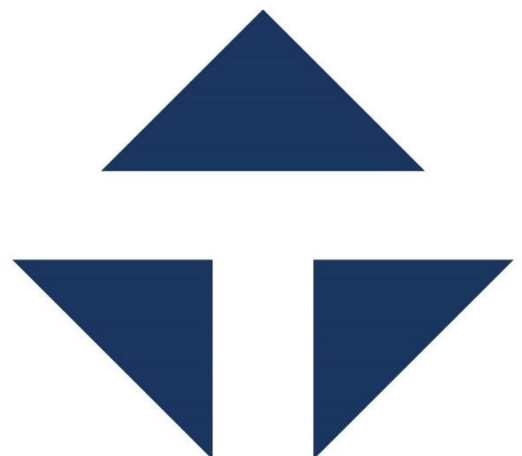


# 2023 Gender Pay Gap Report

Thorntons Law LLP

4 April 2024



Thorntons is committed to promoting equality and valuing diversity. We always try to ensure that all our colleagues, clients, and others are treated respectfully and fairly.

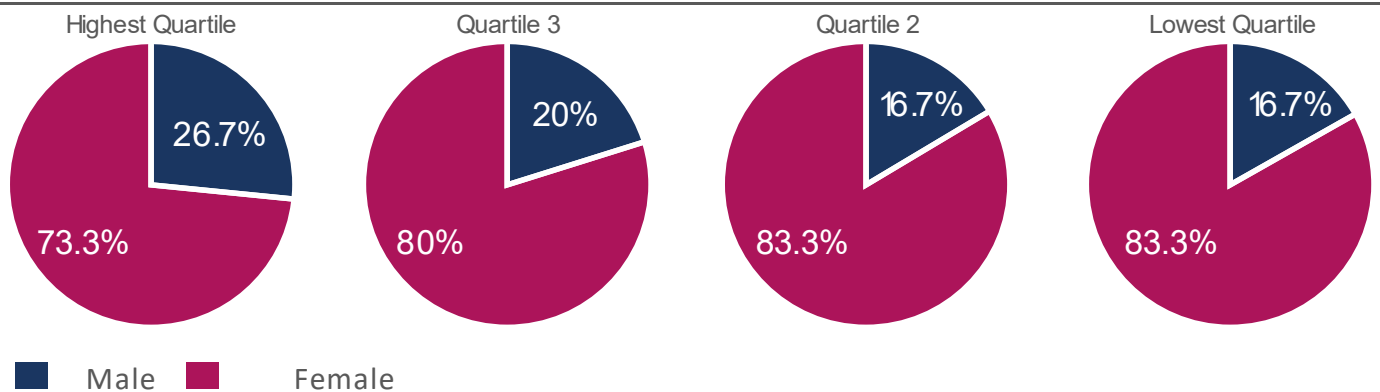
### Pay & Bonus Gap

The table below shows the mean and median gender pay gaps based on hourly rates of pay of our employees. It also shows the difference between bonuses paid to men and women. The hourly pay information is at the snapshot date of 5 April 2023 and the bonuses were paid within our last financial year which ended on 31 May 2023.

### Employees: Mean & Median Gender Pay Gap 2023

	Mean difference between genders	Median difference between genders
Hourly Pay	16.86%	19.66%
Bonus Pay	82.80%	90.63%

### Gender Proportions per Pay Quartile



	Mean difference between genders	Median difference between genders
Lower Quartile	1.95%	4.21%
Quartile 2	2.00%	3.09%
Quartile 3	8.29%	13.46%
Upper Quartile	12.07%	6.54%

### Colleagues Awarded a Bonus



## Overall Figures

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In the interests of openness and transparency, we have chosen to publish the gender pay gap for Partners as well as employees as we are serious about addressing the issues that contribute to the gap, and reducing it.

### Partners\*

	Mean difference between genders	Median difference between genders
Hourly Pay	16.17%	12.78%

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\*Partners are members of the Limited Liability Partnership and not employees

## Our Progress & Commitments

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Our efforts to address the gender pay gap remain a priority. From detailed analysis of our data, along with the outcome of our robust salary benchmarking, we remain confident that men and women are paid equally for doing equivalent jobs across our business.

Our industry holds a legacy of occupational segregation, meaning there is uneven gender distribution across different groups of jobs. While we are slowly making progress in the gender balance of roles across our different pay quartiles, however the majority of our lower paid roles (lower quartile) are still held by female colleagues (83.3%). Firmwide, women occupy 80% of roles, and we continue to make progress in increasing the proportion of female colleagues in the top quartile while reducing the proportion in the lower quartile. We have further increased the proportion of female Partners in the reporting period and promotions to Partner level from our employee population is at 57%. Female colleagues account for 60% of all promotions in legal roles in the reporting period.

### Recruitment

Within our recruitment practices, we have introduced an assessment centre, objective selection processes and gender decoders into our recruitment process, as well as unconscious bias training for those involved in recruitment efforts. We can report that 66% of those who attended our Trainee Solicitor assessment centre were female and of those we hired, 69% are female.

### Wider DE&I Activity

We continue to work towards achieving the Law Society of Scotland's 10 Equality and Diversity Standards and this remains a key aspect of our strategy. One of our strategic people aims is to foster a culture of transparency, engagement, and collaboration across the firm, where people feel empowered to express their views openly.

### Policy Development

All employees have the opportunity to access our Flexible Working Policies which are taken up by 38.3%, the vast majority of which are female.

In 2024 we have implemented industry leading Family Friendly policies ensuring we remove, as much as possible, the barriers and challenges that working parents face on a day-to-day basis. These also include IVF and Assisted Conception Leave as well as flexibility on phase-back from maternity and adoption leave.

### Changes to our Gender Pay Gap

Our mean gender pay gap has increased by 2.44 percentage points and our median gender pay gap has increased by 1.28 percentage points, year on year.

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## Bonus Distribution

Bonus distribution remained restricted to specific areas of the business during the period in question. The increase in the mean and median bonus pay gap indicators reflect an increase in senior male bonus with an overall reduction in bonuses paid to eligible employees in the Property Department. This reflects both the market realities of the property market during the period, as well as the substantial proportion of those receiving a lower bonus being female. A review of our allocation of bonus awards, which we commenced in 2023, is ongoing.

In addition, we have:

- Invested in our DE&I approach in 2024 with an emphasis on conscious inclusion
- Maintained our accreditation as a Real Living Wage employer.
- Renewed our Disability Confident Committed accreditation.
- Continued to implement our People Roadmap “Talent for Growth” to support the 5-year strategic plan.
- Continued to encourage openness and transparency, through planning and hosting regular open sessions with the Managing Partner where no questions are off-limits.
- Continued use of on-line gender decoders to identify any unintentional gender bias in job adverts.
- Begun developing role descriptions, ensuring gender neutral language, which will also enable more refined benchmarking as well as enabling career conversations which will be implemented in 2024/25 across all roles types.
- Maintained a 50/50 gender-balanced leadership team.
- Continued to develop and implement our offering of open-access coaching, mentoring and leadership development programs to strengthen our management capabilities.
- Monitored any unintentional bias during our annual salary review.

Our efforts to further reduce our gender pay gap will focus on encouraging continued development and progression for women in order to achieve representative gender distribution in our upper quartile, and to focus on attracting diversity amongst all job applicants to reduce occupational segregation.



Lesley Larg  
Managing Partner  
for Thorntons Law LLP  
4 April 2024