

Gender Pay Summary

	2020			
	Excluding Partners		Including Partners	
	E M	E F	P E M	P E F
Mean Hourly Rate	18.71	13.02	23.77	14.62
Mean Gender Pay Gap		30%		38%
	130	237	154	248
	65	119	77	124
Median Hourly Rate	14.01	11.63	16.42	11.63
Median Gender Pay Gap		17%		29%
Mean Bonus Pay	6,164	1,426	5,702	1,510
Mean Bonus Pay Gap		77%		74%
Median Bonus Pay	1,184	951	1450	967
Median Bonus Gender Pay Gap		20%		33%
Proportion of Relevant Employees Receiving Bonus	57%	59%	55%	59%
Proportion of Males and Females in each quartile pay band				
Upper Quartile	54%	46%	63%	37%
UQ				
Upper Medium Quartile	37%	63%	38%	62%
UMQ				
Lower Medium Quartile	25%	75%	26%	74%
LMQ				
Lower Quartile	25%	75%	26%	74%
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

It's pleasing once again to see our mean gender pay gap reduce in 2019. It is down to 38% in 2019 which is down 2% on 2018 and a 6% reduction over the last two years.

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.

The promotion process introduced in 2017 for our senior managers and lawyers to progress to director and partners respectively has helped reduce the mean pay gap year on year and the expectation is this will continue to be a significant factor in subsequent years.

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 have also been two female partners recruited in the last six months and internally our only partner promotion this year was a female associate lawyer.

Bonus Pay Gap

The mean bonus pay gap has increased by 9% on last year to 74% but is 3% lower than the mean two years ago. The proportion of females receiving a bonus also fell from 66% last year to 59% which is the same percentage two years ago. The proportion of males receiving a bonus also fell from 73% last year to 55% this year.

The adverse movement on the bonus criteria is due to a reduction in the staff who qualified for the overall firm bonus scheme in 2018 which was payable in December 2018 and falls into this reporting period. The majority of staff who were paid bonuses in the relevant period are a department who receive monthly bonus payments and this department has a disproportionate number of males working to females both in the firm and also industry wide.

In October 2019, the majority of staff qualified for the firm bonus scheme, which is paid in December 2019 and falls into next year's reporting therefore the expectation is these two measurements will improve once again.

Declaration

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

Jacqueline Law
Managing Partner