

# Gender Pay Gap 2023

**AS** Anderson  
Strathern



# Overview

Anderson Strathern is a modern, innovative law firm who recruit and develop the best talent in a fair and equitable environment. At the time of the snapshot at 5 April 2023, 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 23 colleagues in 2023
- Our Super Agile working enables our people to work around personal commitments
- Retained our Living Wage employer accreditation which we have held since 2015
- Introduced a comprehensive Wellbeing Strategy including the introduction of Wellbeing Champions
- Continue to invest in learning & development by rolling out our mentoring programme
- Achieved Carer Positive accreditation
- Accredited as a Platinum Employer Partner by the Society of Trust and Estate Practitioners (STEP)



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




# 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 (282)



 3% more women than last year


## ASAM (24)



 8% more women than last year

## AS LLP Partners (51)



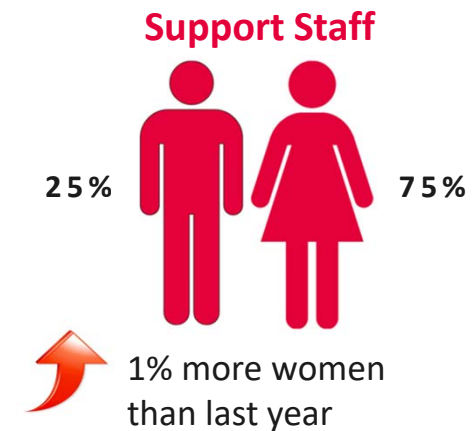
 1% more women than last year

# 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 2023

	Solicitors		Legal Support		Support Staff		Overall	
	Men	Women	Men	Women	Men	Women	Men	Women
Upper quartile	45%	55%	0%	100%	28%	72%	28%	72%
Upper Middle	38%	62%	10%	90%	17%	83%	25%	75%
Lower Middle	28%	72%	20%	80%	21%	79%	15%	85%
Lower Quartile	35%	65%	0%	100%	34%	66%	30%	70%

## Gender pay gap analysis comparison 2023 from 2022

All Staff (AS LLP only)	Mean	Median
2023	13.9%	22.5%
2022	18.1%	23.1%

The year on year comparison shows a reduction in both the mean and median gender pay gap in all areas with a 4.2% overall reduction in mean gender pay for the firm from 2022.

# Gender pay gap analysis comparison 2023 from 2022

## 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%

## Gender Pay Gap 2022

Gender pay gap 2022	Mean	Median
All staff (AS LLP only)	18.1%	23.1%
Solicitors	13.5%	4.5%
Legal support	-7.6%	-9.6%
Support staff	7.4%	-3.6%

A positive percentage shows that women have lower pay than men and a negative percentage shows that men have lower pay than women. Due to there being significantly less men than women in the legal support category, there has been an increase in the mean gender pay gap towards women.

# AS LLP pay quartiles comparison 2023 from 2022



There has been a significant shift in the employee pay quartiles from 2022 to 2023 at the upper quartile level which confirms an increase of 18% of females in the top pay quartile.

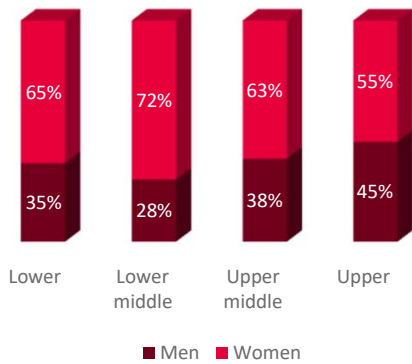


# AS LLP pay quartiles by job role comparison 2023 from 2022

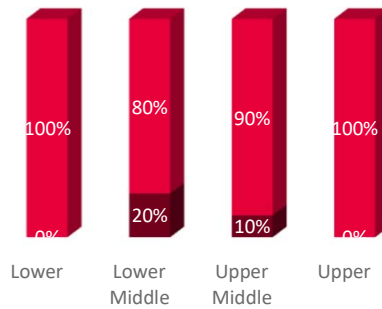
## 2023 Pay Gap quartiles by job category

