

Gender pay gap report

We are proud that through recruitment and promotion Thompsons Solicitors has continued to make positive 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.

When compared to our figures reported in 2018 we can see a clear improvement in both the overall mean and median figures on the gender pay gap, with the overall mean gap dropping from 29% to 24% and the median dropping from 43% to 39%. The proportion of females employed in the upper quartile of pay at Thompsons has also increased – from 48% to 54%.

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 24% mean gender pay gap across the firm.

We've been fighting for fair and equal pay throughout our history. We are pleased with the positive progress we have made and will continue to work on achieving pay equality for our clients and for our staff.

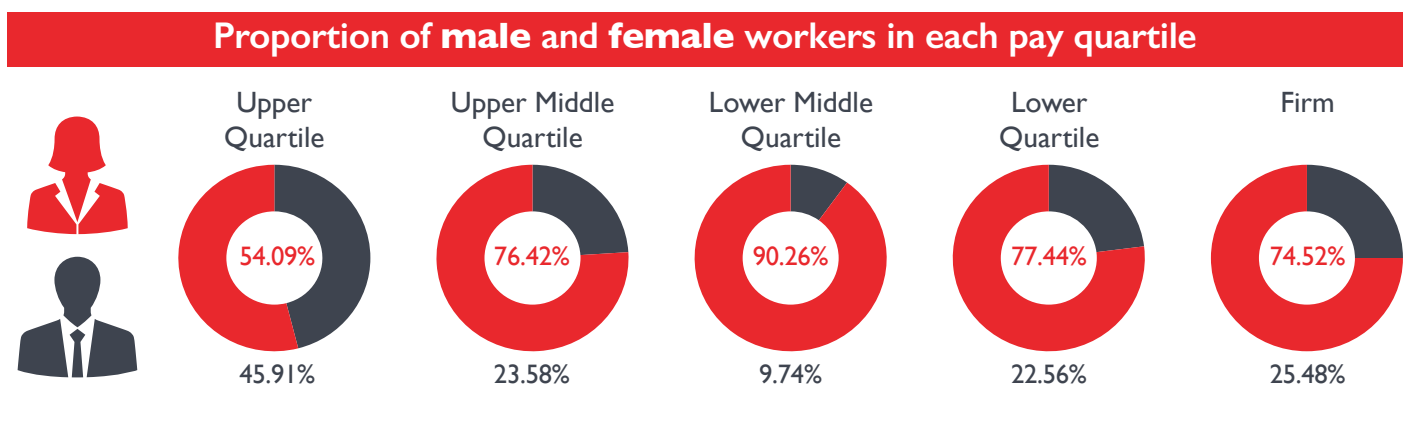
Michelle Cronin, Director of People, Finance and Infrastructure

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

Figure 1: **GPG 2019**



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



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

