



Law Society
of Scotland

Gender Pay Gap – 2022 Report

February 2023



Overview

We have published our gender pay gap figures since 2018 in accordance with the statutory reporting regulations. We do so voluntarily as part of our commitment to equality and inclusion.

The gender pay gap figures are based on the difference between the hourly rate of pay for men and women employed at full pay on 5 April 2022. The performance award gap figures are based on the difference between the performance awards paid during the 12-month period to 5 April 2022.

Gender Pay and Performance Award Gap

	2021	2022	Year-on-year change
Mean Gender Pay Gap	21%	18%	-3%
Median Gender Pay Gap	24%	20%	-4%
Mean Gender Performance Award Gap	0%	0.69%	0.69%
Median Gender Performance Award Gap	0%	0%	0%

Our performance award gap was zero in 2021 as we did not make any performance award payments in the previous 12 months ending 5 April 2021.

Understanding the gap

Gender pay gap figures fluctuate throughout the year. With around 140 employees, small changes in our workforce can have big impacts on our gender pay gap.

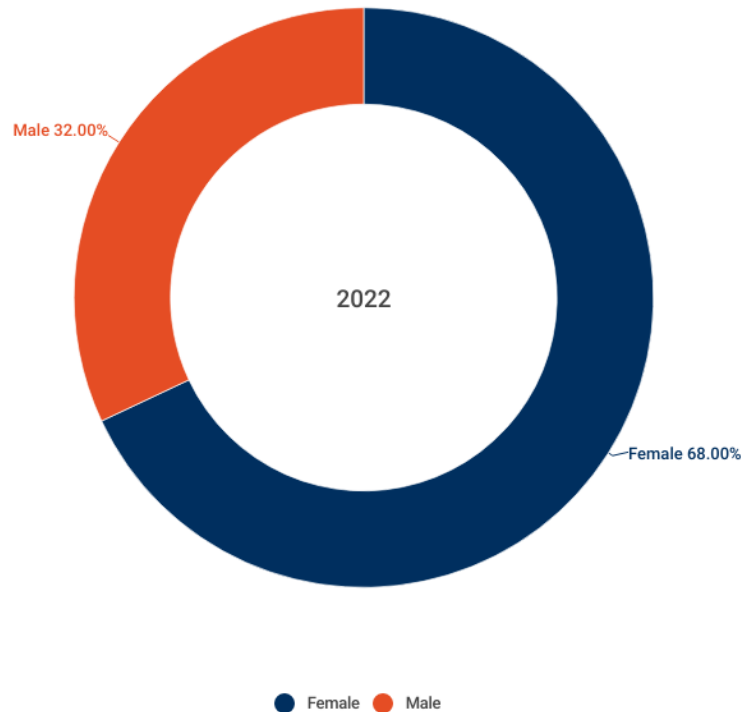
A major factor in our gender pay gap is how our gender mix differs between the pay quartiles. Women make up the majority of our overall workforce, particularly in the lower quartiles, but are underrepresented in the upper quartile.

Monitoring of our recruitment processes has shown that we are attracting, shortlisting and appointing females into more senior roles. We shortlist candidates anonymously based on their skills and experience. We deliver recruitment training to ensure our recruiting managers follow best practice which is also reflected in our recruitment and selection policies.

With higher turnover, the number of women at higher grade levels has increased including internally through promotions. We advertise vacancies with transparent salary information and promote our flexible working culture including our hybrid arrangements. We continue to monitor our recruitment and selection processes to ensure we attract a diverse workforce.

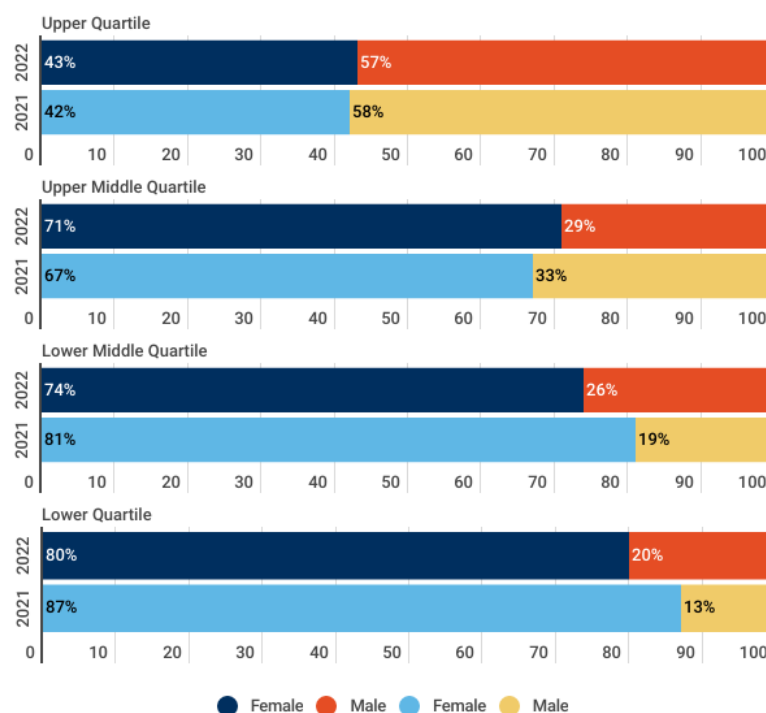


Gender Distribution



In 2021 males accounted for 31% and females 69%, representing a one percentage point increase in males in 2022.

Pay Quartile Information





Our commitment to tackling our gender pay gap

We have much still to do and are committed to doing it. We have undertaken several actions to promote the importance of equality and diversity. We have achieved accreditation through the National Centre for Diversity. Our next step, in 2023, will be to review our pay policy and processes to strengthen a fair and transparent approach for all employees.

We will continue to challenge our approach on equality and diversity in the workplace and ensure we are engaging with issues that relate to the gender pay gap. Our senior team are committed to working to implement recommendations following our National Centre for Diversity accreditation and will lead on the delivery of our 5-year strategy ensuring equality, diversity and inclusion are key areas of focus.

Declaration

We confirm that our gender pay calculations are accurate and meet the requirements of the regulations.

A handwritten signature in black ink, appearing to read 'Diane McGiffen'.

Diane McGiffen
Chief Executive