



# Diversity and Inclusion

Monitoring data 2019

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**The principles of equal opportunity and diversity and inclusion (D&I) are fundamental to our continuing success.**

We build professional teams from the best lawyers and business services staff we can recruit and, in doing so, are committed to sourcing talent from the widest pool of people.

We are convinced that treating everyone – both inside and outside the firm – with attention, courtesy, respect and consideration regardless of disability, age, gender, marital or civil partnership status, race, colour, national or ethnic origin, religious belief or sexual orientation is far more than an issue of compliance with anti-discrimination legislation.

Travers Smith has a diverse workforce which helps to enhance the service we provide for our clients and results in a more stimulating and rewarding environment in which to work.

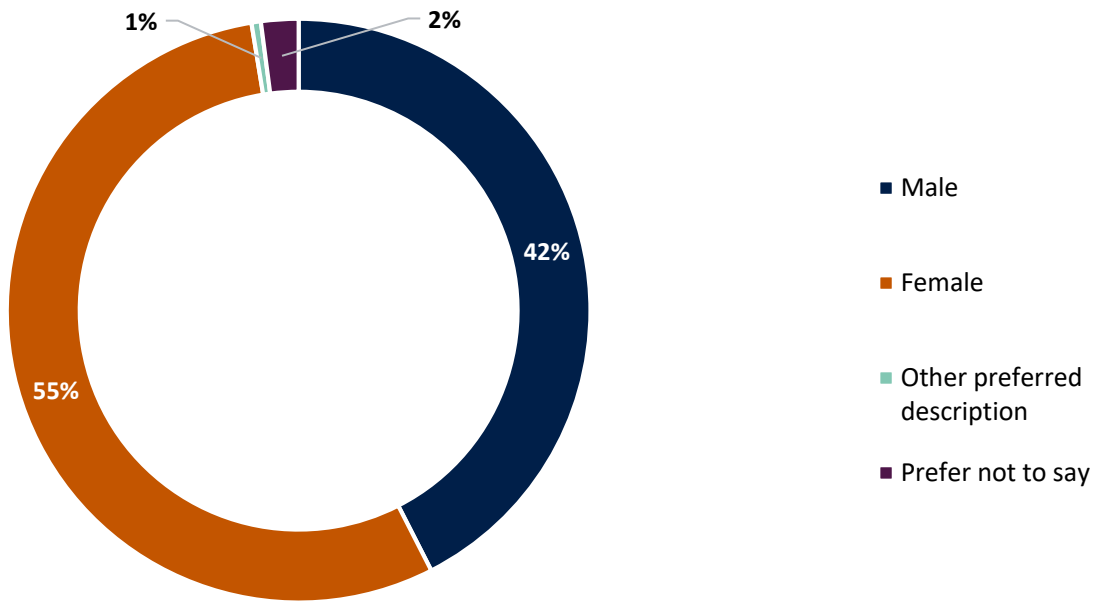
The following charts reflect the data declared by 73% of our workforce as part of our most recent people survey conducted in 2019.

### **Kathleen Russ**

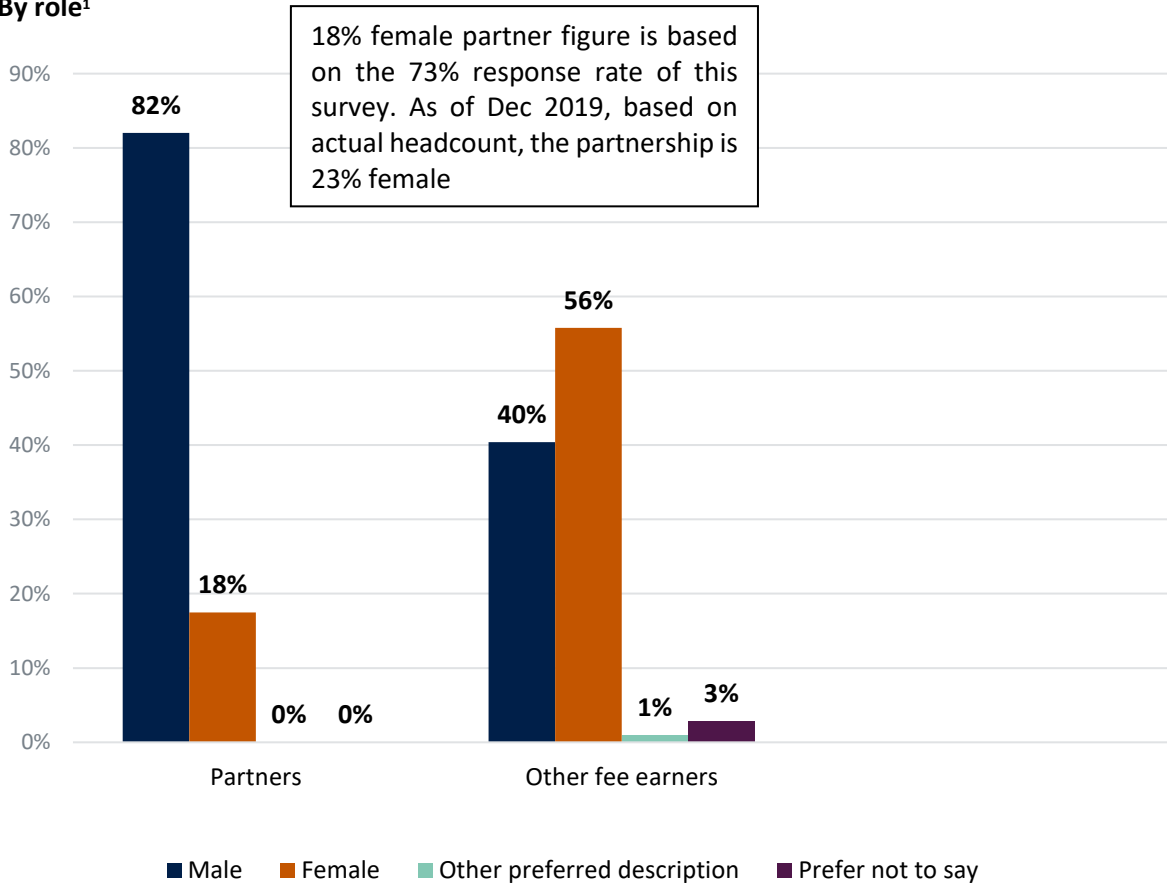
Senior partner, Chair D&I Board

# GENDER

## Firm wide



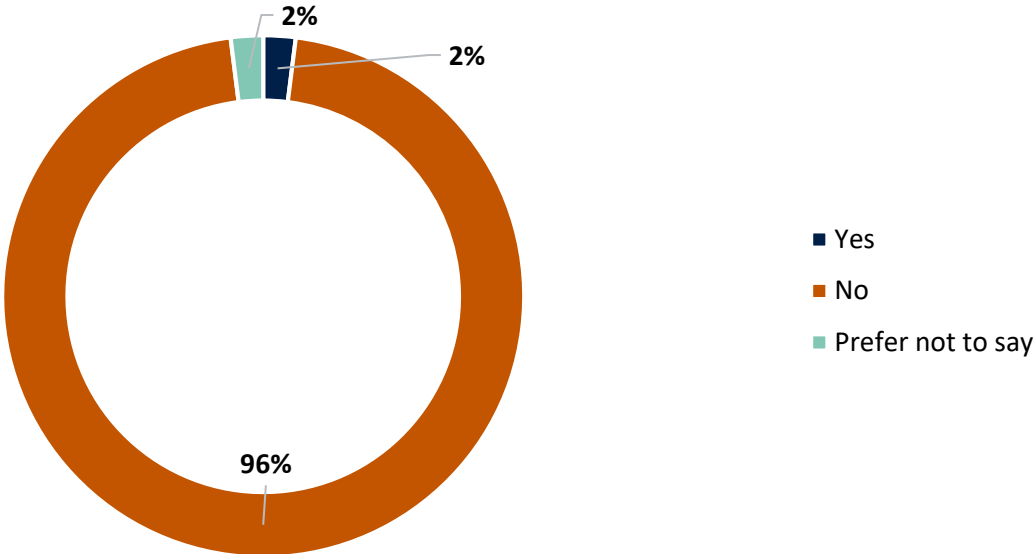
## By role<sup>1</sup>



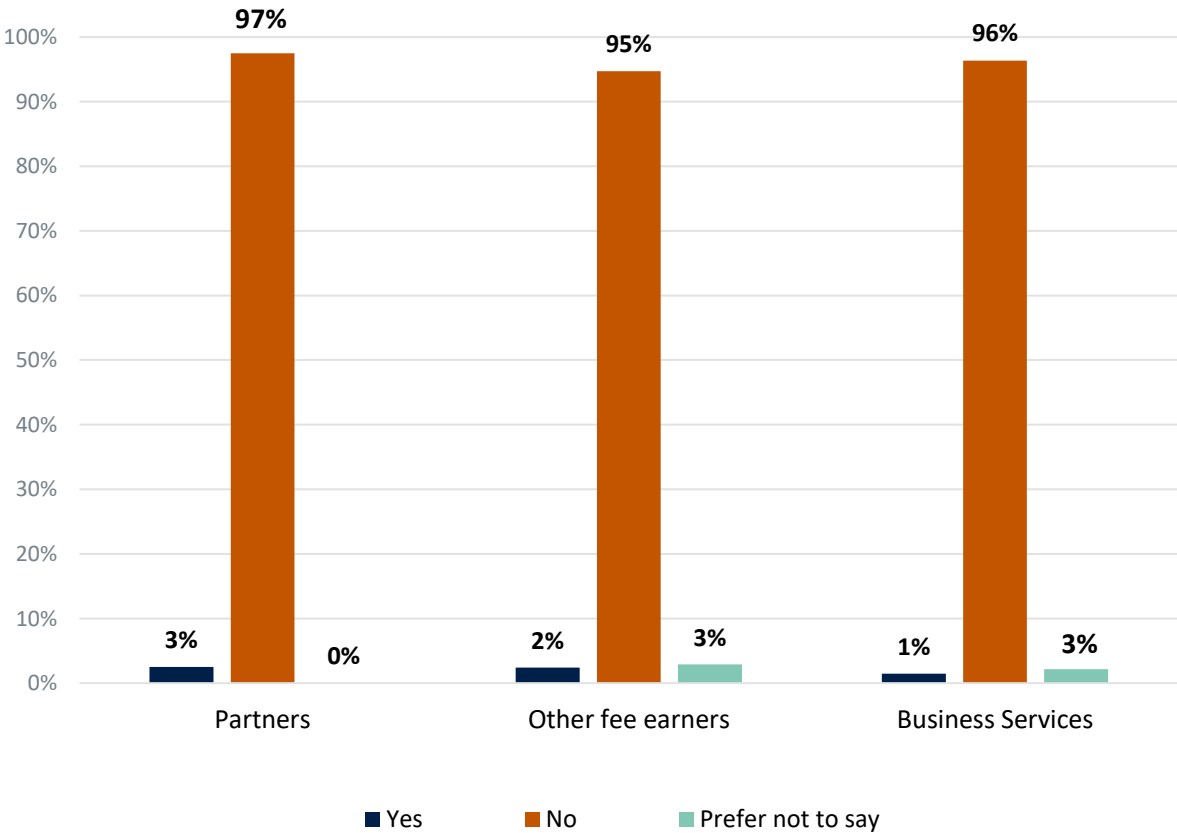
<sup>1</sup> "Other fee earners" throughout this document refers to: trainees, associates, senior associates, senior counsel, knowledge lawyers, and consultants

