

Gender pay gap report

“ We are proud that through recruitment and promotion Thompsons Solicitors has made progress on gender pay equality. At the very top of our organisation, men and women are equal in terms of pay and influence but we recognise that there is more to do.

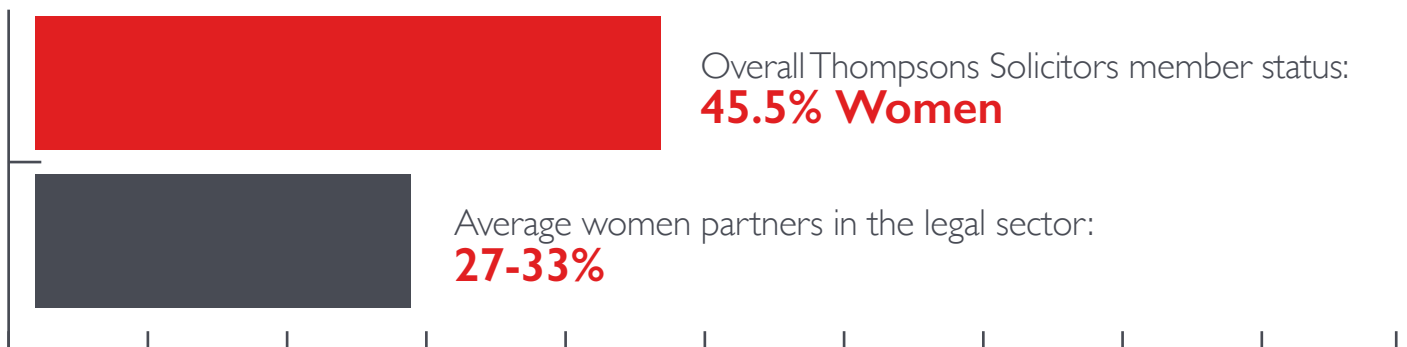
Although equity members are not included in the government’s calculation, we have 45.5% women equity members and 55% men equity members, compared to the sector average of one woman partner to three partners who are men.

We operate an open and transparent pay and grading structure and pay all employees equally for the same or equivalent work. 86% of our administrative and litigation support staff are women, many attracted by our terms and conditions, including hours of work, and that has contributed significantly to the 29% mean gender pay gap across the firm.

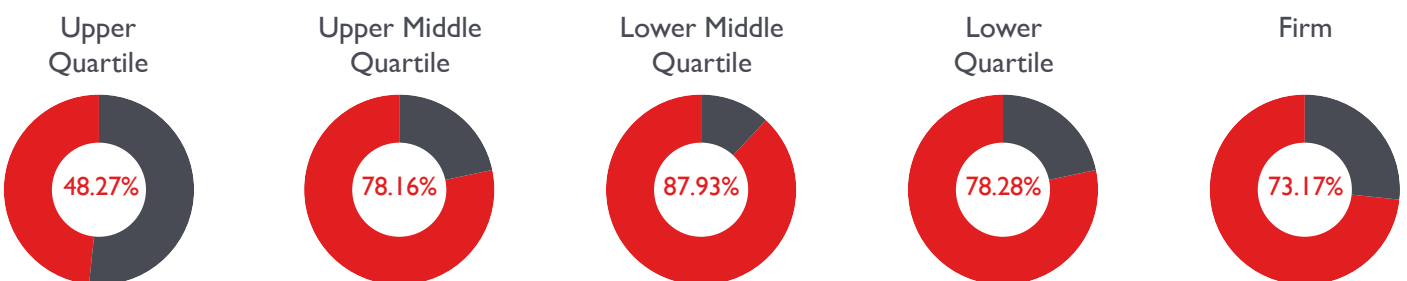
We’ve been fighting for fair and equal pay throughout our history. We are pleased that the gender pay gap has been put on the agenda of so many. We are working on a plan to reduce the gender pay gap in Thompsons and we will continue to work on achieving pay equality for our clients and for our staff. ”

Michelle Cronin, Director of People, Finance and Infrastructure

We confirm the data reported is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap) Regulations 2017.



Proportion of male and female workers in each pay quartile



Gender Pay Gap (GPG) difference

Mean GPG
29.30%

Median GPG
43.49%

Thompsons Solicitors follow the guidelines from the Stonewall Diversity Champions Programme, to ensure all LGBT staff are accepted without exception in the workplace.



The GPG difference is the difference between gross hourly earnings for all men and women in the firm.