



## Aberdeen Considine

### Gender Pay Gap Report 2025

#### Executive Summary

Our results, based on the period 1 April 2024 – 31 March 2025, show mixed progress:

- Women held 68.3% of roles firmwide.
- Female representation increased in the upper pay quartile, rising from 48% to 53%.
- Both mean and median hourly pay increased for men and women; however, men's pay rose faster, widening both the mean and median pay gaps.
- Bonus eligibility remains broadly comparable between genders, though both mean and median bonus gaps widened.

Note: This report covers employees only. Partners and LLP members are excluded from the calculations.

#### Results

##### 1. Gender Proportions Per Pay Quartile

The distribution of males and females across hourly pay quartiles is as follows:

##### Upper Quartile:

- Men: 47%
- Women: 53%

**Comment:** Representation of women in the highest pay quartile increased from 48% to 53% compared to the previous year, indicating improved representation in higher-paid roles.

##### Upper Middle Quartile

- Men: 22%

- Women: 78%

**Comment:** Female representation continues to dominate this quartile.

### Lower Middle Quartile

- Men: 26%
- Women: 74%

**Comment:** Broadly stable year-on-year.

### Lower Quartile

- Men: 37%
- Women: 63%

**Comment:** This represents a shift toward greater balance, with male representation in the lowest pay quartile increasing from 33% to 37%.

### Summary:

Upper quartile representation has strengthened for women, which is a positive indicator for long-term leadership pipeline diversity. Changes in the lower quartile also suggest gradual movement toward balance at entry-level roles.

These structural patterns across pay quartiles provide the context for our hourly pay and bonus gap results that follow.

## 2: Mean Gender Pay Gap

- **Mean hourly pay (men):** £24.56
- **Mean hourly pay (women):** £18.27
- **Mean gender pay gap:** 25.6%

**Comment:** Although pay increased for both genders, the rate of increase was higher for men, resulting in a widening gap compared to last year (up from 20.6%).

## 3: Median Gender Pay Gap

- **Median hourly pay (men):** £16.91
- **Median hourly pay (women):** £15.30
- **Median gender pay gap:** 9.5%
- **Comment:** This represents a slight widening of the median pay gap (up from 8.2% last year).

#### 4: Proportion of Men and Women Receiving Bonus Pay

- **Men receiving bonus:** 66.4%
- **Women receiving bonus:** 62.6%

**Comment:** The gap widened slightly by 3.8% compared to last year. The bonus year was shortened due to a transitional period associated with moving our financial year. As a result, most employees received 5/12ths of their normal annual bonus, which created variation in both eligibility and bonus amounts.

#### 5: Mean Gender Bonus Gap

- **Mean bonus (men):** £4,735
- **Mean bonus (women):** £1,568
- **Mean gender bonus gap:** 66.9% (previously 59.9%)

**Comment:** We anticipate an improvement in this area next year as a result of our ongoing work to balance female representation in higher quartiles.

#### 6: Median Gender Bonus Gap

- **Median bonus (men):** £1,229
- **Median bonus (women):** £943
- **Median bonus gap:** 23.3% (increased from 7% last year)

**Comment:** The differential increased this year due to changes in the composition of bonus-eligible roles and the transitional bonus arrangements. As with the mean bonus gap, this measure is expected to improve as a result of our ongoing work to balance female representation in higher quartiles.

**Note:** We anticipate that the separation of AC Wealth from AC LLP on 1 April 2025 will positively influence our gender pay and bonus gap calculations. This reflects the removal of higher-paid Wealth Adviser roles, which are predominantly held by men, from AC LLP's pay data.

#### Talent Attraction & Retention

Our data shows a mixed gender distribution across roles. Key themes, including in relation to partners (not included in calculations above):

- The total number of partners in the firm was 36 of which 41.7 % were women.
- There were 2 promotions to partner, of which 100% were women.
- There were a total of 52 promotions across the firm, of which 63.5% were women.
- 7 Trainee Solicitors were hired, of which 71.4% were women.