# Gender identity different from registered sex at birth

## Firm wide

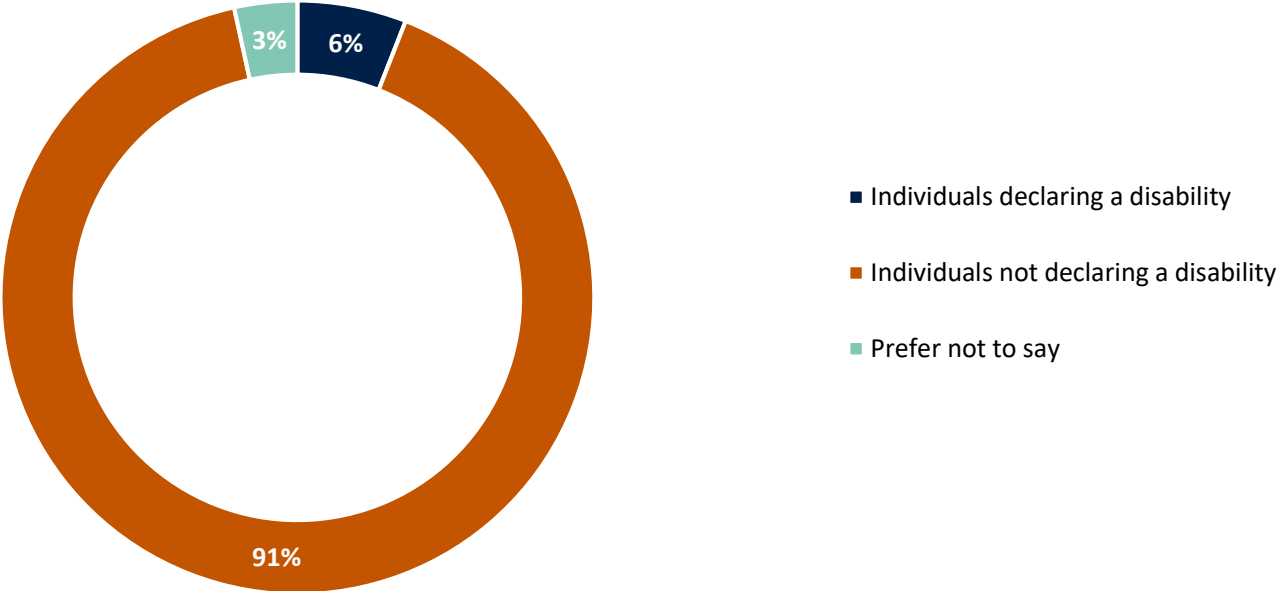


## By role

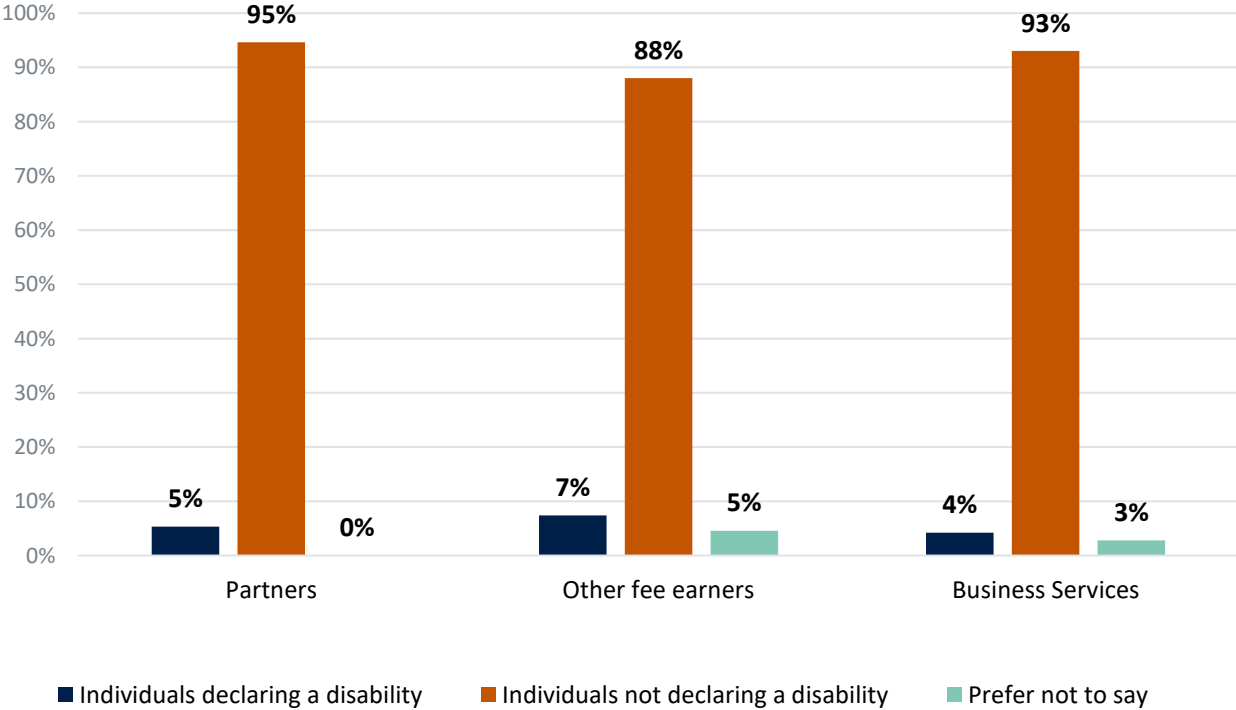


# Individuals who consider themselves to have a disability<sup>2</sup>

## Firm wide



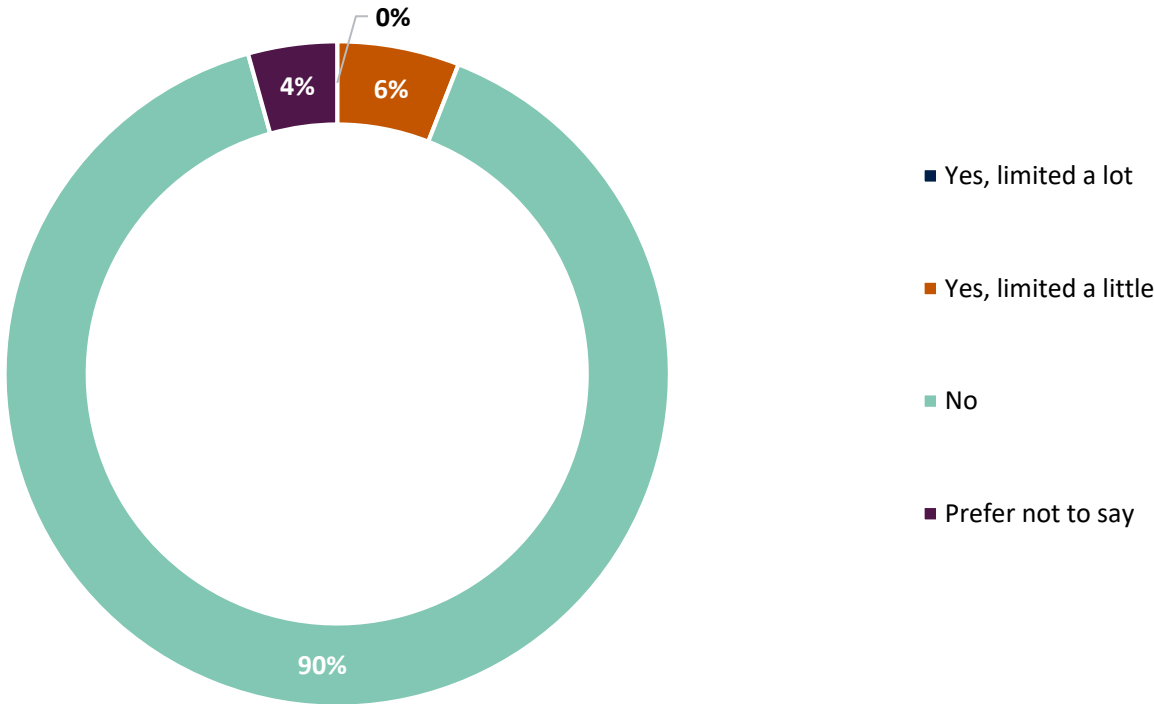
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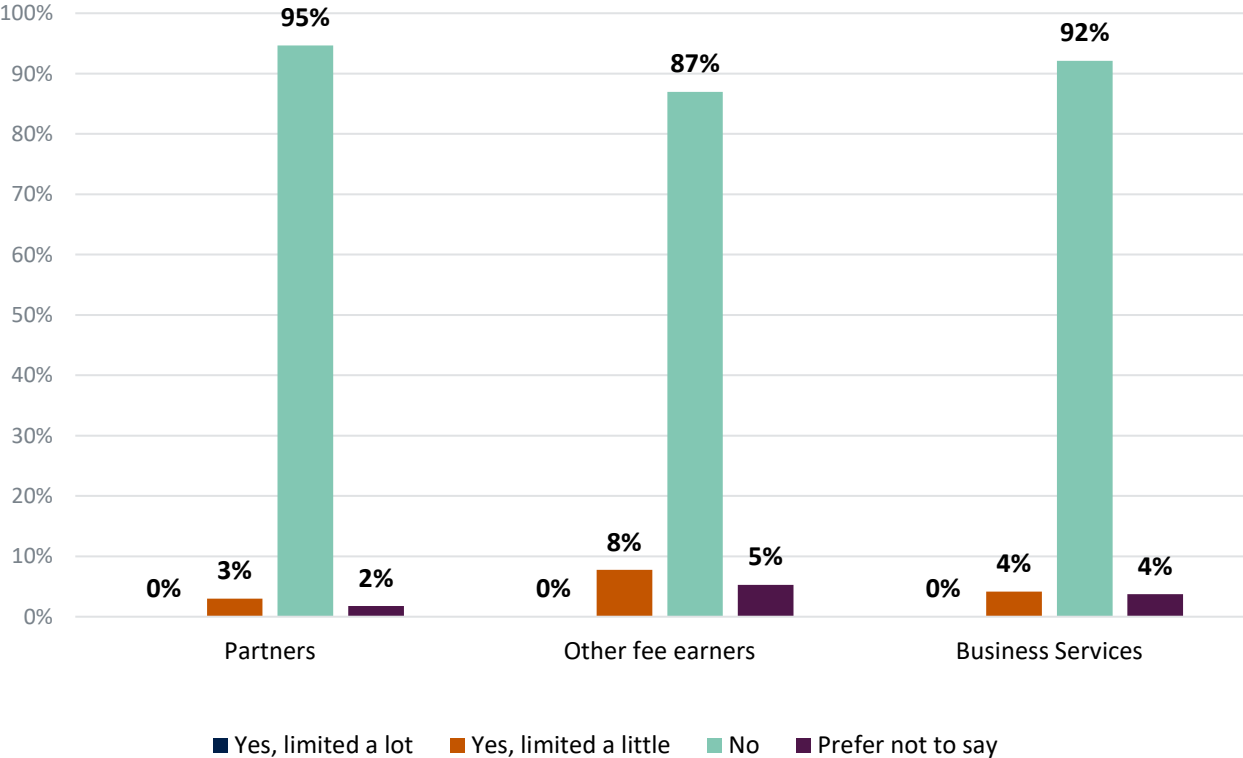
<sup>2</sup> According to the definition outlined in the Equality Act 2010

