

Gender pay gap report 2022

Thompsons operates an open and transparent pay and grading structure and pays 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.

We know that gender equality remains apparent at our most senior levels. We also recognise that the vast majority of our administrative and litigation support staff are women and that increased female representation at the lower and lower middle quartile has contributed to this modest increase.

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

Firm wide mean GPG	Firm wide median GPG
21%	29%

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

Proportion of male and female employees in each quartile		
Quartile	Male	Female
Upper Quartile	43%	57%
Upper Middle Quartile	24%	76%
Lower Middle Quartile	15%	85%
Lower Quartile	22%	78%
Firm	26%	74%