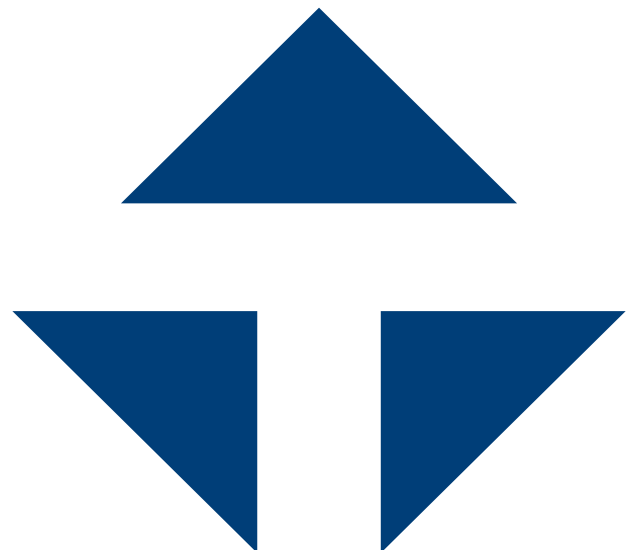


2018 Gender Pay Gap Report

Thorntons Law LLP
2 April 2019



Our 2018 Gender Pay Gap Report

Thorntons is committed to promoting equality and valuing diversity. We always try to treat our colleagues, clients, and others respectfully and fairly.