# Day-to-day activities limited due to health problem or disability lasting at least 12 months

## Firm wide

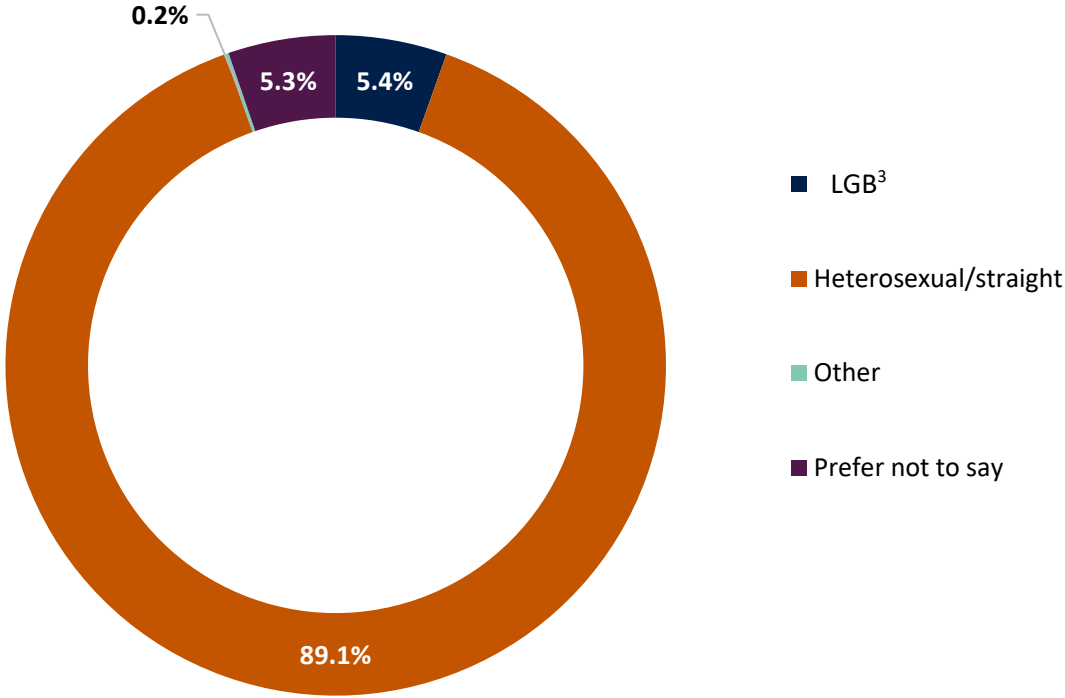


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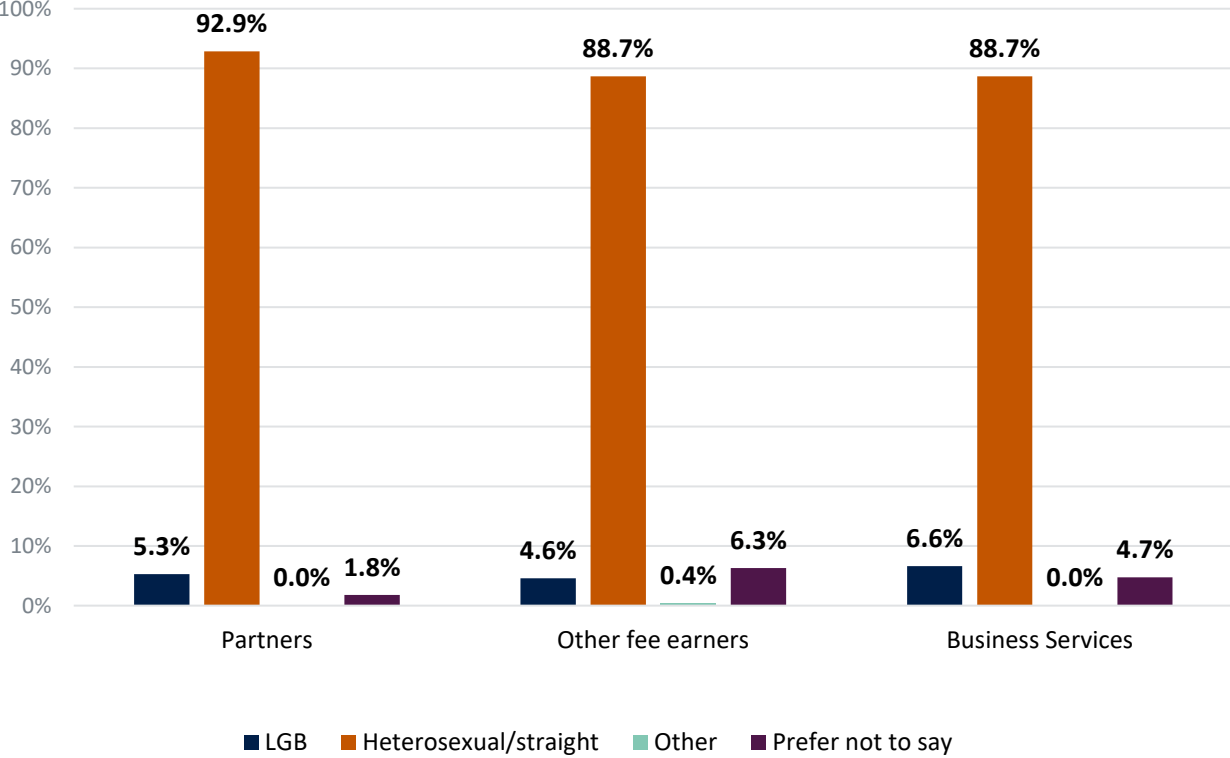


