

Gender Pay Gap 2024

Overview

Anderson Strathern prides itself on recruiting, developing and retaining our people within our strong and collaborative culture. At the time of the snapshot at 5 April 2024, we reviewed the data and took a look at what was happening in the firm at that time:

- Our mean and median figures have reduced compared to last year
- We continue to develop our talent – we promoted 28 colleagues in 2024 (up from 23 in 2023)
- Our family friendly policies, Carer Positive accreditation and Super Agile working supports our peoples' personal needs
- Our accredited Living Wage employer status remains in place since 2015
- Our Wellbeing Strategy supported by Wellbeing and Mental Health Champions provide support mechanisms
- Our L&D programmes to develop our people such as mentoring, entrepreneurial leadership programme
- Achieved Carer Positive accreditation and became signatories to the Armed Forces Covenant
- We are a Platinum Employer Partner by the Society of Trust and Estate Practitioners (STEP)



Handwritten signature of Murray McCall in black ink.

Murray McCall
Managing Partner

Handwritten signature of Linda Adams in black ink.

Linda Adams
HR Director

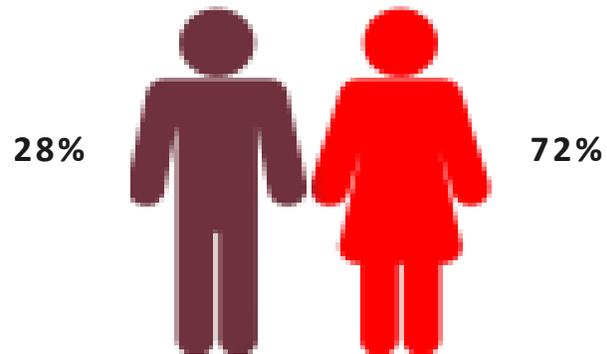


Our Firm

Anderson Strathern consists of 2 separate companies - Anderson Strathern LLP (AS LLP) and Anderson Strathern Asset Management Limited (ASAM). AS LLP is made up of employees and partners in our legal business. ASAM is a separate asset management firm including financial planners, paraplanners, etc.

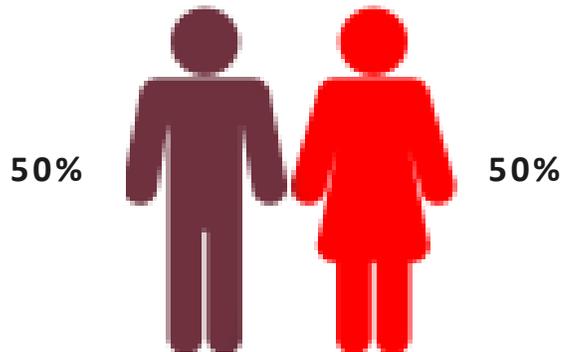
This report focuses on our employee categories. Our staff numbers have increased slightly from last year but the gender split remains similar.

AS LLP Employees (299)



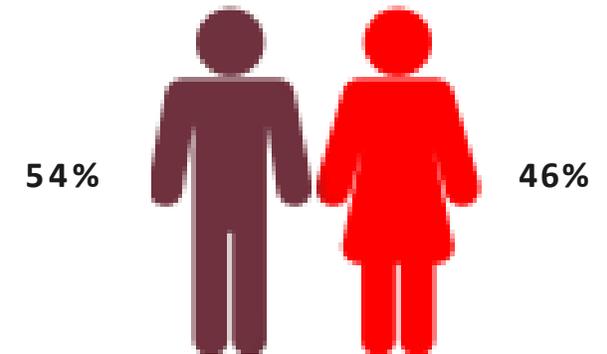
No change from last year

ASAM (24)



↑ 4% less women than last year

AS LLP Partners (52)



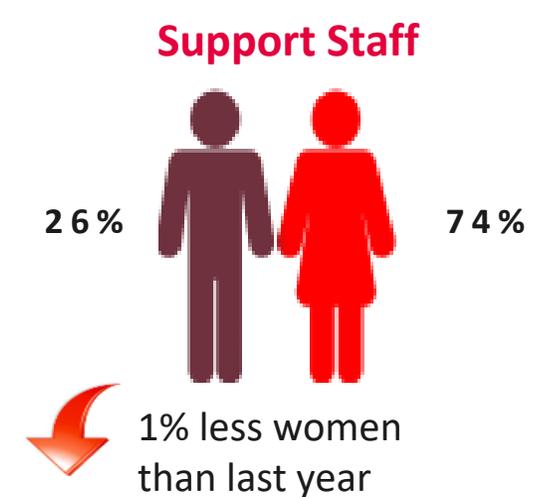
↑ 5% more women than last year

Pay Analysis

Gender Pay Gap Reporting shows the difference in average hourly pay between women and men. Compared to last year, there was a slight change in the gender split of our solicitor and support staff categories shown below.

