

Gender Pay Summary

2023
Including Partners
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E E
M F

Mean Hourly Rate	25.28	18.24
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Mean Gender Pay Gap	28%	
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	162	287
	81	144
Median Hourly Rate	18.16	14.17

Median Gender Pay Gap	22%	
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Mean Bonus Pay	5,297	1,666
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Mean Bonus Pay Gap	69%	
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Median Bonus Pay	1,663	1,217
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Median Bonus Gender Pay Gap	27%	
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Proportion of Relevant Employees Receiving Bonus	49%	62%
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Proportion of Males and Females in each quartile pay band

Upper Quartile	57%	43%
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Upper Medium Quartile	32%	68%
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Lower Medium Quartile	24%	76%
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Lower Quartile	31%	69%
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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 2023 there has been a significant decrease in our mean gender pay gap from 2022. It is down to 28% in 2023 from 39% in 2022 which is a decrease of 11%. 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 28% 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. In this reporting year there has also been one male partner recruited in this period.

Bonus Pay Gap

The mean bonus pay gap has increased by 4% on last year to 69% from 65%. The proportion of females receiving a bonus decreased slightly from 71% last year to 62%. The proportion of males receiving a bonus also decreased from 77% last year to 49% this year. The main reason for this is in October 2022, not all staff qualified for the firm bonus scheme due to not achieving targets.

Declaration

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

Jacqueline Law
Managing Partner