# Sexual orientation

## Firm wide



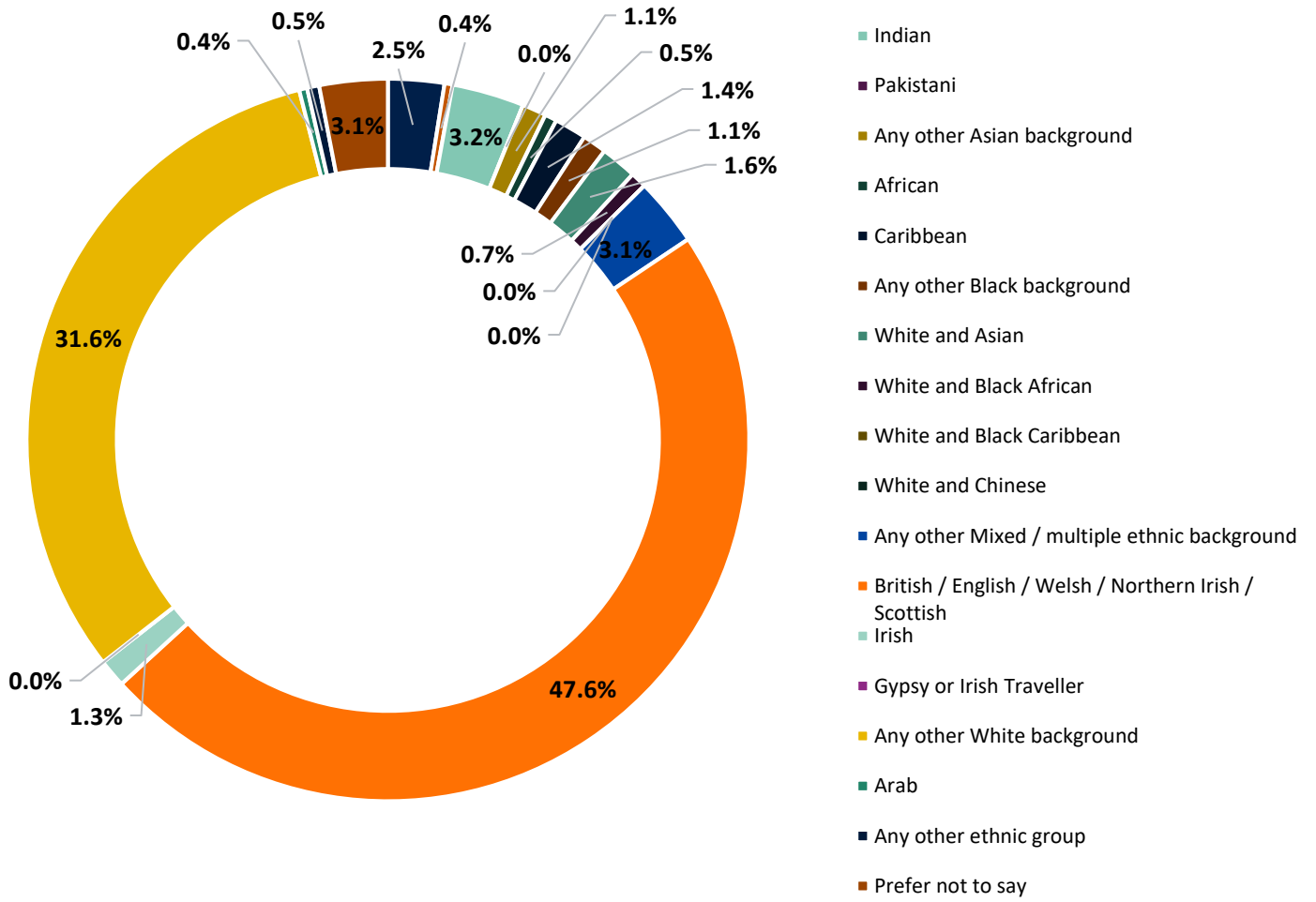
## By role



<sup>3</sup> LGB refers to lesbian, gay and bisexual

# Ethnicity

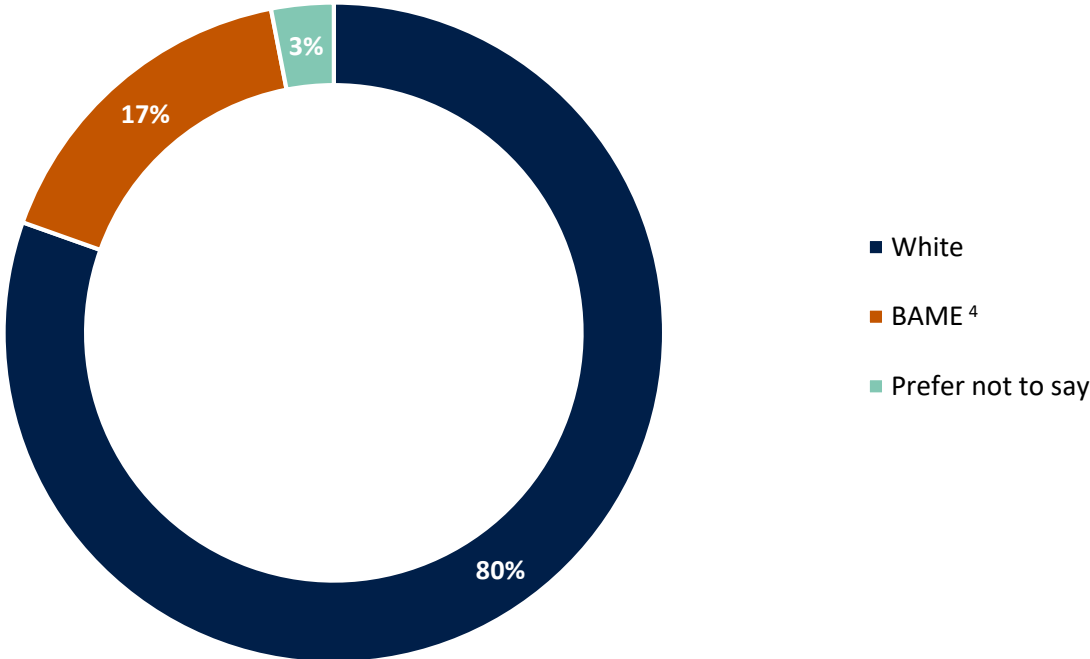
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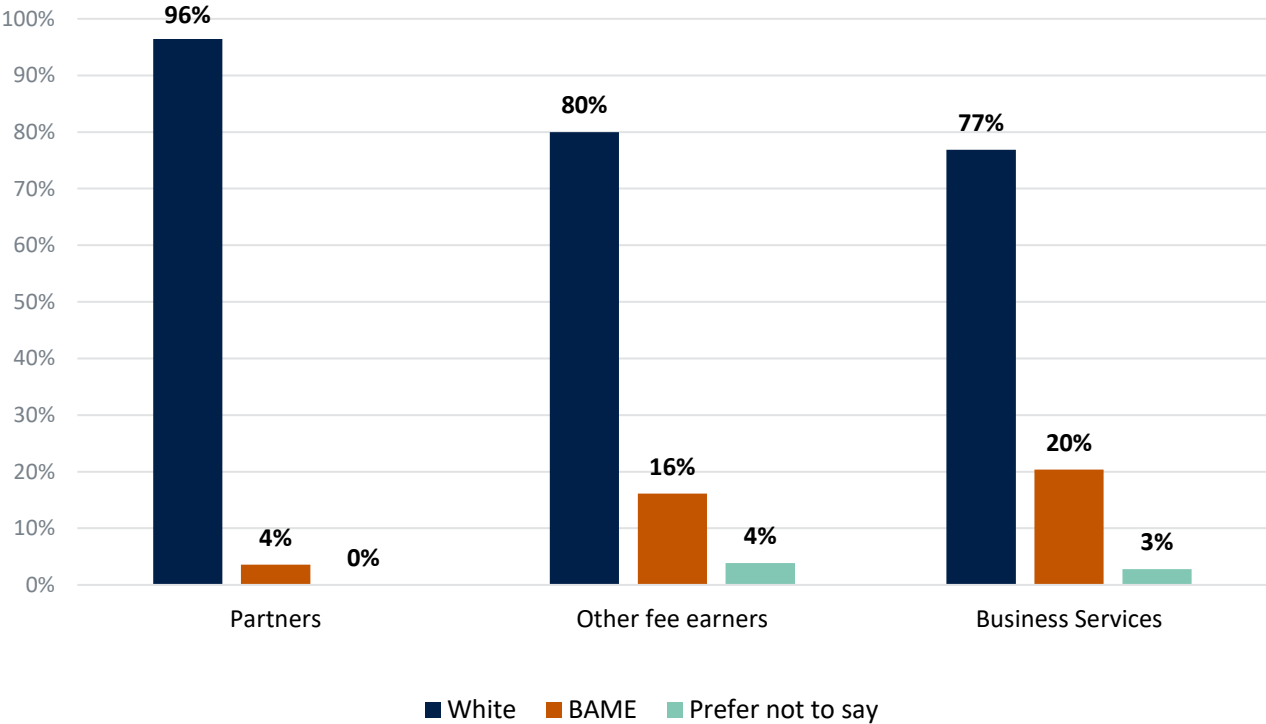


Ethnicity (consolidated)