AS LLP (employees)

- We have used the following categories for comparison purposes:
 - Solicitors (all legally qualified staff from trainee solicitors to directors)
 - Legal support (non legally qualified fee earners including paralegals, tax specialists and accountants)
 - Support staff (all support functions including managerial, secretarial and central admin staff)



AS LLP pay quartiles % by job category for 2024

	Solicitors		Legal Support		Support Staff		Overall	
	Men	Women	Men	Women	Men	Women	Men	Women
Upper quartile	53%	47%	11%	89%	40%	60%	41%	59%
Upper Middle	31%	69%	11%	89%	13%	87%	30%	70%
Lower Middle	25%	75%	0%	100%	17%	83%	13%	87%
Lower Quartile	33%	67%	11%	89%	33%	67%	29%	71%

Gender pay gap analysis comparison 2023 from 2022

All Staff (AS LLP only)	Mean	Median
2024	19.4%	20.4%
2023	13.9%	22.5%

The year on year comparison shows an overall reduction in median gender pay gap by 2.1% for the firm from 2023.

Gender pay gap analysis comparison 2024 from 2023

Gender Pay Gap 2024

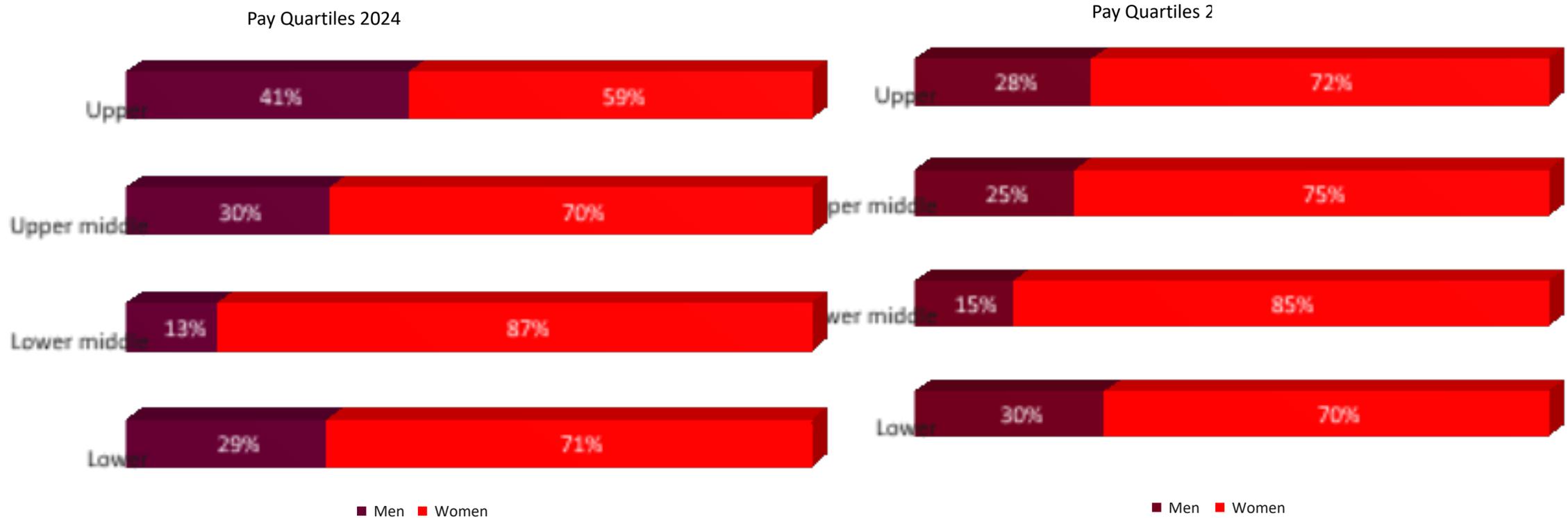
Gender pay gap 2024	Mean	Median
All staff (AS LLP only)	19.4%	20.4%
Solicitors	15.5%	6.6%
Legal support	13.9%	0.0%
Support staff	14.7%	0.0%

Gender Pay Gap 2023

Gender pay gap 2023	Mean	Median
All staff (AS LLP only)	13.9%	22.5%
Solicitors	10.0%	4.0%
Legal support	-14.0%	-3.1%
Support staff	5.8%	-7.5%

A positive percentage shows that women have lower pay than men and a negative percentage shows that men have lower pay than women. For 2024 there is no median gender pay gap for both Legal support and Support staff.

AS LLP pay quartiles comparison 2024 from 2023



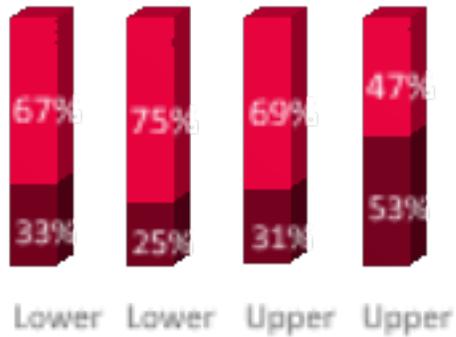
There has been a slight change in the employee pay quartiles from 2023 to 2024. At the upper quartile level there has been a reduction of 13% of females in the top pay quartile.

