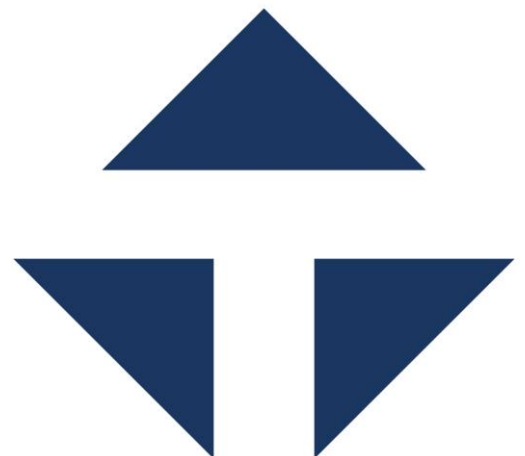


# 2021 Gender Pay Gap Report

Thorntons Law LLP  
4 April 2022



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

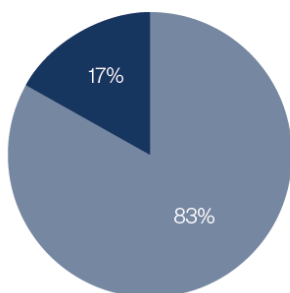
The table below shows the mean and median gender pay gaps based on hourly rates of pay of our employees. It also shows the difference between bonuses paid to men and women. The hourly pay information is at the snapshot date of 5 April 2021 and the bonuses were paid in our last financial year which ended on 31 May 2021.

### Employees: Mean & Median Gender Pay Gap

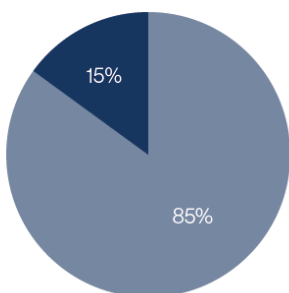
	Mean difference between genders	Median difference between genders
Hourly Pay	16.11%	19.34%
Bonus Pay	64.65%	23.32%

### Gender Proportions per Pay Quartile

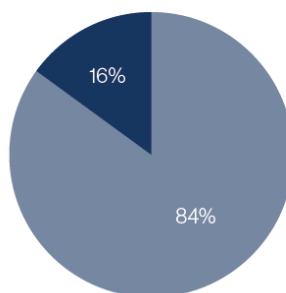
Lowest Quartile



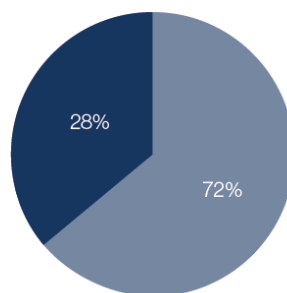
Quartile 2



Quartile 3



Highest Quartile

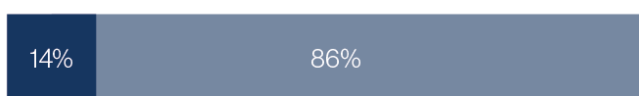


Male Female

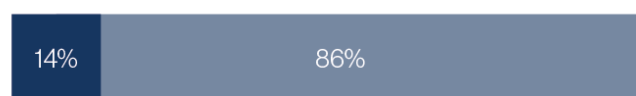
	Mean difference between genders	Median difference between genders
Lowest Quartile	-5.35%	-0.1%
Quartile 2	0.82%	3.48%
Quartile 3	7.01%	13.86%
Highest Quartile	7.85%	4.84%

### Colleagues Awarded a Bonus

Male



Female



Received a Bonus Did not Receive 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	26.5%	36.78%

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

## Our Progress & Commitments

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Whilst I am pleased to note that the general trend for a reduction in our employee gender pay gap indicators has continued, alongside a slight improvement for the employee bonus figures, we are committed to making further improvements.

Whilst the 2021 figures were still impacted by the pandemic, with some of our employees still being on furlough at the snapshot date, the numbers involved were relatively small. Having also analysed the data, net of the furlough effect, the trend towards improvement in the employee hourly pay gap indicators still exists. The reduction from a mean difference between men and women's hourly pay for our employees of 29.66% in 2017 to 16.11% in 2021 is a promising indicator that some of our efforts are beginning to make a difference.

From detailed analysis of our data, along with the outcome of our Job Evaluation Project, we remain confident that men and women are paid equally for doing equivalent jobs across our business.

The main reason for our pay gap remains occupational segregation meaning there is uneven gender distribution across different groups of jobs.

Whilst some good progress has been made in the gender balance of roles across our different pay quartiles, the fact that the majority of our lower paid roles (lower quartile) are still held by female colleagues (83%) remains a significant contributor to our pay gap.

Bonus distribution remained restricted to specific areas of the business during the relevant period. Whilst there has been a healthy narrowing of the median bonus pay gap and a slight reduction in the mean bonus pay gap since the last report, further work will be undertaken to review allocation of bonus awards over the coming year.

Since we last reported (in October 2021) we have:

- Maintained accreditation as a Real Living Wage employer;
- Renewed our Disability Confident Committed accreditation;
- Delivered additional unconscious bias training for decision-makers in the Firm;
- Instigated an Equality, Diversity and Inclusion focus group, with volunteers from across the business;
- Continued work on an Agile framework in conjunction with our approach to hybrid working, being implemented from April 2022., enabling greater flexibility, autonomy and choice for the majority of our workforce;
- Continued to encourage openness and transparency, 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;
- Progressed our job evaluation project for roll-out this year to ensure we have clear career paths and

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transparent salary structures;

- Maintained a 50/50 gender-balanced leadership team;
- Continued development of the role of our Promotions Board to include career guidance, mentoring and coaching;
- Further advanced our open-access coaching, mentoring and leadership development programmes.

Equality, Diversity and Inclusion are key foundations of our current 5-year strategy. Attainment of the Law Society of Scotland's 10 Equality and Diversity Standards form part of that plan.

In line with our new strategic plan and our commitment to making real improvements in this area, we are fortifying our efforts in respect of Equality, Diversity and Inclusion. We have, accordingly, appointed a member of our strategic board as a named equality lead, responsible for implementing the Law Society of Scotland's Equality Standards and reviewing the results of any equality monitoring.

Our efforts to further reducing 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 2022