Firm wide



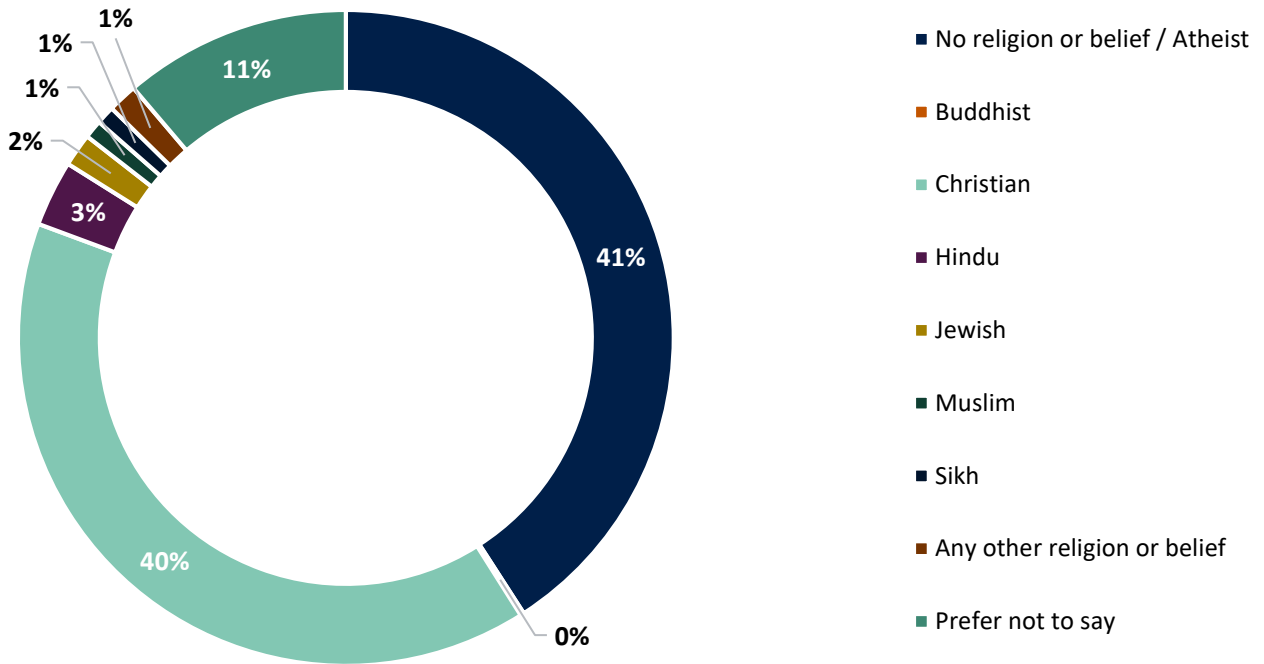
By role



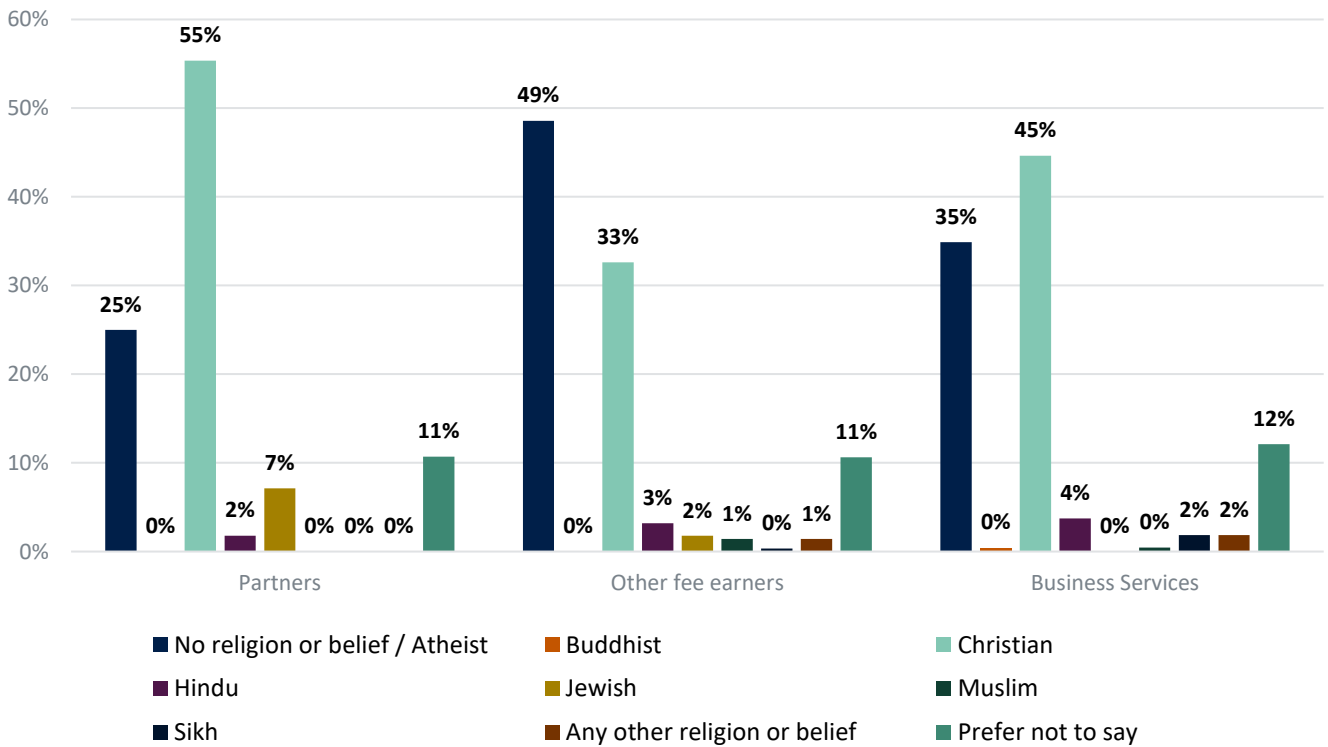
<sup>4</sup> BAME refers to Black, Asian and Minority Ethnic people