## 2022 Pay Gap quartiles by job category

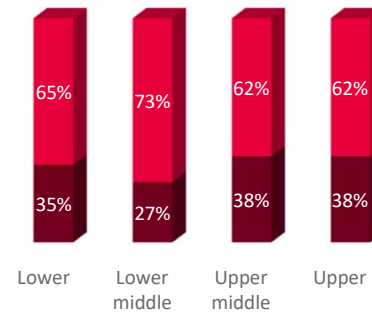
Solicitors pay quartiles



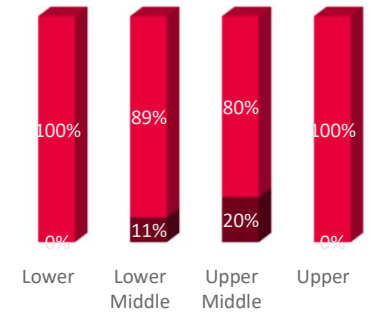
Legal support pay quartiles



Solicitors pay quartiles

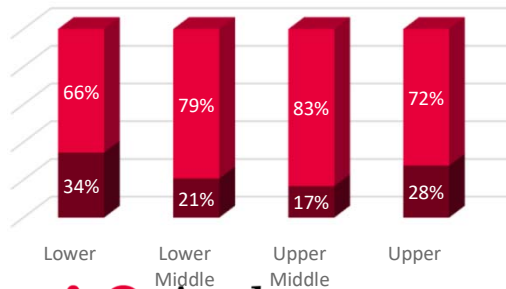


Legal support pay quartiles

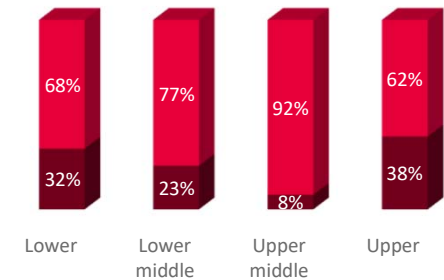


■ Men ■ Women

Support staff pay quartiles



Support staff pay quartiles

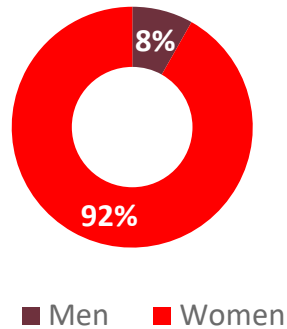


The most significant change in pay quartiles by job category is in the upper quartile for solicitors where there has been a shift of 7% towards men

# AS LLP gender split part-time analysis by job category

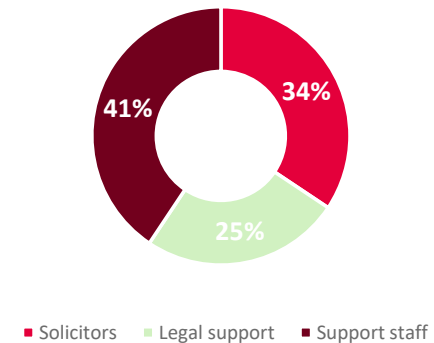


AS LLP part time gender split



There is no change in the part time gender pay split from last year. Of the 64 part time employees, 59 are women and 5 are men.

AS LLP part time by category

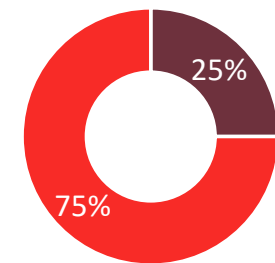


# ASAM gender pay gap statistics

	All ASAM		Wealth/Investments		Support Staff	
	Mean	Median	Mean	Median	Mean	Median
2023	44.1%	42.7%	40.6%	47.4%	28.3%	24.1%
2022	35.9%	32.7%	35.3%	35.9%	12.7%	23.5%



**ASAM part time gender split**



■ Men ■ Women

ASAM has seen a change in gender split with 8% more women employed than in 2022

# Our commitments

We believe in recruiting, developing, nurturing and retaining a diverse workforce and providing an inclusive and equitable culture.

We are committed to treating all talented people fairly and this is supported by our people strategy and policies in reward, development and career progression.

- Through our Equality, Diversity and Inclusion Group agenda, we embrace opportunities to support our staff
- Our Wellbeing Champions will work to enhance all areas of wellbeing in line with our strategic aims
- We continue to be proud of our Investors in People employer accreditation, in place for 26 years (gold status in 2011) and Investors in Young People employer (gold status in 2016) and we have introduced a Young People's Forum.
- Our recruitment practices will be transparent, gender neutral and open to part-time, flexible or full-time candidates and for our graduate assessments we will continue to use blind screening and a contextualised recruitment system
- We fairly reward performance and review our reward and benefits packages on an ongoing basis
- Our discretionary bonus scheme and our spot bonus scheme will reward individual, team and departmental performance

