

# Gender pay gap report

We are extremely proud that for the second consecutive year Thompsons Solicitors has continued to make positive progress on gender pay equality.

When compared to our figures reported in 2019, we can see a further improvement in both the mean and median figures on the gender pay gap, with the overall mean gap dropping from 24% to 20% and the median dropping from 39% to 26%. The proportion of women employed in the upper and upper middle quartiles of pay has also increased, while the proportion in the lower middle and lower quartiles has decreased. This is particularly pleasing when our overall gender distribution has remained stable.

We operate an open and transparent pay and grading structure and pay all employees equally for the same or equivalent work. While our direction of travel is consistently positive, it remains that many of our administrative and litigation support staff are women and that has contributed significantly to the 20% 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.

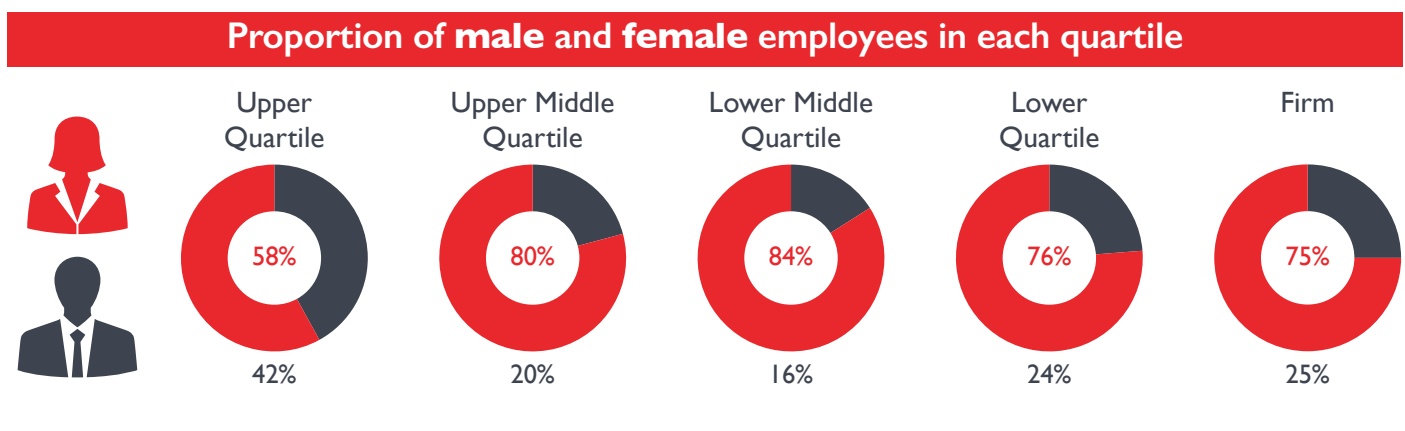
**Michelle Cronin, Director of People, Finance and Infrastructure**

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

Figure 1: **GPG 2020**



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



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