## Faith and religion

### Firm wide

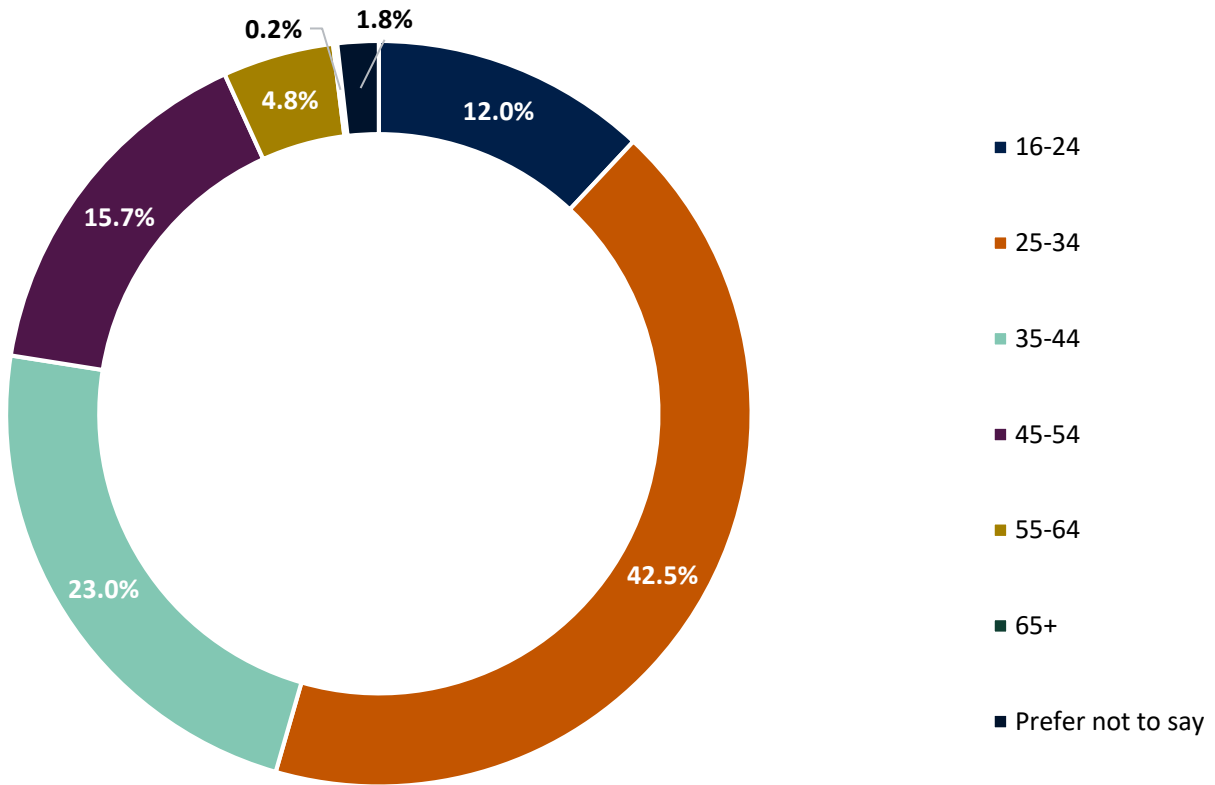


### By role

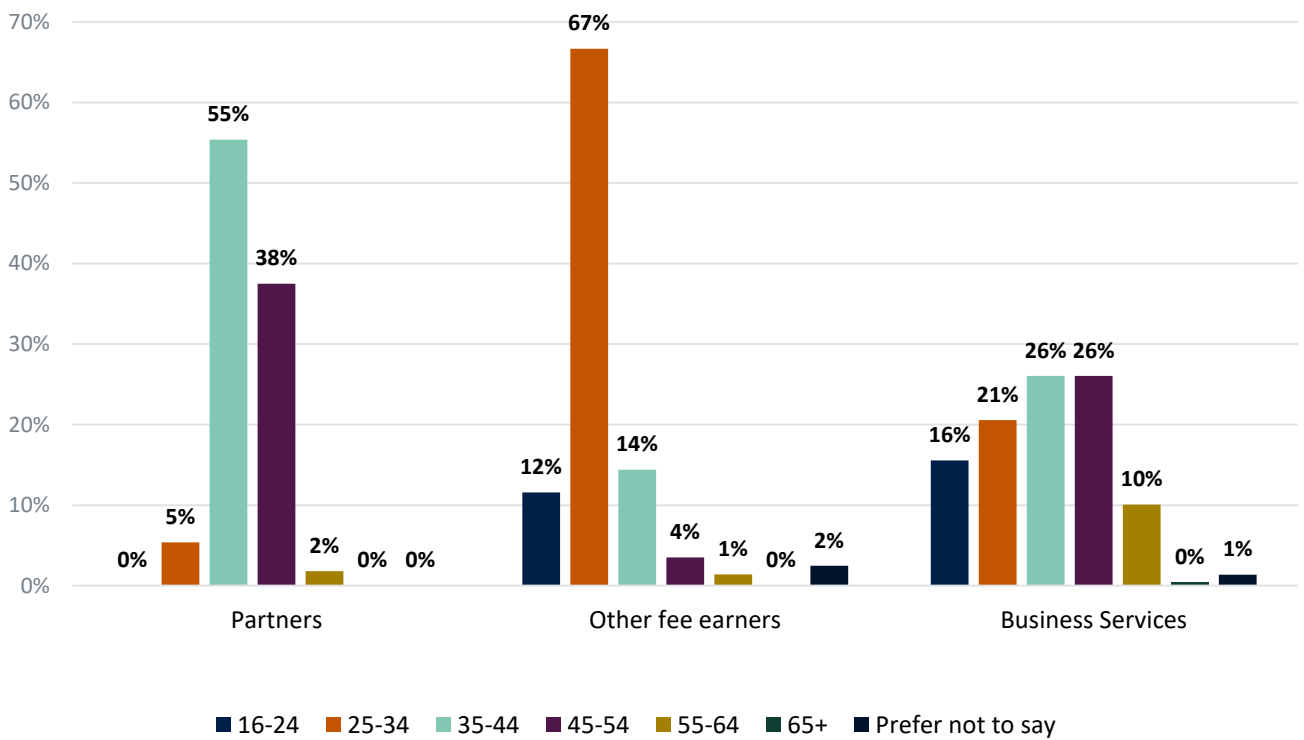


## Age profile

### Firm wide

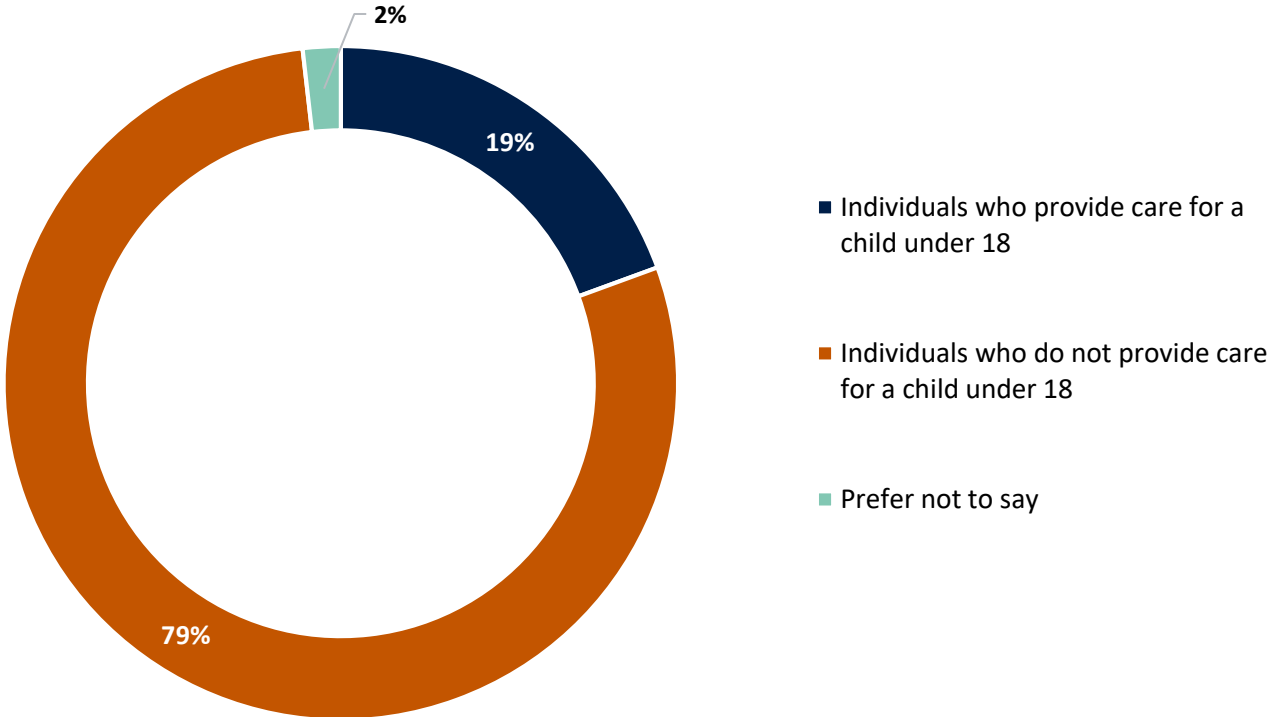


### By role

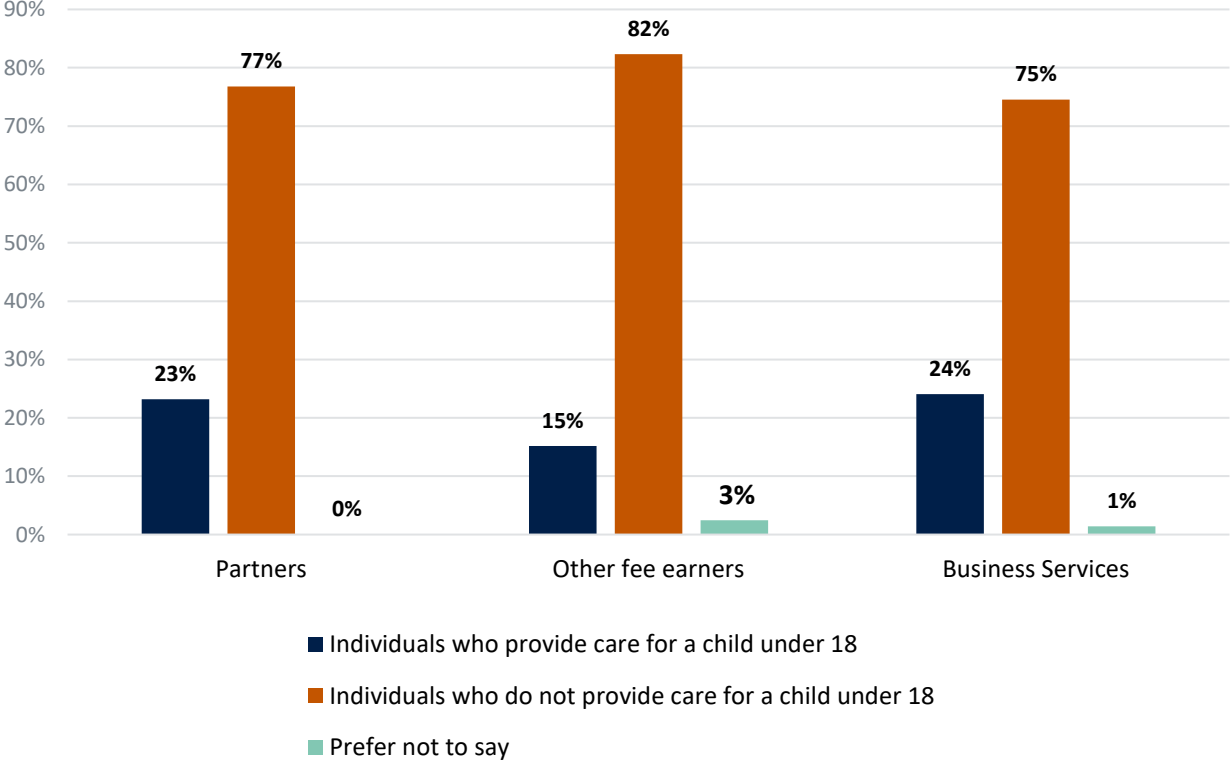


# Individuals with a primary caring responsibility for a child or children under 18

## Firm wide

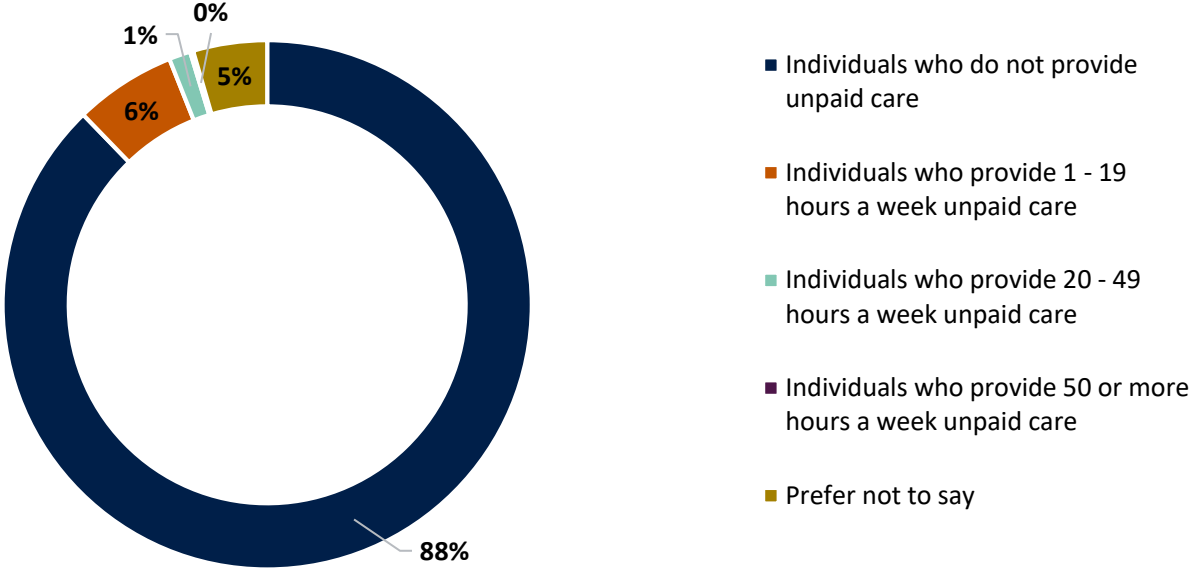


## By role

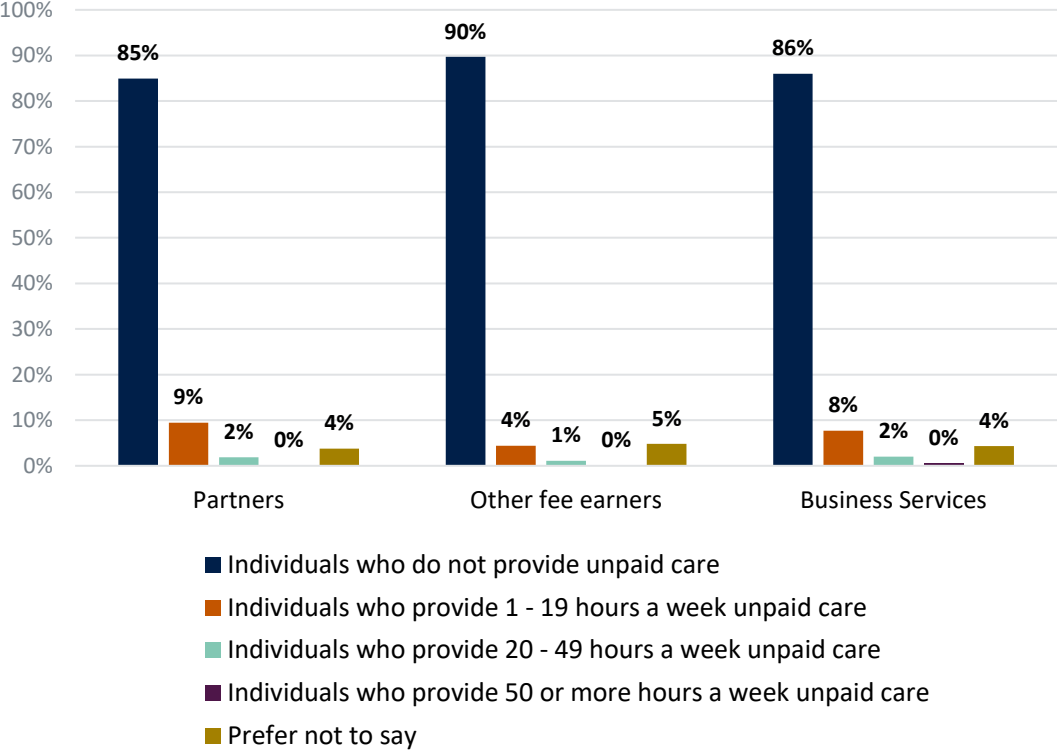


# Time spent providing unpaid care for those with long-term physical or mental ill health caused by disability or age

## Firm wide

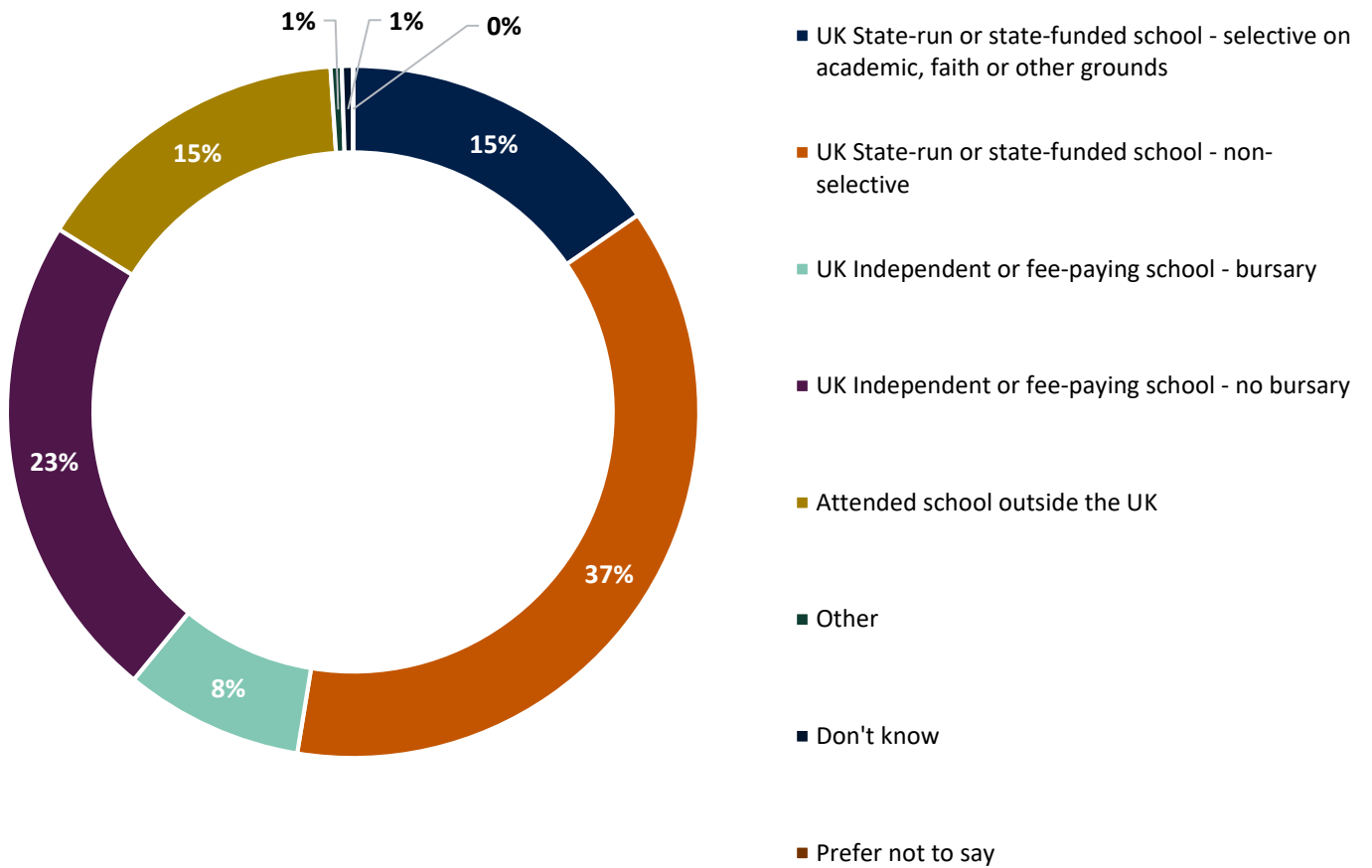


