



# Gender Pay Gap Report 2022

# Foreword

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Having reviewed the figures within our pay gap information taken at 5 April 2022 as the snapshot, we believe that our colleagues are treated fairly and equitably. There is a high percentage of women in the legal sector in management and support roles, which provides a differential in pay.



A handwritten signature in black ink, appearing to read 'Murray McCall'.

**Murray McCall**  
Managing Partner



A handwritten signature in black ink, appearing to read 'Linda Adams'.

**Linda Adams**  
HR Director

*“Anderson Strathern is committed to providing an inclusive and diverse culture where all of our staff are treated consistently. Equity within our business regarding pay, reward, development and career progression is key. Retaining our highly skilled colleagues to give our clients the best service is at the centre of all of our working practices.”*

# Diversity and Inclusion - Driving success at our firm

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Diversity and inclusion enables us to hire, develop and retain the best people and this is aligned to our firm's strategy to be the legal employer of choice in Scotland.

We became an accredited Investors in People employer 1998, achieving gold status in 2011 and having become an accredited Investors in Young People employer in 2015, we also achieved gold status in 2016. These proud achievements made us the first law firm in Scotland to hold double gold accreditation for IIP and IIYP. Equity is key in how we treat our people during their working life.

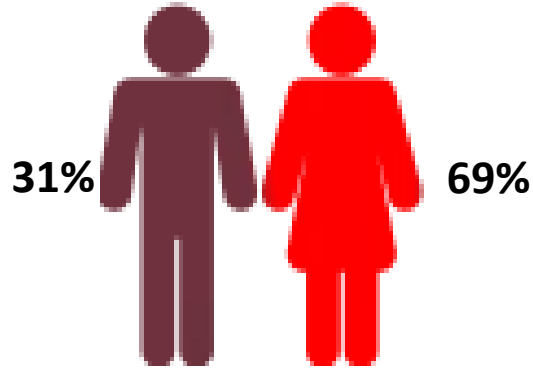
Through our continued Equality, Diversity and Inclusion Group agenda, we embrace opportunities to support and enhance our staff. Our Super Agile working enables people to take a flexible approach to suit their private/work life. We have achieved Carer Positive accreditation and regularly review our benefits to provide our people with the best we can.



# Overview – Gender split

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## AS LLP (employees)



Number of employees - 272

## AS LLP (partners)



Number of partners - 53

## ASAM



Number of employees - 26

# Pay Analysis

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## Solicitors



## Support staff



## Legal support



# Mean / Median Results

The tables below show our mean and median gender pay gap by categories of staff



## Anderson Strathern LLP - employees

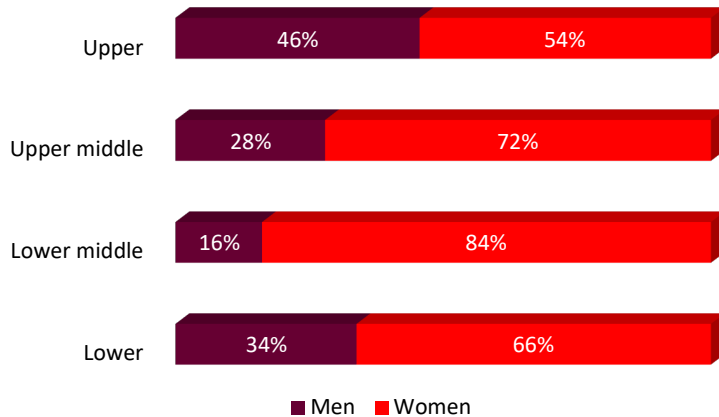
Category	Mean	Median
Solicitors	13.5%	4.5%
Legal support	-7.6%	-9.6%
Support staff	7.4%	-3.6%

