

Aberdein Considine Gender Pay Report 2018

	Male	Female
Mean Gender Pay Gap		40%
Median Gender Pay Gap		28%
Mean Bonus Pay Gap		65%
Median Bonus Gender Pay Gap		28%

Proportion of Relevant Employees Receiving Bonus

73%	66%
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Proportion of Males and Females in each quartile pay band

Upper Quartile	64%	36%
Upper Medium Quartile	34%	66%
Lower Medium Quartile	28%	72%
Lower Quartile	26%	74%

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

We were pleased our mean gender pay gap has reduced from 44% in 2017 to 40% in 2018 and as a firm we will continue to try to reduce the gap year on year.

Similarly to last year, the mean gender pay gap is because the majority of senior positions held in the firm at both partner and employee level for the relevant period is held by males. In 2017 a new promotion process was introduced for senior managers up to director level and in 2018 this has been mirrored for lawyers up to partner level. This process will continue to add clarity and transparency for members of staff who aspire to more senior roles.

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

Encouragingly our associate, senior solicitor and solicitor grades all now have a female majority which should reduce the mean gender pay gap as they progress through the firm.

Bonus Pay Gap

Our mean bonus pay gap has also reduced from 77% in 2017 down to 65% in 2018 and the proportion of females receiving a bonus has also increased from 59% in 2017 to 66% in 2018.

This is in line with our expectations and these improvements are primarily down to the implementation of our firm wide bonus scheme in 2017. This new scheme is based on the achievement of targets set at the start of the financial year and bonuses are paid as a percentage of salary depending on the level of achievement of the target. The first bonus payments were made in Dec-17 which falls into the 2018 reporting period.

Declaration

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

Jacqueline Law
Managing Partner