

GENDER PAY REPORT 2021

THRINGS

SOLICITORS

INTRODUCTION

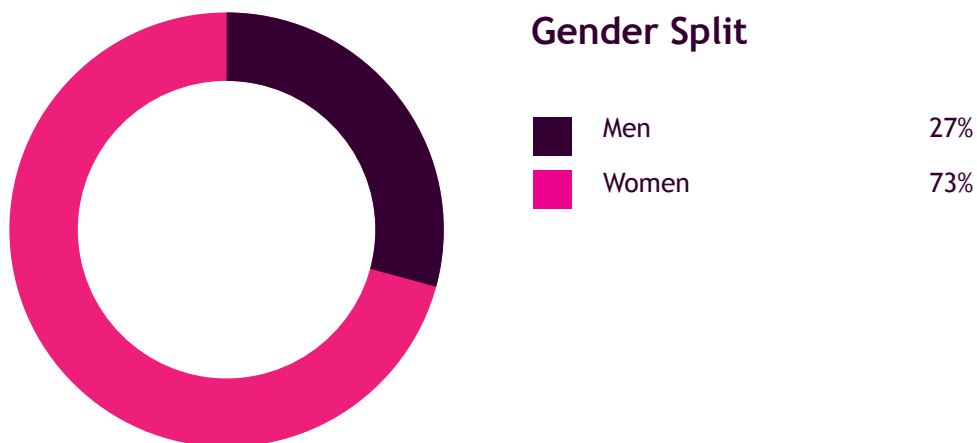
Each year all businesses with 250 employees or more are required to publish their Gender Pay Gap. The Gender Pay Gap measures the differences in the average earnings of men and women by calculating an average hourly rate of pay for each gender across an organisation, regardless of the nature of the roles, the level of seniority or whether they work full time or part-time.

This report is based on figures for the year up to and including 5th April 2021. Although our total number of employees at 230 does not meet the mandatory requirements to report, we believe it is important to be transparent as a firm and continue to show our commitment to continually reviewing any gender pay gaps.

Whilst Equity and Fixed Share Partners have previously been excluded from reporting, it is also a requirement this year to exclude Salaried Partners along with anyone who was on reduced pay usually due to sickness or maternity/paternity related reasons, however their roles contribute to the overall headcount of the firm.

RESULTS

Total headcount, excluding all partners and those on reduced pay



OUR RESULTS

Our gender pay and bonus gap

	Pay Gap	Bonus Gap
Mean	26%	-90%
The Mean is the average of all salaries (or bonuses) added together		
Median	24%	-44%
The Median is the mid-point of all salaries (or bonuses)		

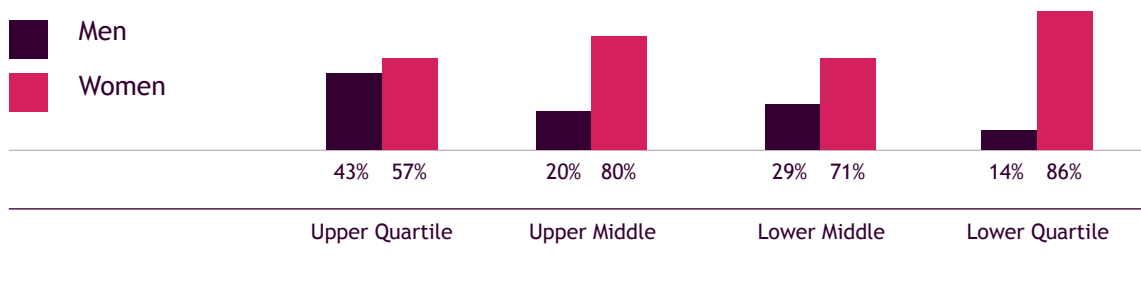
NB: Where there is a minus this means the gap is in favour of women

The results demonstrate that in 2021 our mean pay gap is more favourable to men, however this has reduced year on year since reporting began.

The median demonstrates that men are paid 24% more than women at the mid-point of all eligible salaries. This is significantly less than when reporting began.

Our bonus pay gap however swings very favourably towards women. These figures have changed significantly year on year.

Salary Quartiles



Summary

We have taken a number of measures to address pay over the years; including more robust benchmarking, ensuring that men and women are paid fairly for equivalent roles.

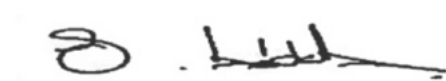
Proportionately we employ more women than men with many in more junior or support roles. With the exclusion of Salaried Partners this year and those on maternity leave, which include a number of women, this will impact the overall figures.

During the course of the 12 months before the reporting date, we made 10 internal promotions. Of these 7 were women which demonstrates our commitment to ensure women are fairly represented and rewarded in senior roles.

With the introduction of hybrid working, we will continue to enable those juggling priorities to work in a way that meets the demands of their home and working life.

Declaration

I confirm that Thrings LLP's 2021 gender pay gap calculations are accurate and have been prepared in line with mandatory requirements.



Simon Holdsworth

Managing Partner - Thrings LLP