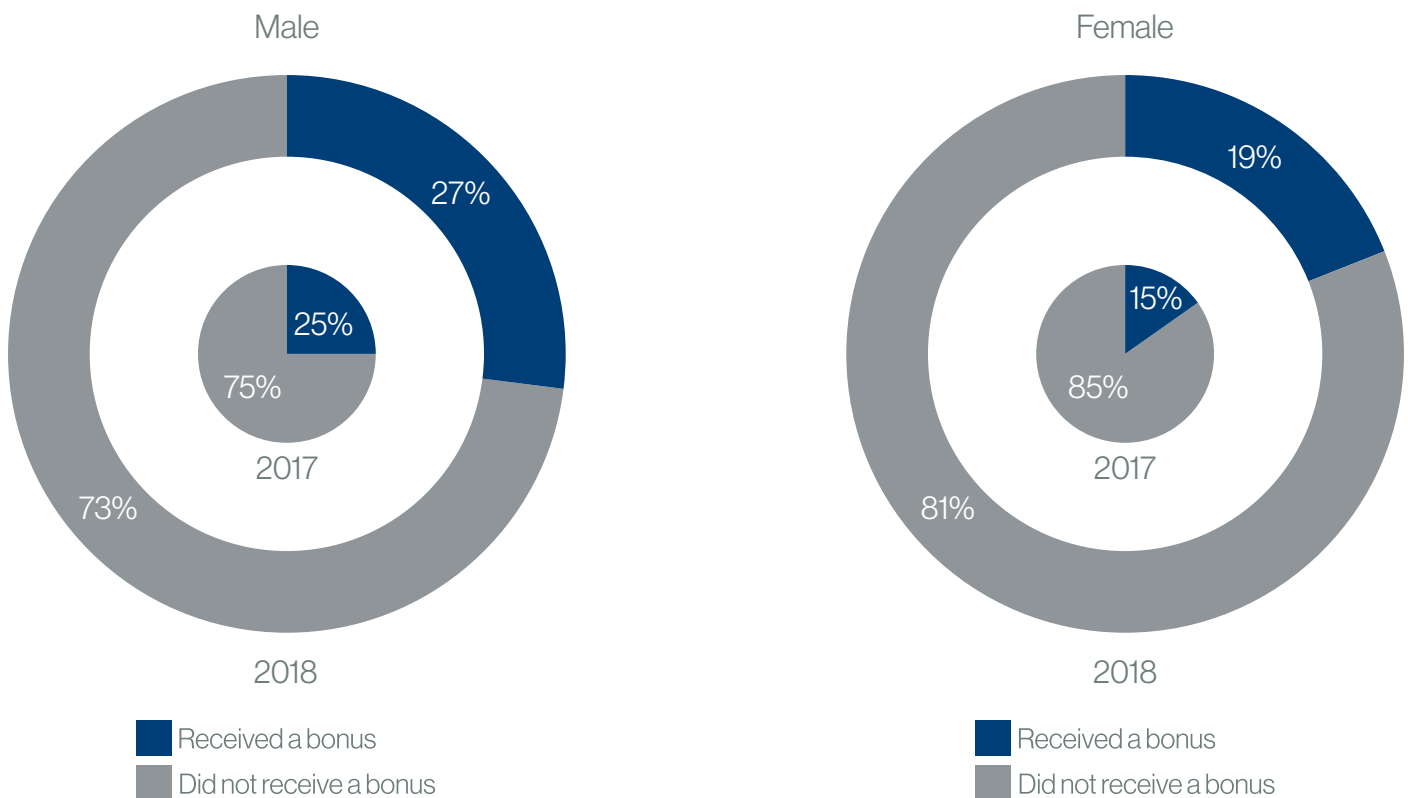
Pay & Bonus Gap

The table below shows the mean and median gender pay gaps based on hourly rates of pay. It also shows the difference between bonuses paid to men and women. The hourly pay information is at the snapshot date of 5 April 2018 and the bonuses were paid in our last financial year which ended on 31 May 2018.

Employees

	Difference between men and women			
	Mean 2018	Mean 2017	Median 2018	Median 2017
Hourly Pay	24.03%	29.66%	28.96%	37.20%
Bonus Paid	62.92%	57.45%	7.46%	6.24%

Colleagues Awarded a Bonus

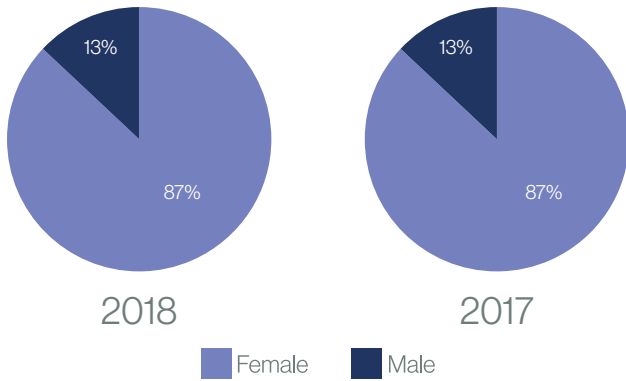


This shows an 8% difference between the number of men and women being paid a bonus for their performance in 2018. In 2017 there was a 10% difference.

