus Pay	850	350
------------------	-----	-----

<b>Median Bonus Gender Pay Gap</b>	<b>59%</b>	
------------------------------------	------------	--

<b>Proportion of Relevant Employees Receiving Bonus</b>	<b>37%</b>	<b>32%</b>
---------------------------------------------------------	------------	------------

### Proportion of Males and Females in each quartile pay band

<b>Upper Quartile</b>	<b>68%</b>	<b>32%</b>
UQ		

<b>Upper Medium Quartile</b>	<b>35%</b>	<b>65%</b>
UMQ		

<b>Lower Medium Quartile</b>	<b>29%</b>	<b>71%</b>
LMQ		

<b>Lower Quartile</b>	<b>24%</b>	<b>76%</b>
LQ		

Aberdein Considine is a private Scottish partnership and once again for complete transparency and in the spirit of the gender pay gap report we have decided to include earnings from all employees and partners to give a true indication of our gender pay gap.

We have an equal pay policy across the firm ensuring males and females in the same roles are remunerated the same.

### **Pay Gap**

In 2021 there has been a decrease in our mean gender pay gap from 2020. It is down to 38% in 2021 from 42% in 2020 which is a decrease of 4%. Since the first Gender Pay Gap report in 2018 AC&CO has seen a drop in the mean gender pay gap from 45% to the current 38% which is very pleasing.

The most significant factor affecting our mean gender pay gap this year and in previous years continues to be that the majority of senior positions held in the firm at both partner and employee level for the relevant period is held by males. This continues to adversely affect primarily our median pay gap but also the mean pay gap.

New staff and partners will continue to be recruited based on ability and competence to ensure as a firm we recruit the highest calibre of staff and partners.

Encouragingly our associate, senior solicitor and solicitor grades continue to have a female majority which should reduce the mean gender pay gap as they progress through the firm. There has also been one female partner recruited in this period and internally our only partner promotion this year was a female lawyer.

### **Bonus Pay Gap**

The mean bonus pay gap has increased by 13% on last year to 82%. The proportion of females receiving a bonus decreased from 73% last year to 32% due to only a small number of employees qualifying for a bonus due to the Pandemic affecting the Firms turnover. The proportion of males receiving a bonus also decreased from 76% last year to 37% this year for the same reason. In October 2021, the majority of staff qualified for the firm bonus scheme, which is paid in December 2021, therefore we will see a significant increase in our 2022 Gender Pay Report

### **Declaration**

I confirm that the above information is accurate and has been calculated in accordance with government guidelines.

Jacqueline Law  
Managing Partner