

# GENDER PAY REPORT 2023

THRINGS

SOLICITORS

## INTRODUCTION

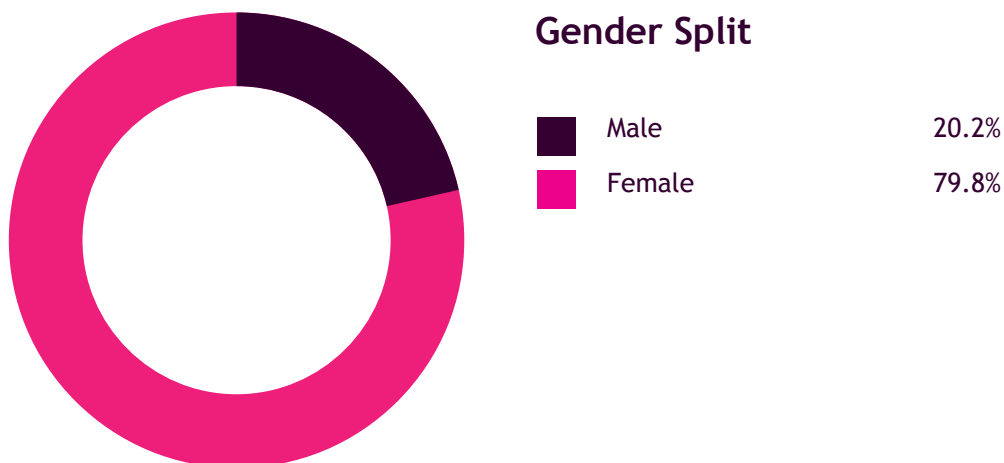
Each year any firm who has over 250 employees must report their Gender Pay Gap. The Gender Pay Gap measures the differences in the average earnings of men and women by calculating an average hourly rate of pay for each gender across an organisation, regardless of the nature of the roles, the level of seniority or whether they work full or part-time. Gender pay gap is unconnected with equal pay.

This report is based on figures for the year up to and including 5th April 2023. We are committed to treating all of our staff equally across all of our locations. This includes opportunities for reward, recognition and support for career progression. 78% of our promotions this year were female.

We believe it is important to be transparent as a firm and continue to show our commitment to continually reviewing any gender pay gaps.

## RESULTS

Total headcount, excluding all partners and those on reduced pay:



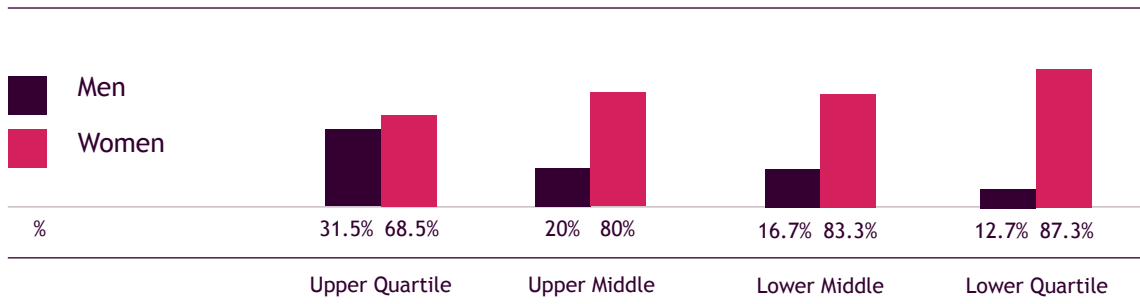
## OUR RESULTS

Our gender pay and bonus gap

	Pay Gap	Bonus Gap
<b>Mean</b>	<b>27.3%</b>	<b>49.9%</b>
The Mean is the average of all salaries (or bonuses) added together		
<b>Median</b>	<b>26.6%</b>	<b>33.3%</b>
The Median is the mid-point of all salaries (or bonuses)		

Our mean gender pay gap is 27.3% compared to 33% in 2022 and our median gender pay gap is 26.6% compared to 32% in 2022 which reflects an improvement.

## Salary Quartiles



## Declaration

I confirm that Thrings LLP’s 2022 gender pay gap calculations are accurate and have been prepared in line with mandatory requirements.

Simon Holdsworth  
 Managing Partner - Thrings LLP