Pay Quartile Gender Proportions and Pay Gaps

Lowest

Gender split within lowest quartile

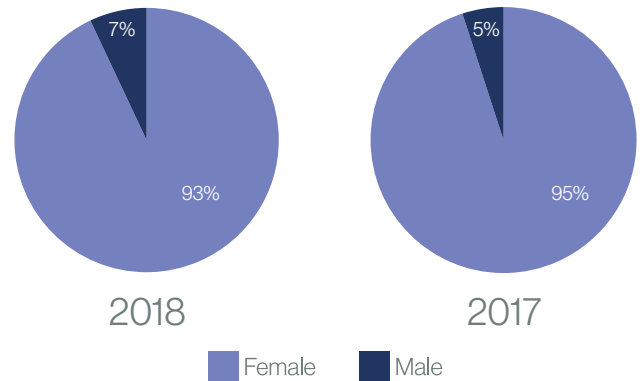


Gender pay gap within lowest quartile

	Mean	Median
2018	-0.64%	-0.53%
2017	-2.68%	-2.62%

Quartile 2

Gender split within quartile 2

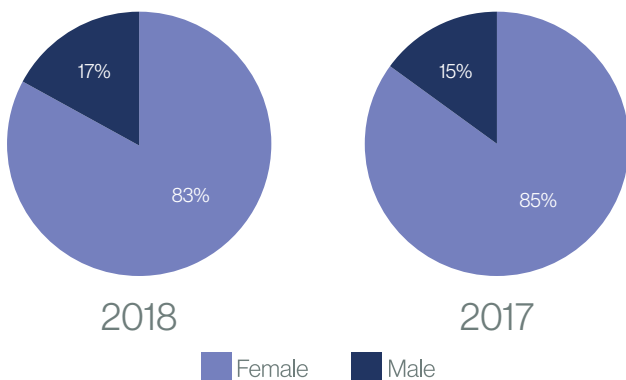


Gender pay gap within quartile 2

	Mean	Median
2018	-0.27%	-5.29%
2017	3.18%	5.71%

Quartile 3

Gender split within quartile 3

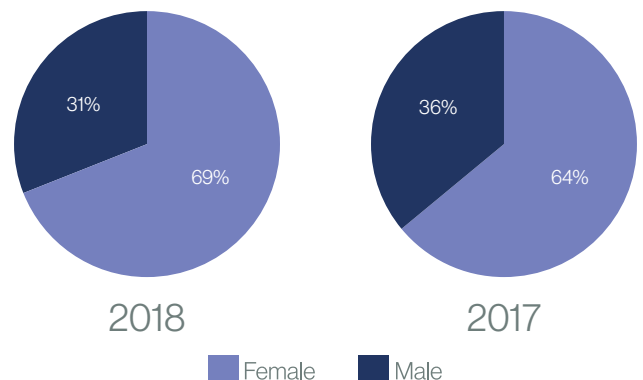


Gender pay gap within quartile 3

	Mean	Median
2018	1.39%	2.18%
2017	3.41%	9.12%

Highest

Gender split within highest quartile



Gender pay gap within highest quartile

	Mean	Median
2018	7.53%	-3.04%
2017	5.82%	5.77%

Overall Figures

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*

	Difference between men and women			
	Mean 2018	Mean 2017	Median 2018	Median 2017
Hourly Pay	17.49%	17.79%	24%	43.20%

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

Employees & Partners

	Difference between men and women			
	Mean 2018	Mean 2017	Median 2018	Median 2017
Hourly Pay	52.68%	54.33%	48.03%	55.23%
Bonus Paid	62.92%	57.45%	7.46%	6.24%

Our Progress & Commitments

I am pleased to report that our employee gender hourly pay gap indicators have improved since last year and we are committed to further progress.

The main reason for our pay gap remains occupational segregation which means there isn't an even gender distribution across different groups of jobs. Progress has been made in the gender balance of higher-paid (upper quartile) roles as the number of women in this group has increased while the number of men has decreased. The median gap in this group is now 3.04% in favour of women with the highest pay amongst females increasing by 13.4% since last year, compared with a 6% increase amongst males.

However, the mean gap in this group has increased from 5.82% to 7.53%. While more women moving into the upper quartile is positive for the pay gap, they are generally first placed at the lower end of the salary range, and this can lead to a reduction in the mean pay. Turning to our lower paid (lower quartile) roles, the mean and median pay gap are both close to zero although the fact that the majority of these – nearly 87% – are held by female colleagues remains the most significant contributor to our pay gap.

The pay gap indicators for the mid level roles (upper and lower middle quartiles) all show either statistically insignificant gaps or gaps in favour of women. The mean and median gaps in relation to bonus pay have not improved. The distribution and profile of those receiving bonuses has not changed in a way that has resulted in a narrowing of the median and mean gaps since last year.

From our analysis, which includes use of machine learning to assess job groups to check for any pay correlation with gender, we can still be confident that men and women are paid equally for doing equivalent jobs across our business.

Since we last reported we have:

- Been using an on-line gender decoder to identify any unintentional gender bias in our job adverts
- Embarked upon a job evaluation project which will ensure we have clear career paths and transparent salary structures
- Delivered unconscious bias training to everyone involved in recruitment and selection
- A 50/50 gender-balanced leadership team
- Begun developing the role of our Promotions Board to include career guidance
- Advanced our open-access mentoring and leadership development programmes

We have not yet attained the Law Society of Scotland's 10 Equality and Diversity Standards and we will strive to meet more of these within the next year.

Our efforts on further reducing our gender pay gap will focus on supporting career mobility and progression for women in order to achieve representative gender distribution in our higher paid roles, and on attracting a diverse range of job applicants in order to address occupational segregation.



Craig Nicol

Managing Partner

Thorntons Law LLP

2 April 2019