AS LLP pay quartiles by job role comparison 2024 from 2023

2024 Pay Gap quartiles by job category

2023 Pay Gap quartiles by job category

Solicitors pay quartiles



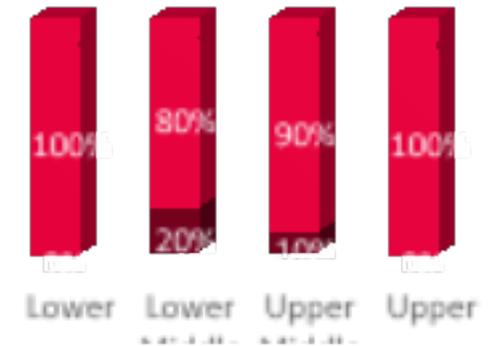
Legal support pay quartiles



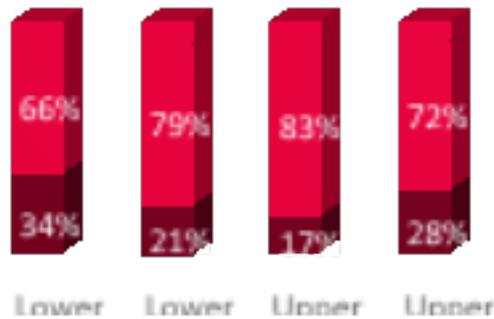
Solicitors pay quartiles



Legal support pay quartiles

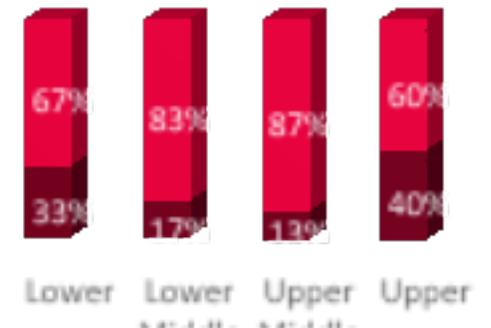


Support staff pay quartiles



■ Men

Support staff pay quartiles

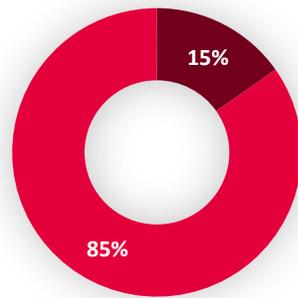


The most significant shift has been in the upper pay quartiles towards men - for Solicitors an 8% shift, legal support an 11% shift and for support staff a 12% shift.

AS LLP gender split part-time analysis by job category



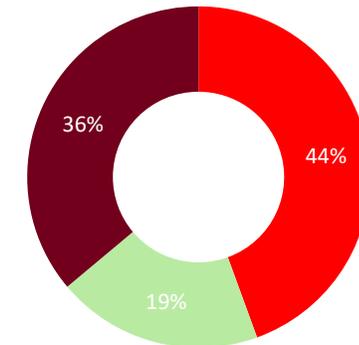
AS LLP part time gender split



Men Women

There is change in the part time gender pay split from last year. Of the 72 part time employees, 61 are women and 11 are men – an increase of 7%. There has also been a 10% increase in % of part timers who are solicitors.

AS LLP part time by category



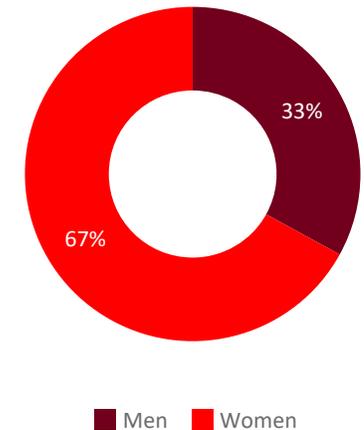
Solicitors Legal support Support staff

ASAM gender pay gap statistics

	All ASAM		Wealth/Investments		Support Staff	
	Mean	Median	Mean	Median	Mean	Median
2024	34.7%	27.5%	27.8%	27.5%	25.0%	3.1%
2023	44.1%	42.7%	40.6%	47.4%	28.3%	24.1%



ASAM Part time Gender Split



ASAM has seen a change in gender split with 4% more men employed than in 2023, giving now an equal split between men and women

Our commitments

Our inclusive and equitable culture enables us to retain and develop our highly-skilled diverse workforce.

Our people strategy and robust policies ensure we treat our people fairly throughout their career.

- Our Equality, Diversity and Inclusion Group's strategy works to provide a fair, progressive and supportive environment
- Wellbeing Champions are working on all areas of wellbeing
- Our Investors in People employer accreditation, in place for 28 years (gold since 2011) and Investors in Young People employer (gold since 2016) remain in place and our Young People's Forum is well established
- We provide training on recruitment to skill our people in the need to have a fair and equitable recruitment process supported by a contextualised recruitment system
- We reward individual and departmental performance through our reward strategy and also through our discretionary bonus and spot bonus schemes