## Anderson Strathern Asset Management

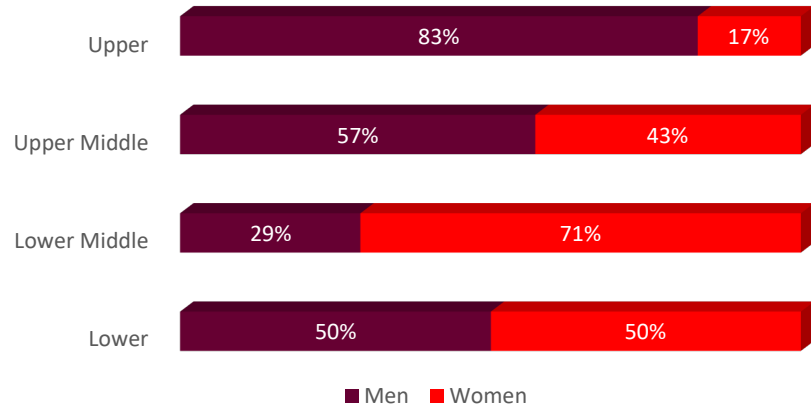
Category	Mean	Median
Wealth/Investment	35.9%	32.7%
Support staff	12.7%	23.5%

# Quartile Distribution/Bonus Payments

## AS LLP employee pay quartiles



## ASAM employee pay quartiles

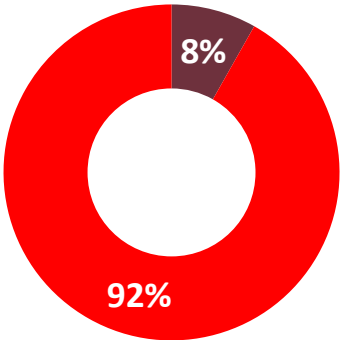


## Bonus Payments – LLP only

- We have “spot” bonus and discretionary bonus arrangements
- The mean bonus gap was 32.1% and the median was 29.9%
- We paid 56% of employees a firm bonus with almost 10% receiving an exceptional or spot bonus. 74% of men and 83% of women received a bonus payment.

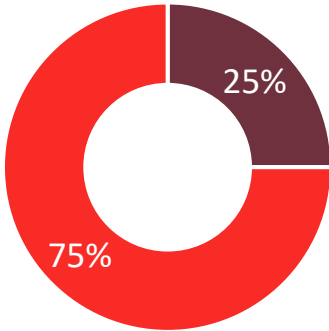
# Part-time Analysis

### AS LLP part time gender split



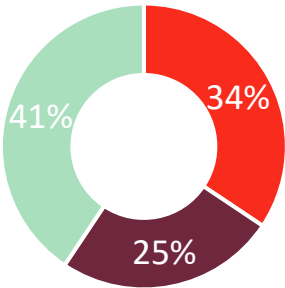
■ Men ■ Women

### ASAM part time gender split



■ Men ■ Women

### AS LLP part time by category



■ Solicitors ■ Legal support ■ Support staff



# Our Commitments:

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## Equality and diversity

- Our Equality, Diversity & Inclusion Group drives firmwide initiatives and progression
- We continue to support the Scottish Business Pledge (a Scottish Government initiative requiring signatories to uphold the principles of fairness, equality, opportunity and innovation in the workplace) having signed up to this in 2015.

## Training and development

- Continue to be accredited double gold in Investors In People and Investors in Young People
- Recruit modern apprentices and work to provide training and qualifications through SVQ
- Accredited as a Platinum Employer Partner by the Society of Trust and Estate Practitioners (STEP).



# Our Commitments:

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## Recruitment

- Gender neutral job adverts, open to part-time, flexible or full-time candidates
- Blind screening and a contextualised recruitment system are used for graduate assessments



## Salary/Benefits

- Accredited Living Wage employer since 2015
- Ongoing review of our reward and benefits structure to fairly reward performance
- Individual and departmental performance is recognised and rewarded through our bonus structure



## Super Agile working

- Providing our people with flexibility to work their contractual hours around their personal commitments while servicing our client needs