

We hope you find the information in this leaflet interesting, informative and ultimately inspiring. If you share our values, have an interest in the type of work we do and want a challenging, fulfilling career with a law firm of national repute then we would like to hear from you. Please also visit our website to find out more information [www.thompsons.law.co.uk](http://www.thompsons.law.co.uk)

## History

Thompsons was founded in 1921 during the Poplar Rent Strike by W H Thompson, the leading civil rights lawyer. The firm became Thompsons Solicitors in 1996 following the merger of two firms established by his sons, Brian and Robin.

With almost 800 staff and partners in a network of offices nationwide, Thompsons is the most experienced trade union, employment rights and claimant personal injury practice in the UK.

Thompsons exists to fight for the rights of working men, women and their families and for injured people – the people who need us most, rather than the people who can pay the most. We are uniquely committed to the trade union and labour movement and are proud to play a central role in defending workers' rights and fighting social injustice.

## What we do

We only ever work on behalf of individuals or their trade unions, never for insurance companies or employers. We have a reputation for taking aggressive legal action to ensure we secure the maximum compensation in the shortest possible time. We secure over £150 million in compensation each year for clients who have been injured and suffered loss.

We specialise in representing people injured in accidents inside and outside the workplace, victims of occupational disease and clinical negligence. We defend people accused of employment related crime.

We are recognised by the Legal 500 as a leading personal injury and industrial disease law firm.

We also have a renowned national Employment Rights Unit offering a range of employment law advice and specialising in European law including transfer of undertakings, equal pay, sex, race and disability discrimination, dismissals and pensions.

## Our Vision

Always to be the leading legal advisers to the Trade Union and Labour movement and to the victims of injury. We believe the Trade Union and Labour movement provides the only effective protection of the rights and interests of working people. We use the law to secure justice for people. Thompsons supports and works closely with the Labour movement. That support is reflected in the way the firm is managed.

## Thompsons pledge is that we will:

- work solely for the injured or mistreated
- refuse to represent insurance companies and employers
- invest our specialist expertise in each and every case
- fight for the maximum compensation in the shortest possible time
- be open and transparent about fees and costs.

## Our Values

- We treat our individual clients as people not just "cases". We always remember that each client has been the victim of injury or unfair treatment.
- We never act for employers.
- We aim to provide a motivating working environment in which all members of the firm are able to develop their skills and achieve their potential.
- We aim to treat our staff fairly. We encourage them to join and participate in the staff union. We strive to offer attractive terms and conditions of employment, bearing in mind that we do not act for rich clients.
- We do not maximise income for our partners in line with what they would be capable of earning in commercial practice. Instead our partners are paid a fair share for their work in providing high quality legal services for modest costs.
- We select our suppliers on the basis of providing the best support to our clients and for their commitment to our and our clients' values.

## Major Successes

Our record speaks for itself, with a number of historic decisions. These include record compensation awards, up to £3.4 million for a client injured in a road accident, and a host of legal firsts ranging from stress at work to passive smoking.

Thompsons pioneered the establishment of legal liability for asbestosis and recovered the first compensation for asbestosis contracted by a bystander. We fought test cases for victims of industrial deafness and negotiated a national deafness scheme, securing compensation for many thousands of sufferers.

We were one of the leading law firms involving in bringing test cases and establishing a compensation scheme for miners affected by Vibration White Finger and Chronic Bronchitis and Emphysema.

We fought with the trade unions, asbestos victim support groups and Labour MPs to reverse the law after the House of Lords, in a case known as Barker in which we acted, ruled that fatal asbestos cancer victims would no longer receive full compensation.

The campaign resulted in the government amending the Compensation Act to restore the rights to full compensation for claimants. It was a monumental step in the fight to ensure fatal asbestos cancer victims continue to have access to the justice they deserve.

We have also acted for victims of disasters such as Piper Alpha, Zeebrugge, Hillsborough, the Kings Cross fire and the Clapham and Paddington rail crashes. We campaigned with the unions and victim groups for the Corporate Manslaughter and Corporate Homicide Act, which became law in 2008.

Our Employment Rights Unit have also been involved in winning test cases and headline making victories including the leading UK test case on Transfer of Undertakings (TUPE) and winning a total award of £10 million for North Yorkshire school meals staff in an equal pay claim.

Thompsons acted in the European Court of Human Rights case of ASLEF v. UK, which established the right of trade unions to expel members of the BNP and other far right organisations.

## Working at Thompsons

Being part of Thompsons is very different to most law firms. We intend to offer terms and conditions that are both fair and attractive, but this will always be influenced by the fact that we do not act for wealthy clients.

Our commitment to trade unions, and belief that joining a union is the best way to protect your interests at work, is reflected in our employment practice.

We are unique amongst law firms in that we have a long history of trade union recognition as an employer and actively encourage our staff to join.

At Thompsons we also understand the value of family life. So, unlike the reputation of the legal profession, we don't expect our staff to burn the midnight oil as a matter of course.

That's not to say working at Thompsons is a soft option! We expect hard work, commitment, enthusiasm and flexibility from our staff. You can certainly expect to be stretched, but you will also enjoy the challenge of your job and comprehensive support from your supervisors and colleagues.

Team working is key to our success. In each office we have teams comprising of a Team Manager, Senior Case Handlers, Junior Case Handlers, Litigation Assistants and support staff. Through team working we achieve greater effectiveness for our clients and better opportunities for learning and development for our staff.

Our case handlers use a leading-edge Windows based case management system which is rated highly.

## Development

We have a reputation for support, training and development that is second to none. We are an accredited Investor in People. We have many examples of qualified solicitors who started out as secretaries. One young employee who joined as the office junior became one of the most senior partners in the firm.

With a strong focus on career and personal development, we run such a comprehensive programme of internal training that most solicitors will easily meet their CPD requirements.

Our pay policy is also designed with development in mind. We have a grading structure that allows for progression for those who are prepared to work hard and produce results.

We take diversity very seriously at Thompsons and make sure that we recruit and retain the best people from the widest possible talent pool.



Thompsons Solicitors is a trading name of Thompsons Solicitors LLP and is authorised and regulated by the Solicitors Regulation Authority.