

Gender pay gap report 2021

Thompsons Solicitors operates an open and transparent pay and grading structure and pay all employees equally for the same or equivalent work. At the very top of our organisation men and women are equal in terms of pay and influence, but we recognise that there is always more to do.

For the third consecutive year, Thompsons has maintained positive progress on gender pay equality. While our direction of travel is consistently positive, the fact remains that the vast majority of our administrative and litigation support staff are women and that has contributed significantly to the 20 per cent mean gender pay gap across the firm.

We have previously reported consecutive improvements in both the mean and median figures on the gender pay gap, with the overall mean gap dropping from 24 per cent to 20 per cent and the median dropping from 39 per cent to 26 per cent. As we expected, we stabilised in 2020 with both figures remaining as per the prior year.

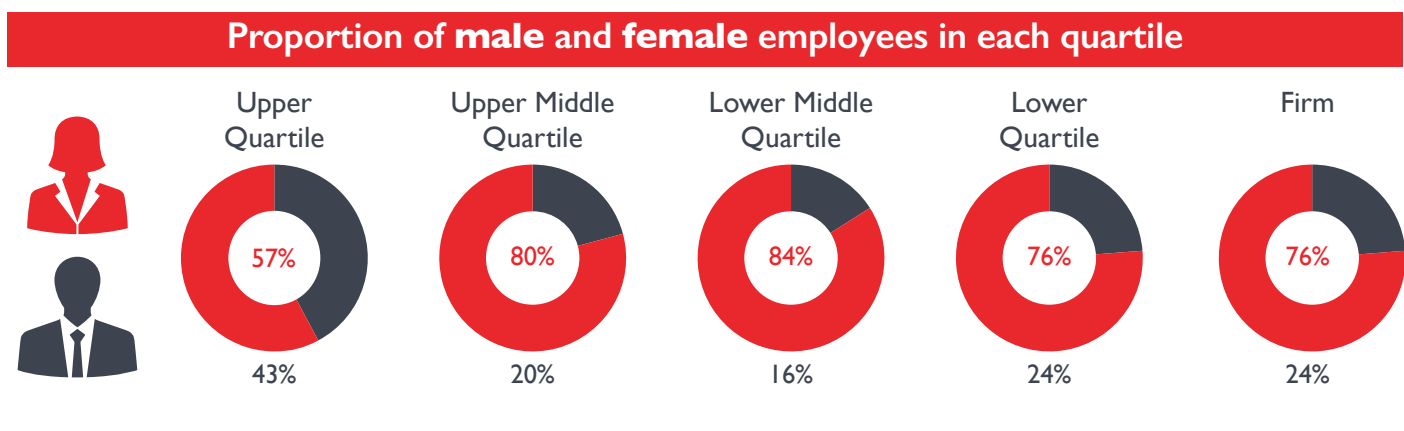
We've been fighting for fair and equal pay throughout our history. We are pleased with the positive progress we have made and will continue to work on achieving pay equality for our clients and for our staff.

Rakesh Patel, Client Relations and Talent Director

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



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.