- 9 Trainee Solicitors qualified and 7 were retained as Newly Qualified Solicitors, of which 57.1% were women.

This indicates strong representation of women throughout our talent pipeline, from trainees to senior leaders. Women accounted for the majority of employee promotions and both partner promotions, demonstrating progress in supporting female talent into senior roles. Our trainee intake and NQ retention also remain predominantly female, contributing to a strong future pipeline. We will continue to focus on inclusive recruitment and development practices to sustain this trend and ensure balanced representation across all areas of the firm.

### **Diversity, Equity & Inclusion (DEI) Initiatives**

We remain committed to building an equitable, diverse and inclusive workplace. Our initiatives focus on fair recruitment, inclusive leadership, flexible working, talent development and creating a culture where everyone can thrive.

#### **Inclusive and Bias-Aware Recruitment**

- We use bias-aware recruitment processes, including inclusive language in job design and role profiles aligned to our firm-wide competency framework.
- Our selection processes are competency-based, supporting consistency, objectivity and minimising the risk of gender bias throughout recruitment.
- We continue to strengthen our Employee Value Proposition to promote flexibility and inclusion, helping attract and retain diverse talent.

#### **Leadership Development and Inclusive Culture**

- *ACElevate*, our leadership programme, incorporates unconscious bias training for all managers.
- Our senior leadership pathway provides in-depth inclusive leadership development designed to support gender-balanced progression.
- We proactively monitor succession pipelines to identify and support high-potential women into senior roles.

## Flexible Working and Supportive Policies

- *AC Flex*, our flexible working policy, supports carers and colleagues who require non-traditional working patterns. It was utilised by 201 out of 423 employees. Of those, 63.6% of colleagues using hybrid working options were women, and 92.9% of those using flexible start and finish times were women.
- Our menopause policy, educational resources and manager training aim to ensure that women's careers are not adversely impacted by this life stage.

## Fair Reward and Pay Practices

- We conduct salary benchmarking during pay review cycles to ensure women and men performing the same roles are paid equally across the firm.

## Awareness, Education and Inclusive Dialogue

- Our *Let's Talk* series of firm wide publications covers topics such as menopause, neurodiversity and sexual orientation at work, helping build awareness and support an inclusive culture aligned to our values.

## Sector-Wide Collaboration

- We are active participants in the Law Society of Scotland's *Wellbeing, Inclusion, Diversity & Equity Network* (WIDEN), contributing to shared good practice across the profession.
- We also participate in the Law Society of Scotland's *Social Mobility Forum*, supporting efforts to improve social mobility within the legal sector.

## Policy Development

Our policy work to support our gender pay gap objectives is ongoing and includes:

- Strengthening our family friendly and flexible working policies to ensure equitable access for all employees.
- Maintaining a zero-tolerance stance on workplace sexual harassment, supported by clear reporting mechanisms and robust investigation processes.
- Enhancing our workplace harassment policies and delivering ongoing training to ensure a safe and respectful environment.

- Embedding inclusive leadership behaviours into our performance review framework to promote fair and consistent management practices.
- Reviewing our bonus structures to ensure reward mechanisms remain transparent, consistent and equitable.

### Reward Transparency & Workforce Engagement

We continue to strengthen fairness and transparency in our pay and progression practices through:

- Robust annual pay governance processes, including consistency and equity checks across comparable roles.
- Clearer role profiles and defined career pathways, helping reduce structural barriers and ensure equal access to progression.
- Multiple engagement channels that allow employees to raise questions or concerns about pay, progression and reward decisions.
- Annual On Track Reward statements, providing all employees with transparent information on their earning potential and opportunities.

### Ongoing Commitment & Future Focus

We recognise that closing our gender pay gap requires sustained focus, high quality data and a commitment to embedding inclusive practices across every stage of the employee lifecycle. Over the coming year, we will continue to monitor our progress, refine our policies and processes where needed and hold ourselves accountable for delivering measurable improvement. As we strengthen our pipeline, leadership capability and reward structures, our focus remains on creating a workplace where opportunity, progression and reward are fair, equitable and accessible for all.

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