## By role

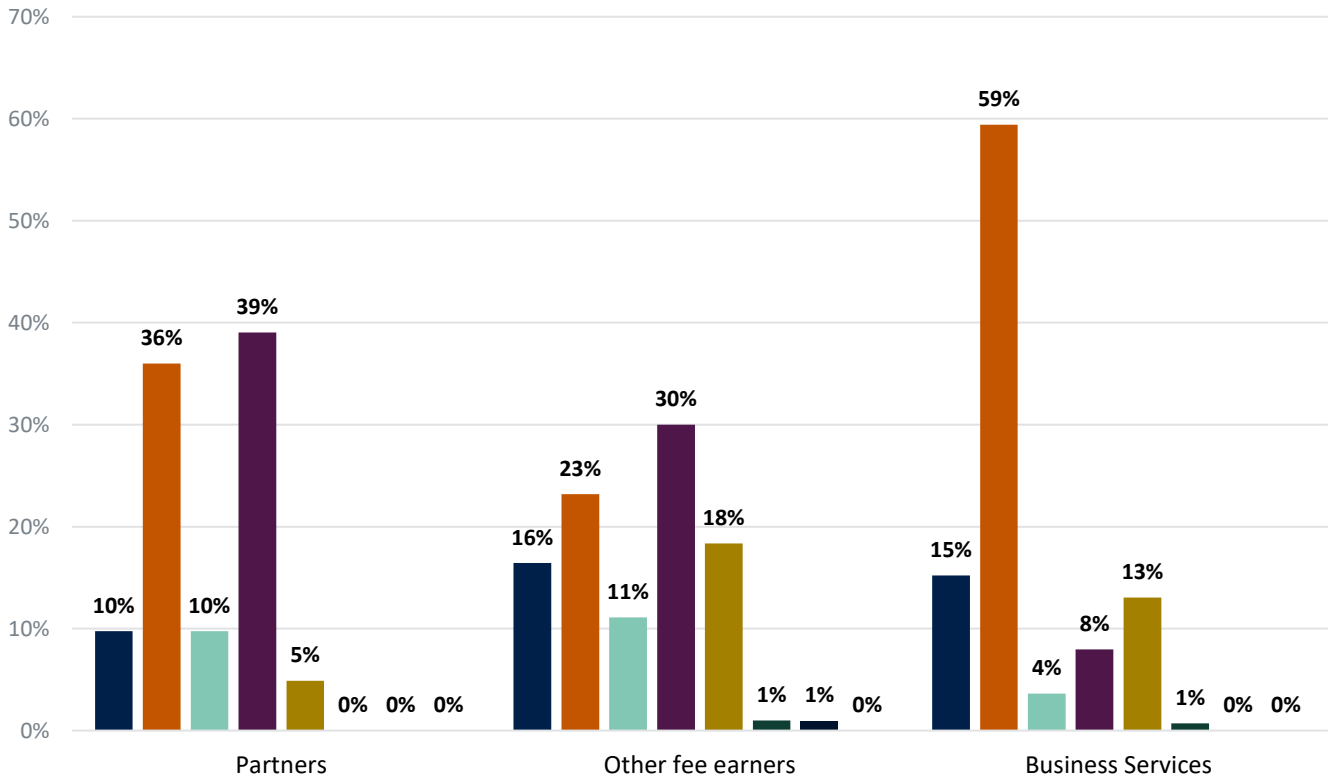


## Type of school attended between the ages of 11 and 16

Firm wide



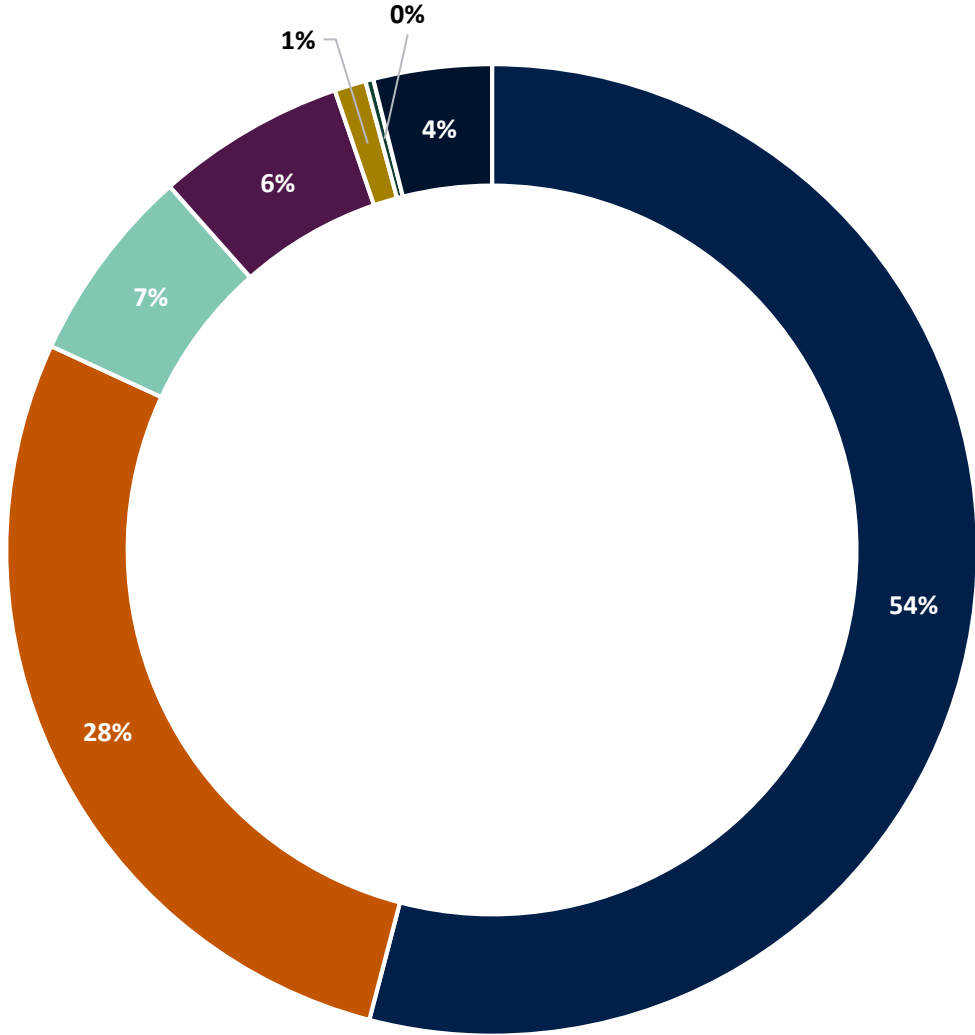
## By role



- UK State-run or state-funded school - selective on academic, faith or other grounds
- UK State-run or state-funded school - non-selective
- UK Independent or fee-paying school - bursary
- UK Independent or fee-paying school - no bursary
- Attended school outside the UK
- Other
- Don't know
- Prefer not to say

