

2024
GENDER PAY GAP

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Mean Gender Pay Gap	21%
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Median Gender Pay Gap	8%
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Mean Bonus Pay Gap	60%
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Median Bonus Gender Pay Gap	7%
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Proportion of Relevant Employees Receiving Bonus	76%	76%
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Proportion of Males and Females in each quartile pay band

Upper Quartile	52%	48%
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Upper Medium Quartile	19%	81%
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Lower Medium Quartile	28%	72%
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Lower Quartile	33%	67%
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Aberdein Considine is a private Scottish partnership .

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

Pay Gap

In 2024 there has been a slight increase in our mean gender pay gap from 2023. It is up to 21% in 2024 from 18% in 2023 which is a increase of 3%. Since the first Gender Pay Gap report in 2018 AC&CO has seen a drop in the mean gender pay gap from 29% to the current 21% which is 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. In this reporting year there has also been two female and one male solicitors promoted to Associates and one female solicitor moving to Senior Solicitor in this period. We also recruited one male and one female partner in this reporting year.

Bonus Pay Gap

The mean bonus pay gap has decreased by 11% on last year to 60% from 71%. We are pleased that the proportion of females receiving a bonus increased from 63% last year to 76%, The proportion of males receiving a bonus also increased from 52% last year to 76% this year. The main reason for this is in 2024, majority of staff qualified for the firm bonus scheme due to achieving targets.

Declaration

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

Jacqueline Law
Managing Partner