

Gender pay gap report 2025/2026

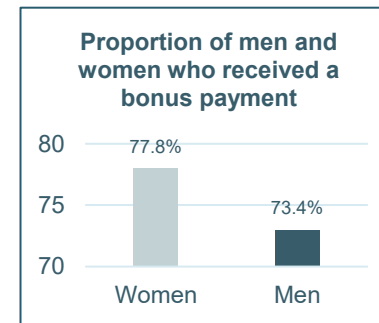
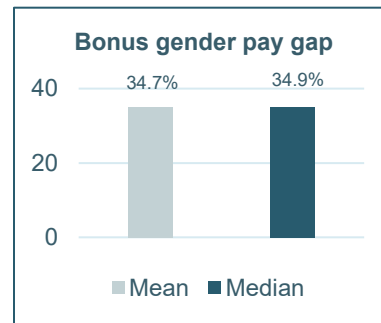
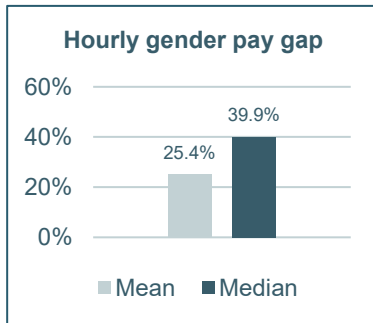


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We are committed to the principle of equality, diversity and inclusion at the firm and recognise that the Gender Pay Gap Reporting Regulations are an important tool to assist with monitoring trends and informing action required. This is the third year we have formally reported our data, but we have undertaken the report in previous years for internal analysis with the data being submitted annually to our Management Board.

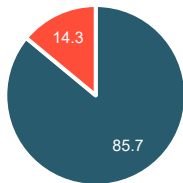
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The data below reports our gender pay gap based on a snapshot of data as at 5 April 2025.

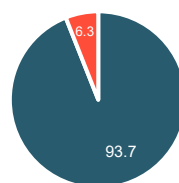


Hourly pay quartiles

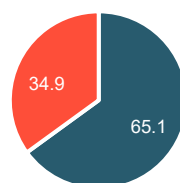
Lower quartile



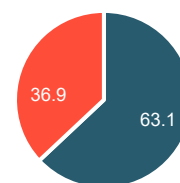
Lower mid quartile



Upper mid quartile



Upper quartile



■ Women
■ Men

Our figures are a reflection of the firm's demographic. The size of the firm means that the pay data of one or two employees' pay data can impact our mean calculations with figures varying each year.

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The report highlights an hourly gender pay which is impacted by 100% of legal secretary roles being undertaken by women. The report demonstrates that the percentage of women and men receiving a bonus is almost equal. The bonus gender pay gap is impacted by bonuses being a percentage of actual salary rather than FTE. As 92% of our part time staff are women this means that their bonuses are based on pro-rata salaries and are therefore less than those based on FTE salaries.

The data collected as part of the gender pay gap review is just one part of our ongoing commitment to promoting equality and diversity through continual review and monitoring. We build the principles of equality, diversity and inclusion into our people policies and practices to ensure we actively encourage equality of opportunity, promote respect for diversity and prevent unlawful discrimination, in our relationships with our employees, clients and others.

Our current commitments include:

- Supporting our female representation at a senior level. We are proud that 86% of board members; 45% of Equity Partners; 59% of Salaried Partners and 65% of Heads of Departments are women
- Our Remuneration Committee oversees all salary reviews and is guided by our Equality, Diversity and Inclusion principles
- Our Diversity and Inclusion forum meets regularly to discuss initiatives and events with representatives.
- We have a robust Career Development Handbook which provides clear paths for promotion and career development opportunities
- We continue to offer flexible working opportunities for all and support our hybrid working practices
- Our recruitment and selection processes and policies are designed to ensure that no applicant nor employee receives less or more favourable treatment on the grounds of a protected characteristic and that individuals are selected, promoted and treated on the basis of their relevant aptitudes, skills and abilities.

I confirm that the gender pay gap data published in this report and submitted to the gender pay gap service is accurate and has been calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Joanna Pratt
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