# Highest level of qualification achieved by parent(s)/guardian(s)

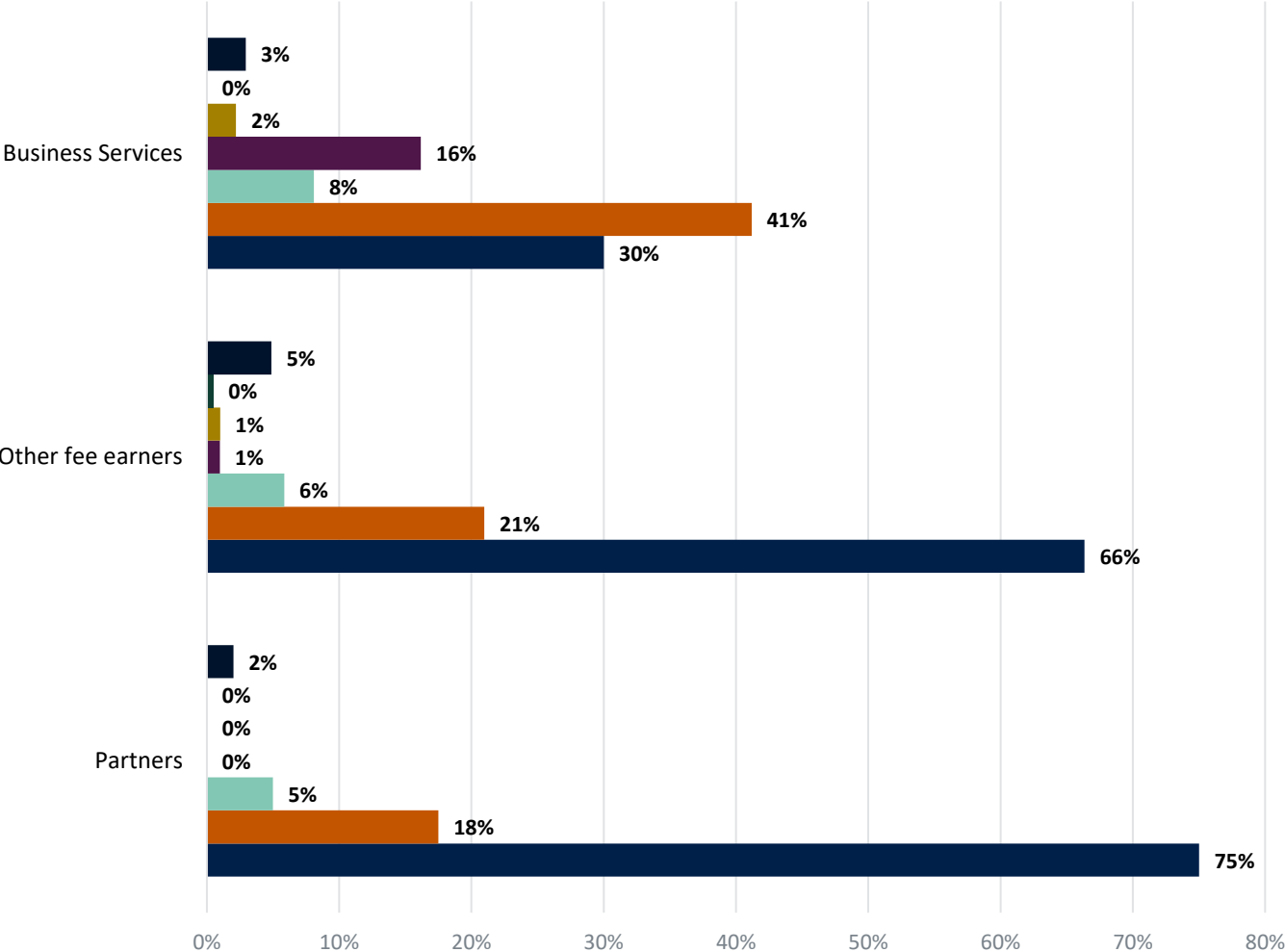
Firm wide



- At least one has a degree level qualification
- Qualifications below degree level
- No formal qualifications
- Don't know
- Not applicable
- Other
- Prefer not to say



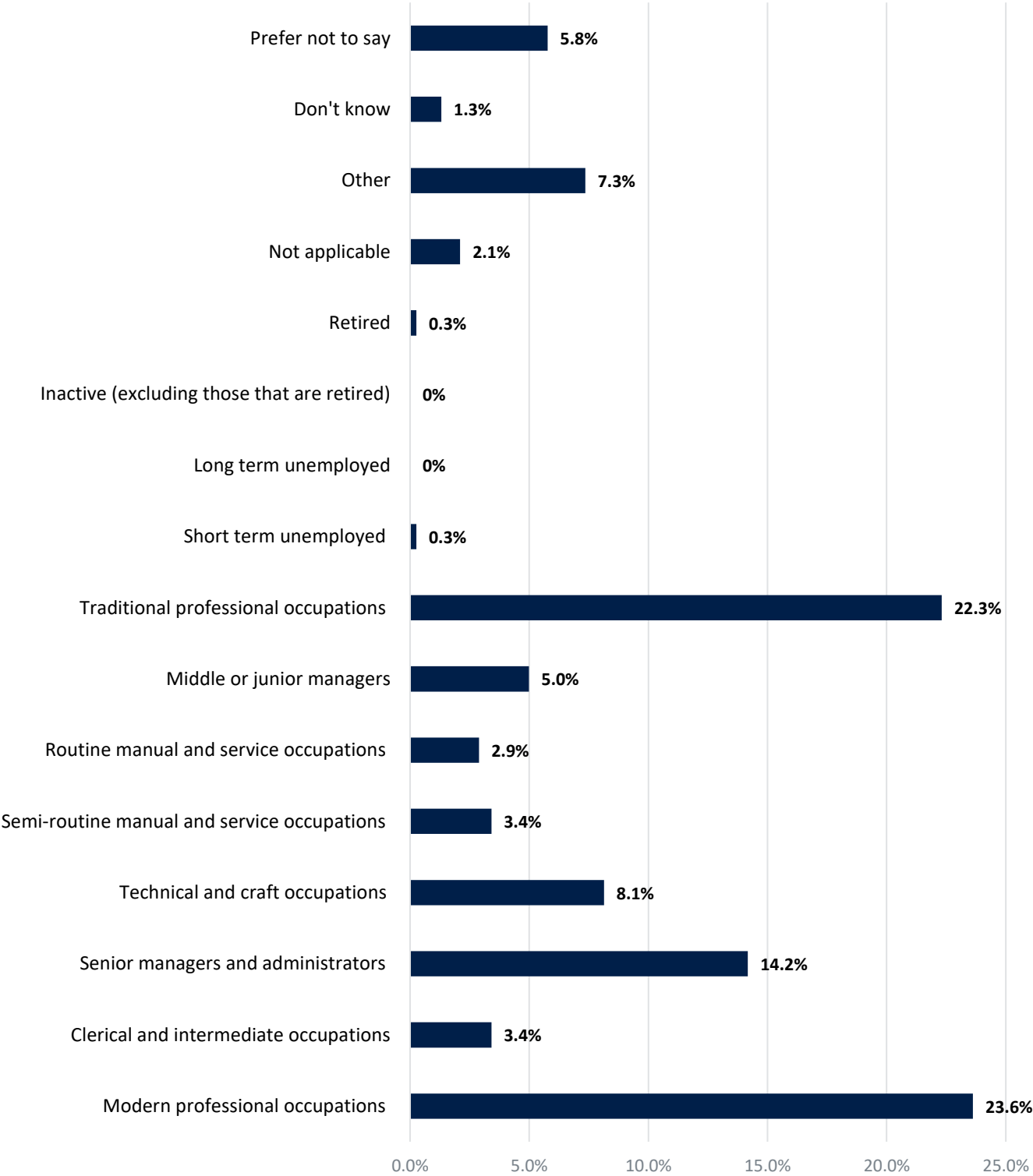
**By role**



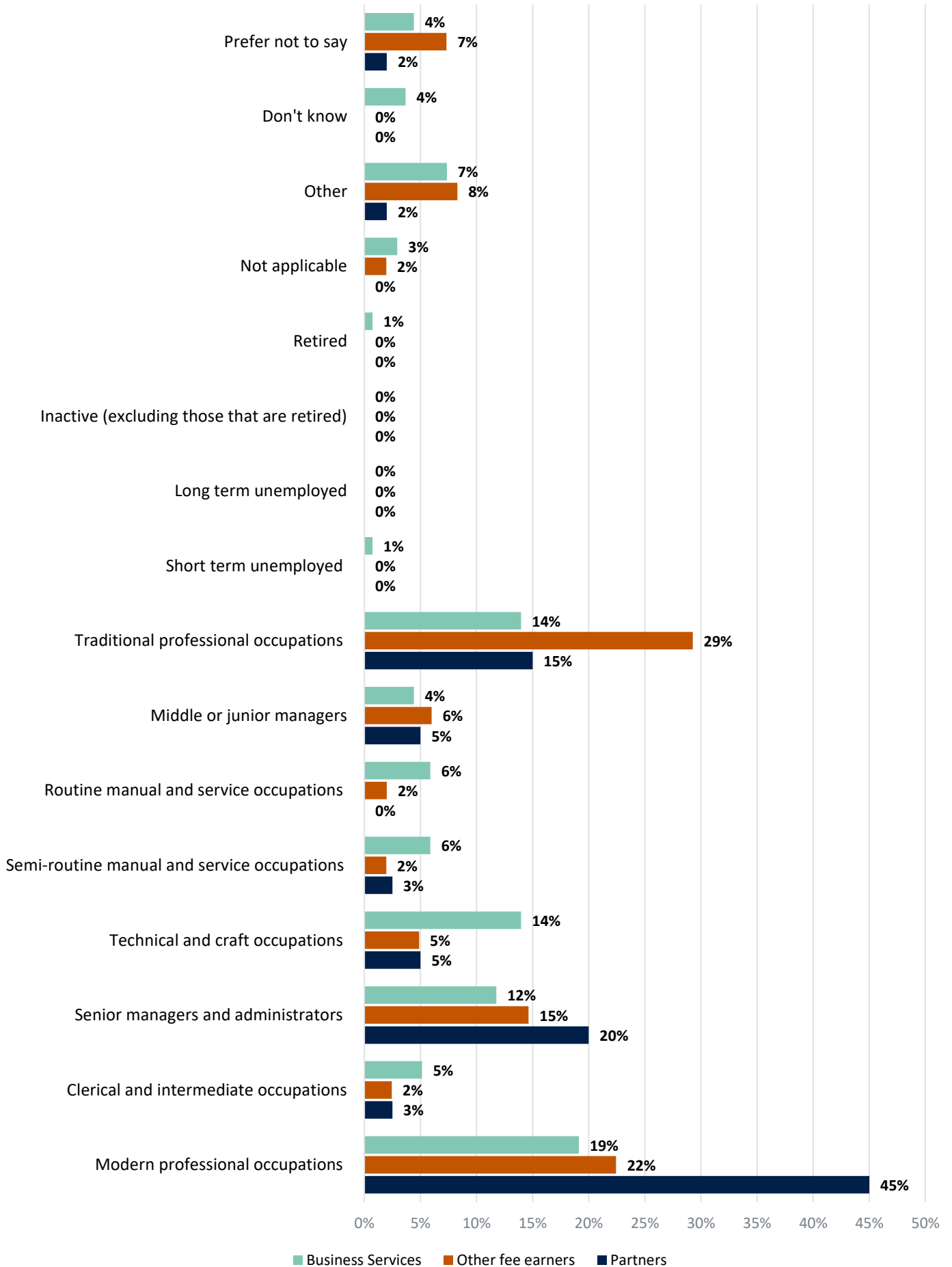
- Prefer not to say
- Other
- Not applicable
- Don't know
- No formal qualifications
- Qualifications below degree level
- At least one has a degree level qualification

# Work of the main/highest income earner in the household when respondent was aged 14

## Firm wide



**By role**



## Notes

### Examples of occupations (as defined by the SRA):

Category	Examples
Modern professional occupation	Teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer
Clerical and intermediate occupations	Secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse
Senior managers and administrators	Finance manager, chief executive
Technical and craft occupations	Motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver
Semi-routine manual and service occupations	Postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant
Routine manual and service occupations	HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff
Middle or junior managers	Office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican
Traditional professional occupations	Accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer