



# Diversity and Inclusion

Travers Smith SRA Monitoring 2025

## Monitoring Data 2025

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Travers Smith is committed to being inclusive in all that we do and to recruiting, developing and retaining the best people, from a diverse range of backgrounds. We believe that this is the right thing to do and essential to maximise our performance for the benefit of our clients and our people alike.

Our commitment to diversity and inclusion is underpinned by a data-led approach that is transparent and accountable. We track and analyse key metrics across through regular monitoring reports, using the insights to identify barriers and shape targeted interventions.

The following charts reflect the self-declared data by partners and employees of the firm, via the firm's optional diversity survey.

The reported data is based on approximately 90% of the firm's partners and employees who have responded to the firm's diversity survey.

I hope you find this report to be informative.

**Chris Edwards**  
**CSR & Diversity Director**

## Key

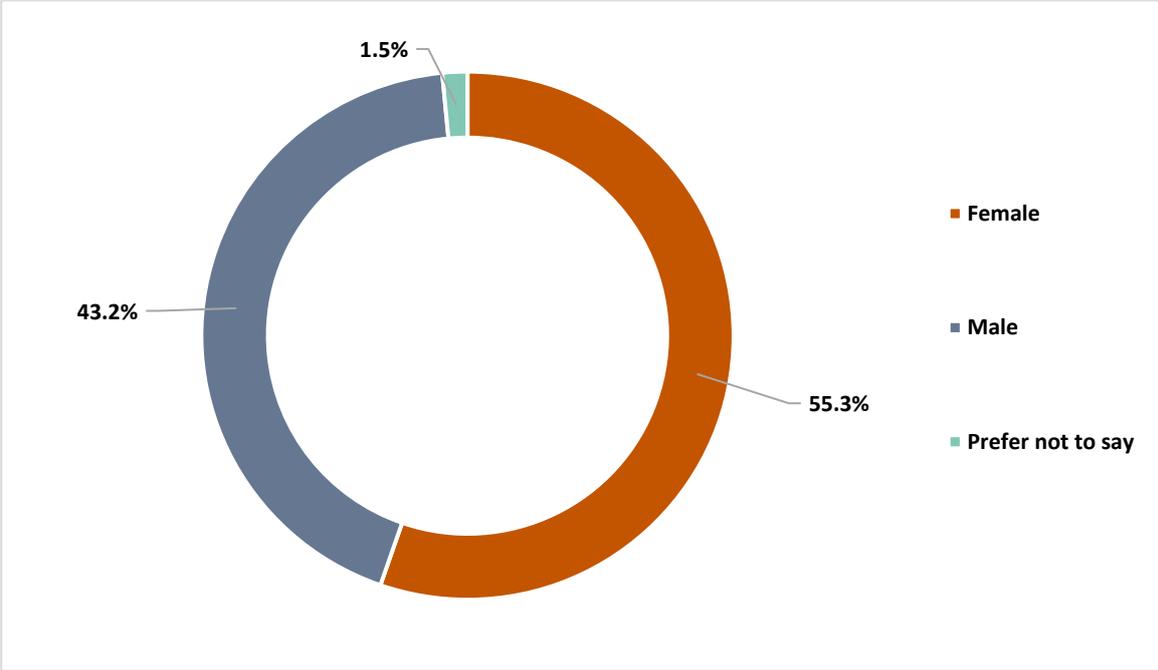
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For the purposes of reporting, we have used the below categories:

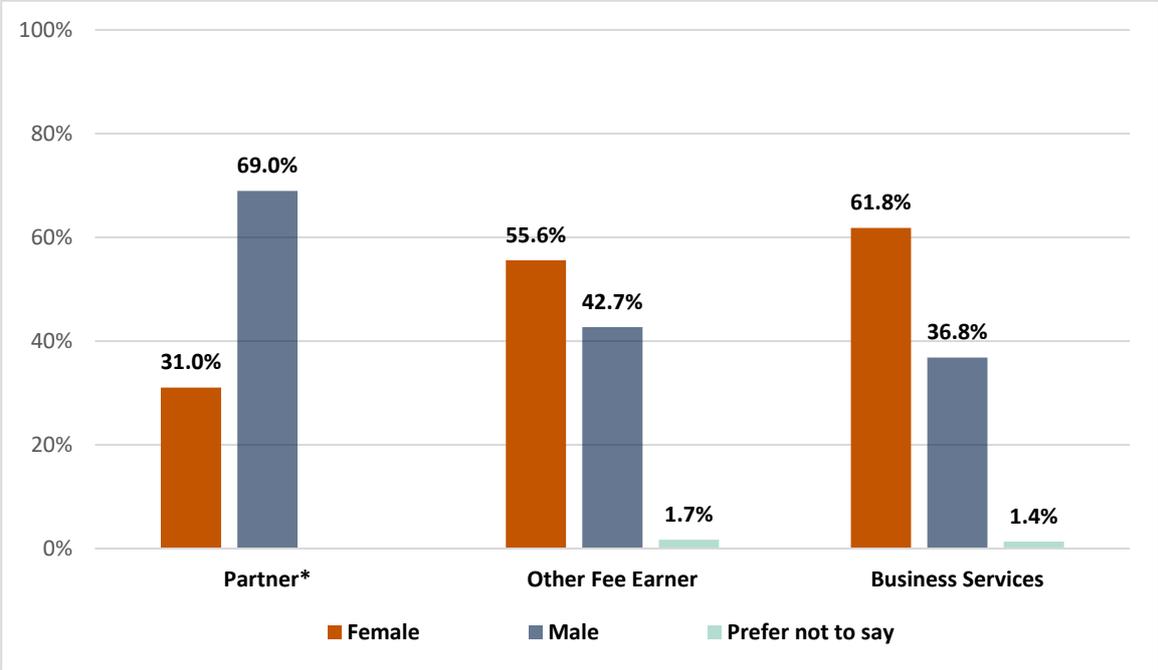
- 1. Partner** includes all partners (full and junior equity).
- 2. Other Fee Earner** includes Legal Consultants, Senior Counsel, Senior Associates, Associates, KLS, Other Legal, Paralegals and Trainees.
- 3. Business Services** includes employees in Business Services roles, employees in roles directly supporting a fee earner (e.g. PAs and legal support) and PAs in Business Services departments.

# Sex

## Firmwide



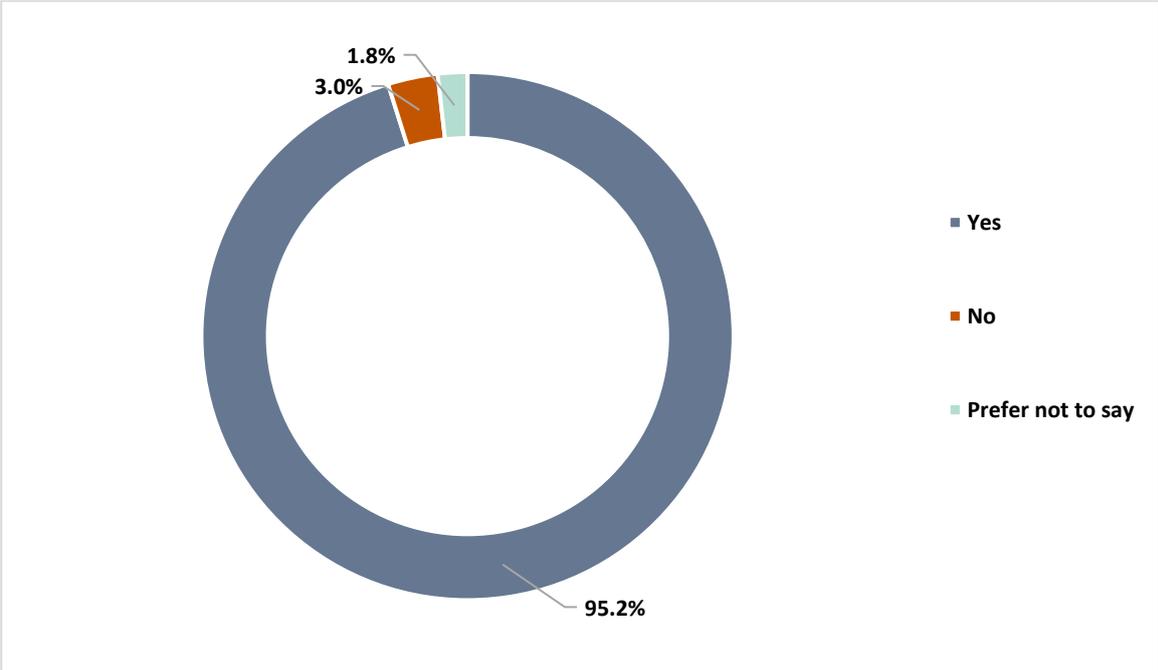
## By role



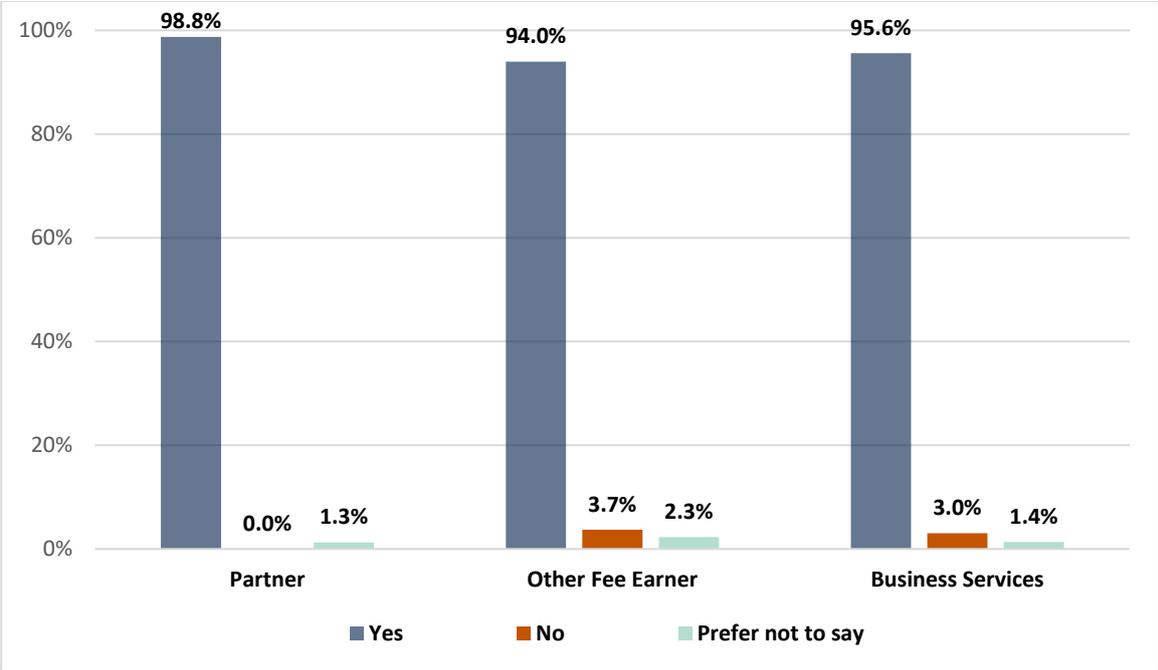
\*Please note that Partner gender data is based on actual headcount, as of 25th November 2025. All other employee gender data is based on self-declared diversity reporting data.

# Gender identity same as registered sex at birth

## Firmwide

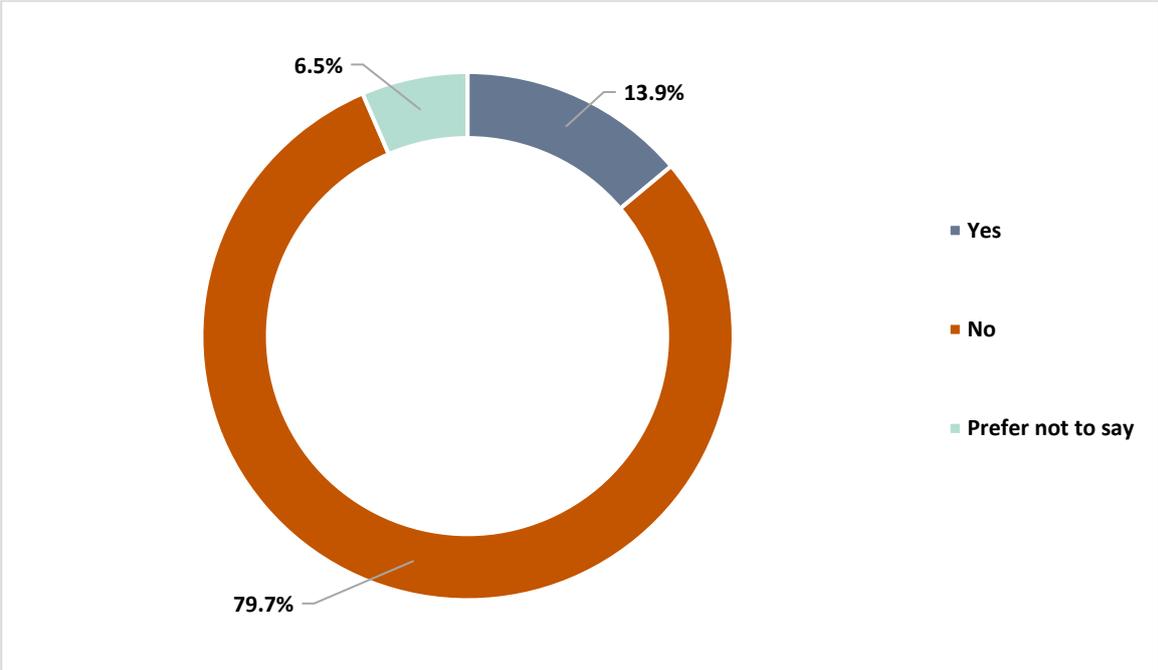


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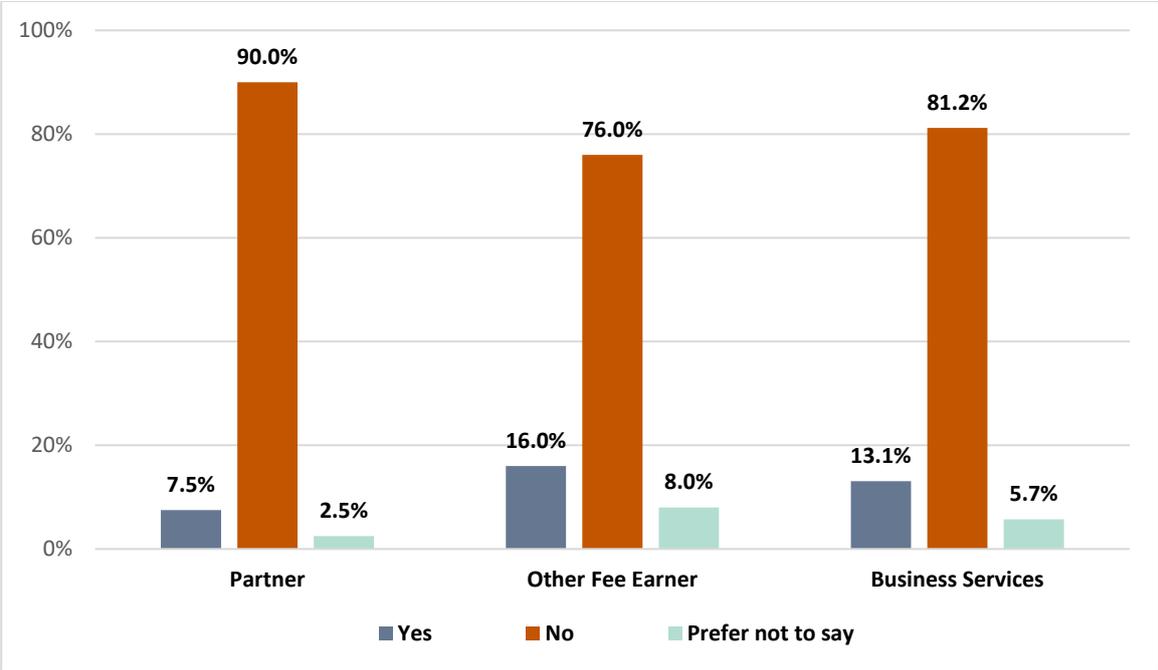


# People who consider themselves to have a disability

## Firmwide

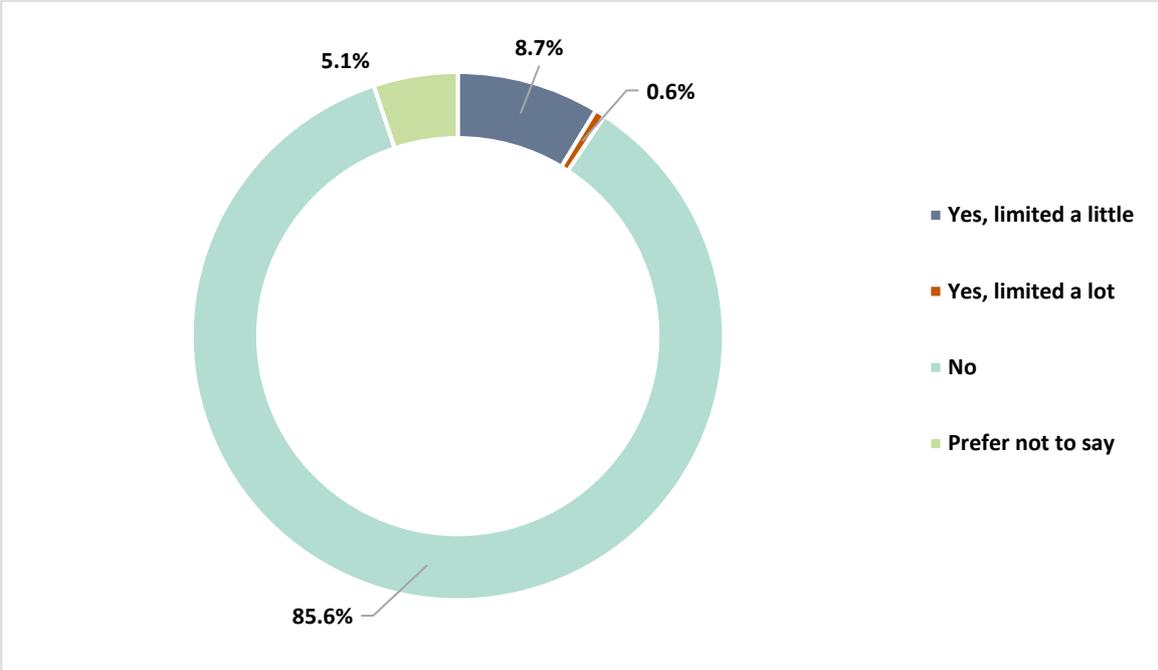


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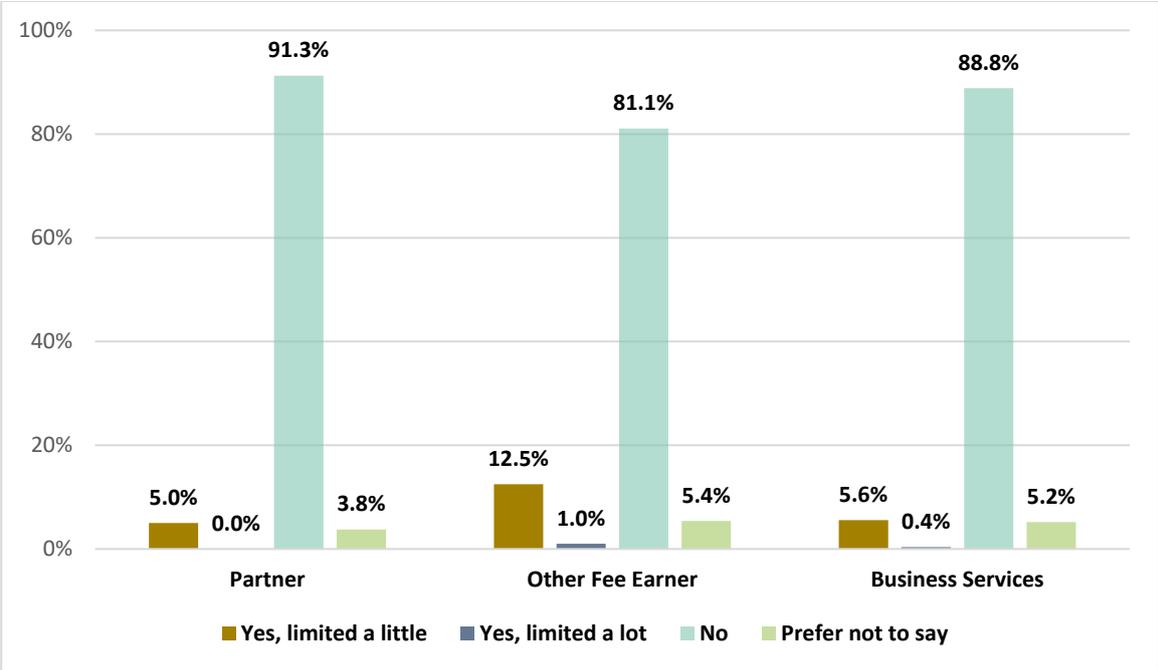


# Day-to-day activities limited by disability or condition

## Firmwide

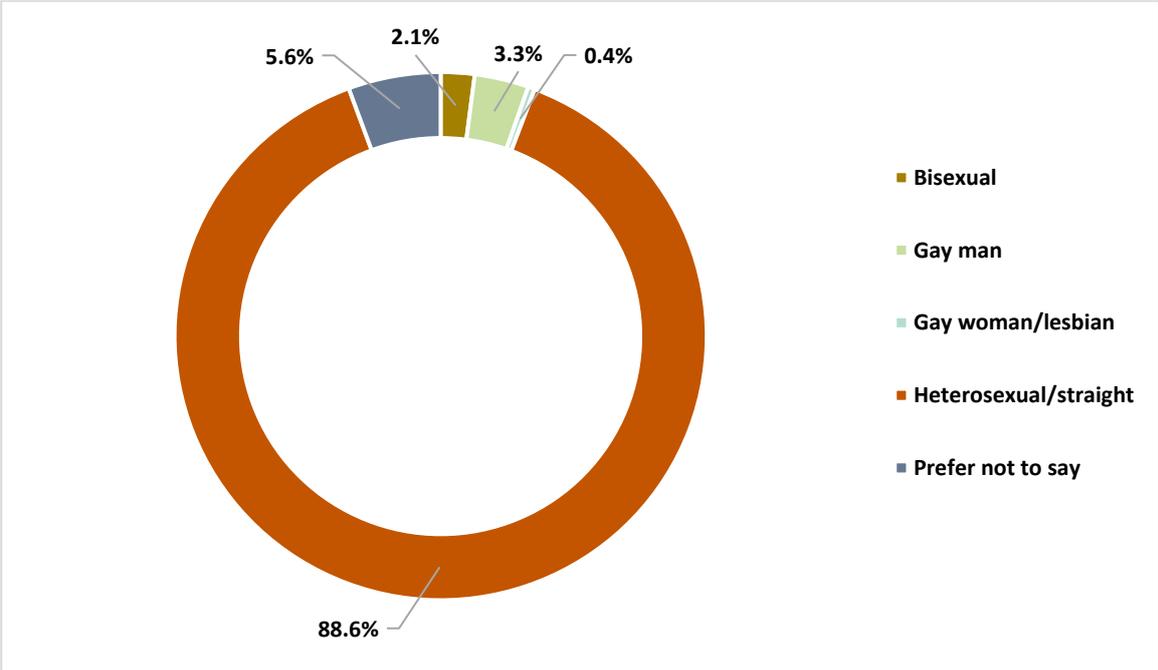


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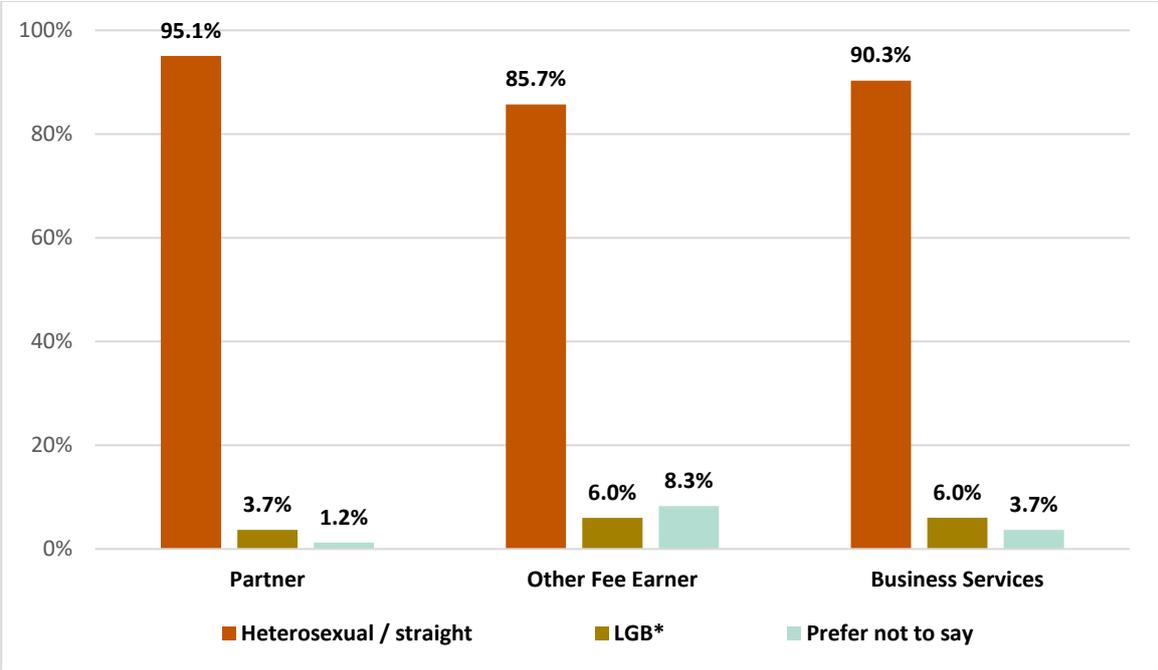


# Sexual Orientation

## Firmwide



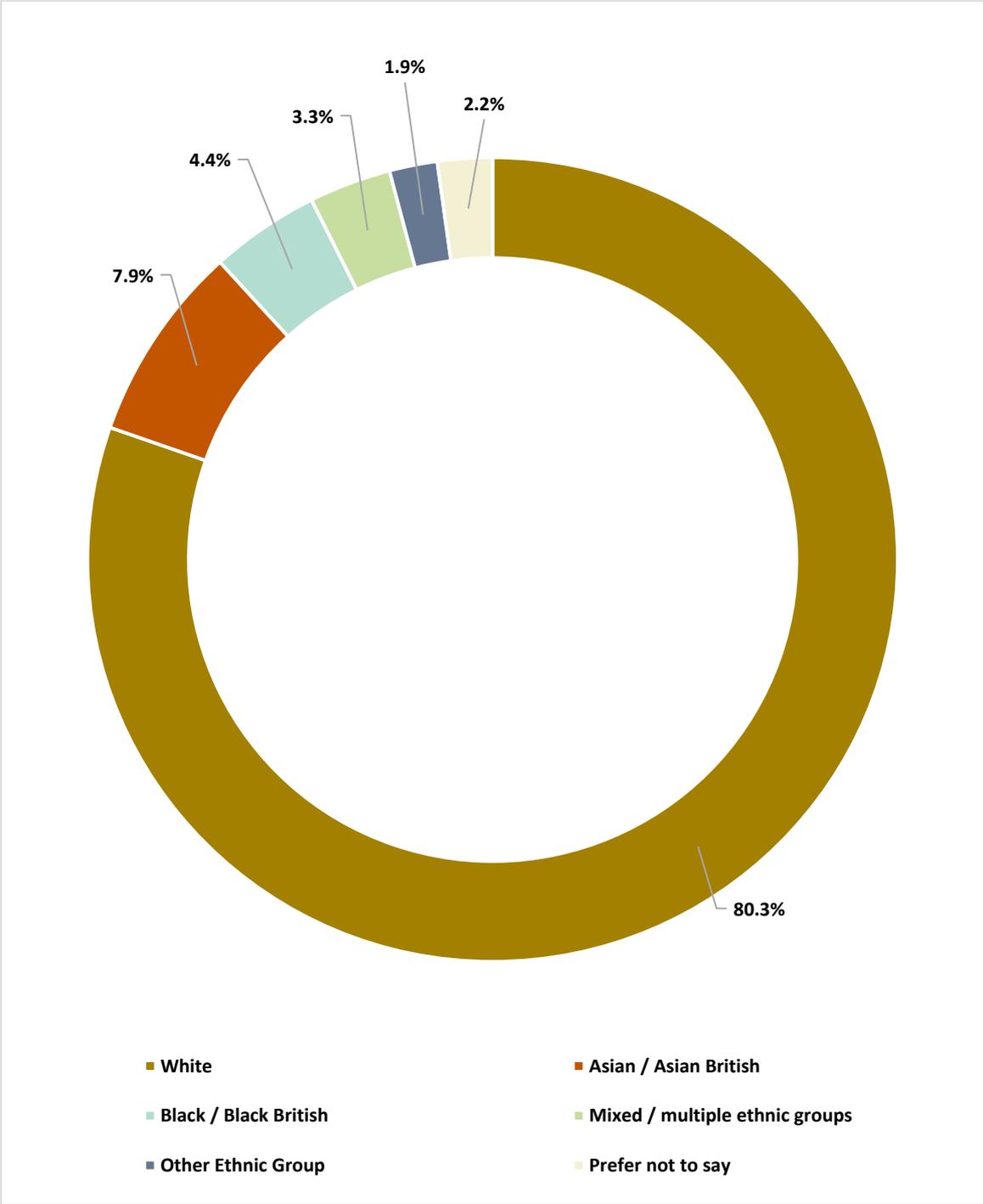
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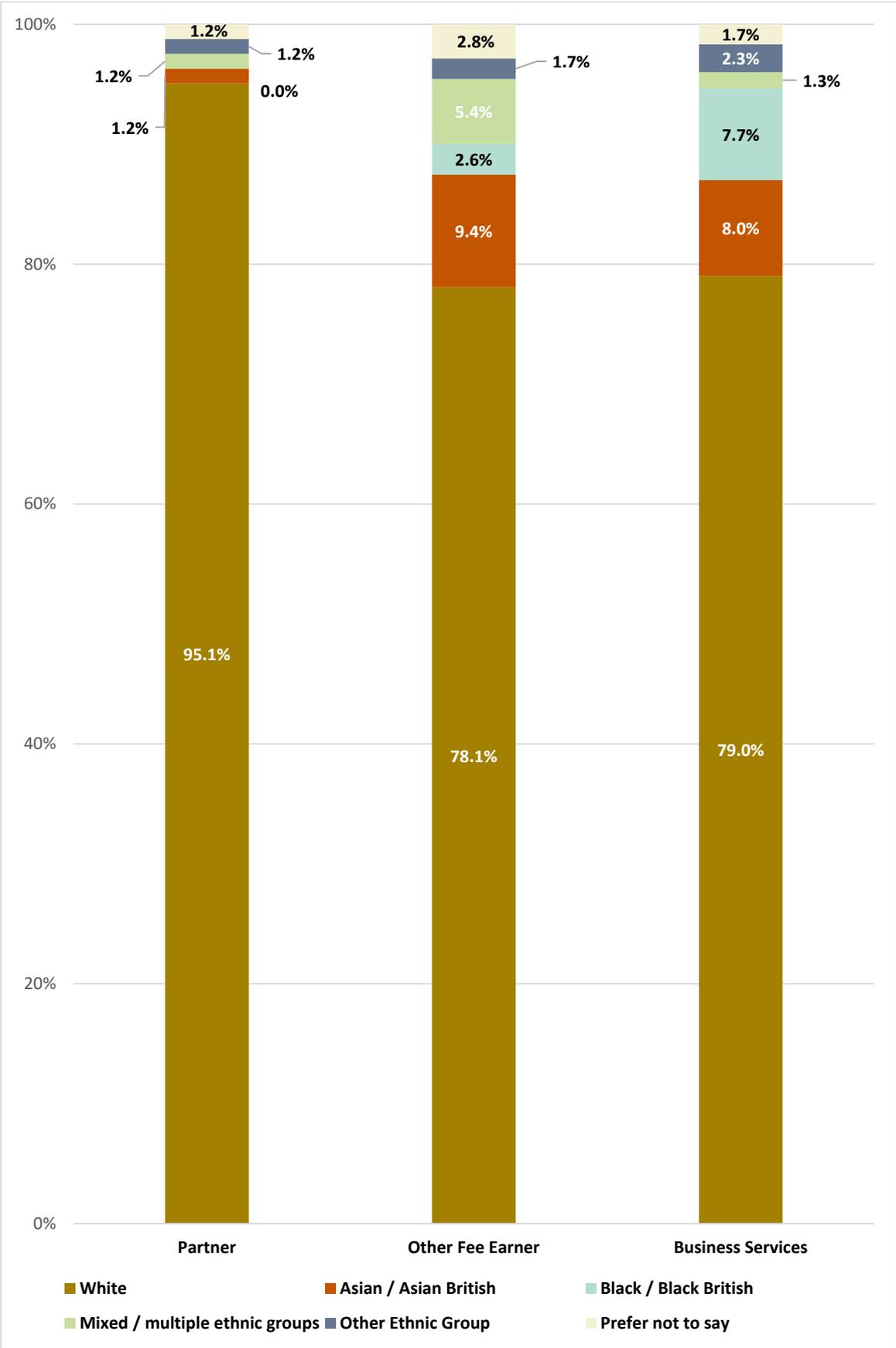
\*LGB refers to lesbian/gay woman, gay and bisexual

# Ethnicity

## Firmwide

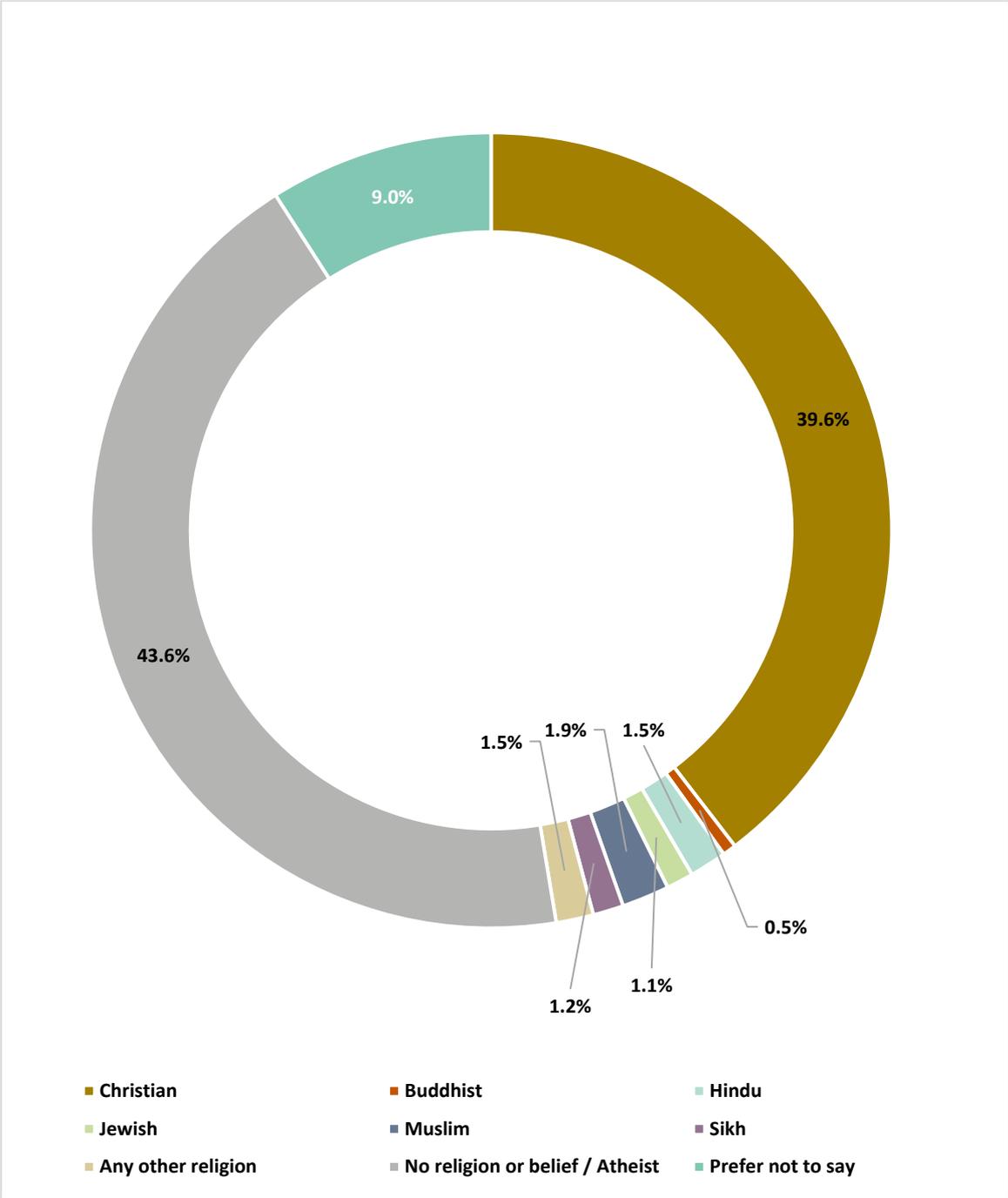


**By role**

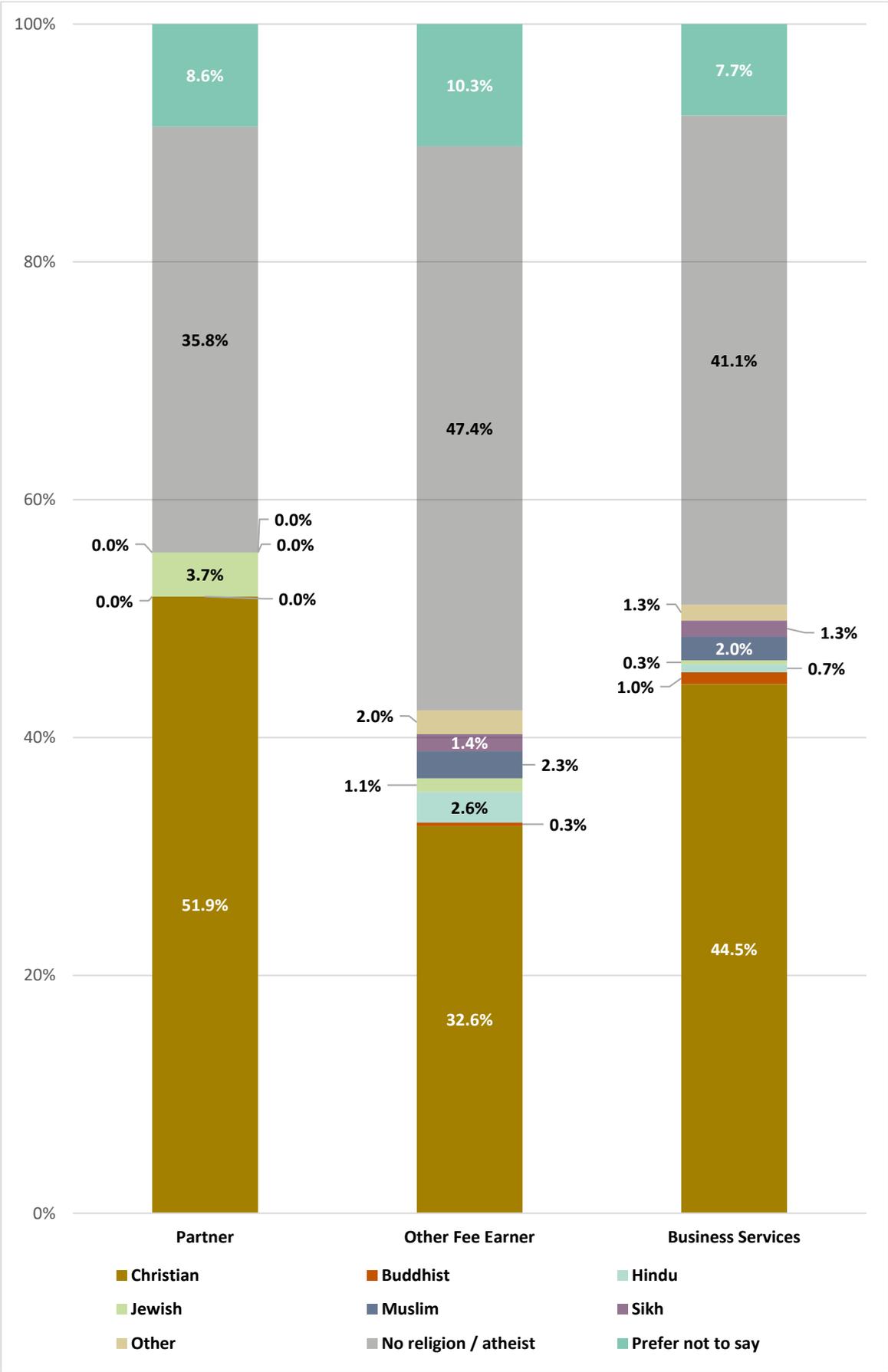


# Faith and religion

## Firmwide

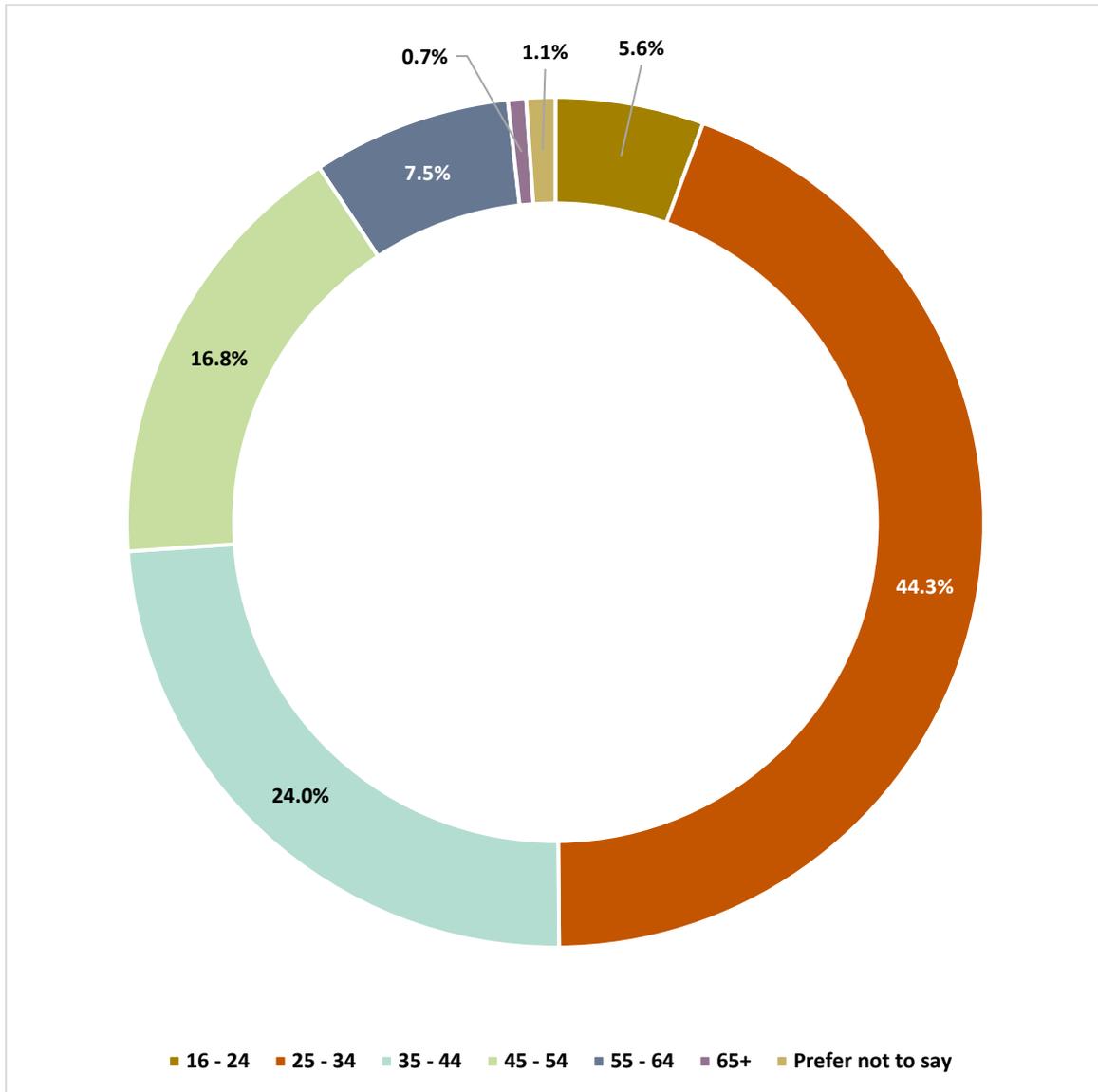


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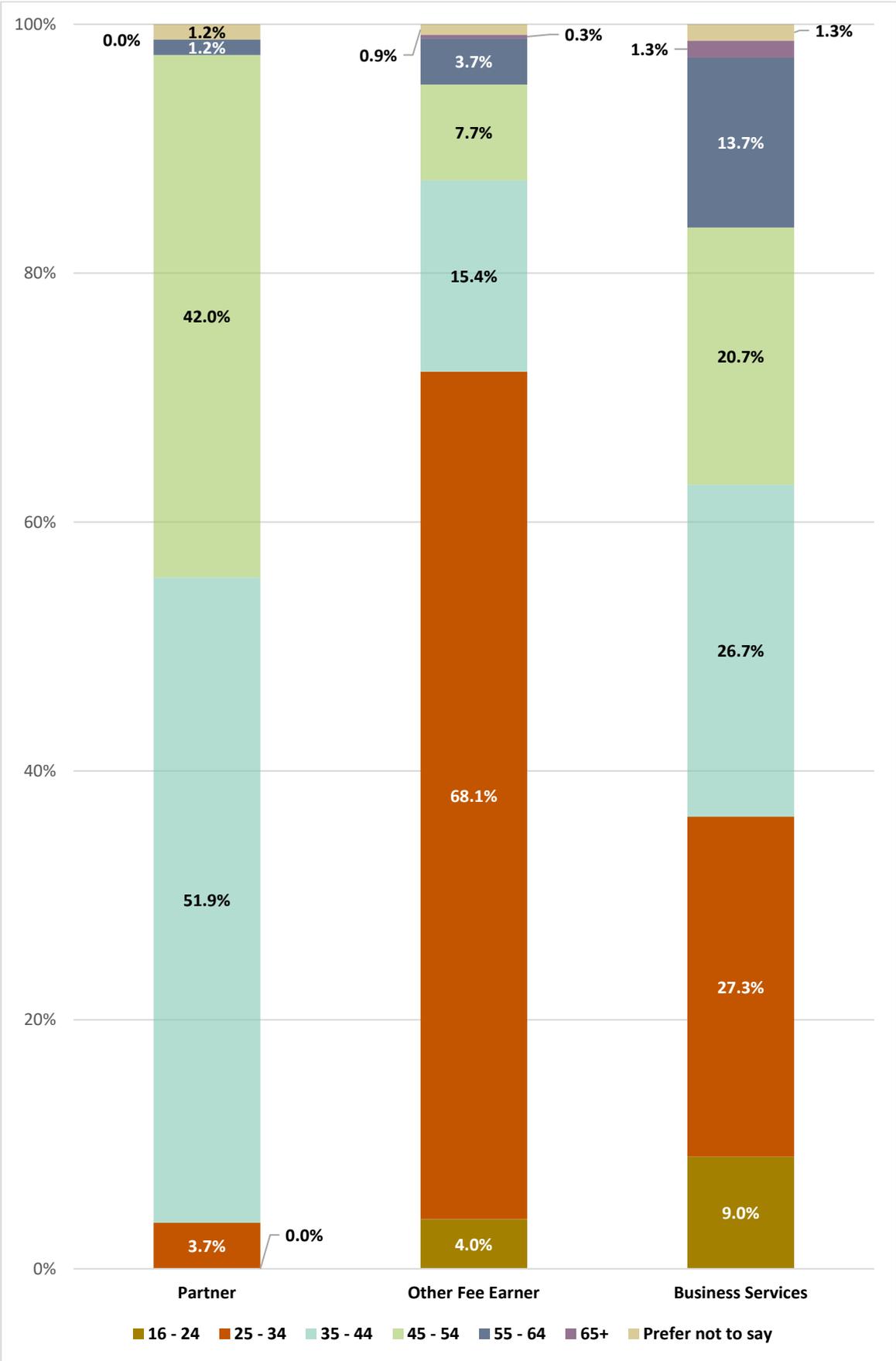


# Age

## Firmwide

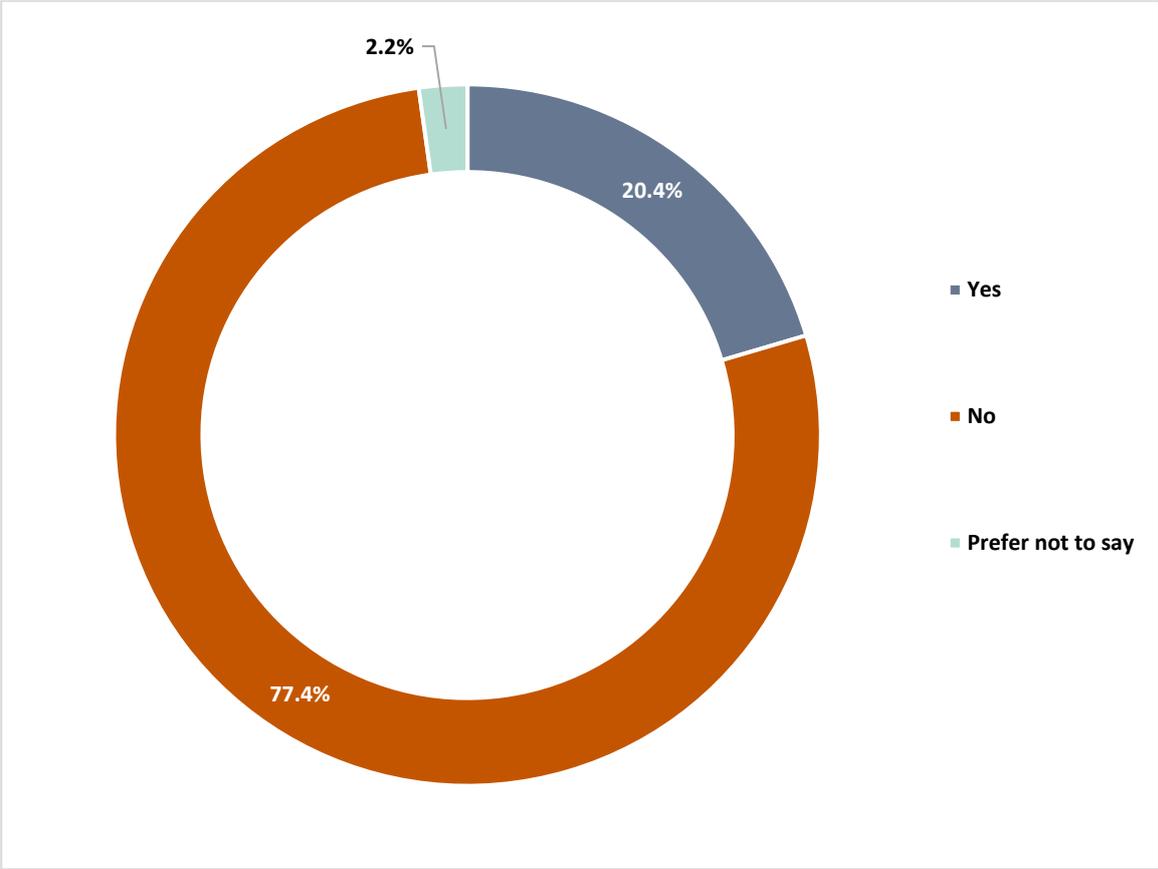


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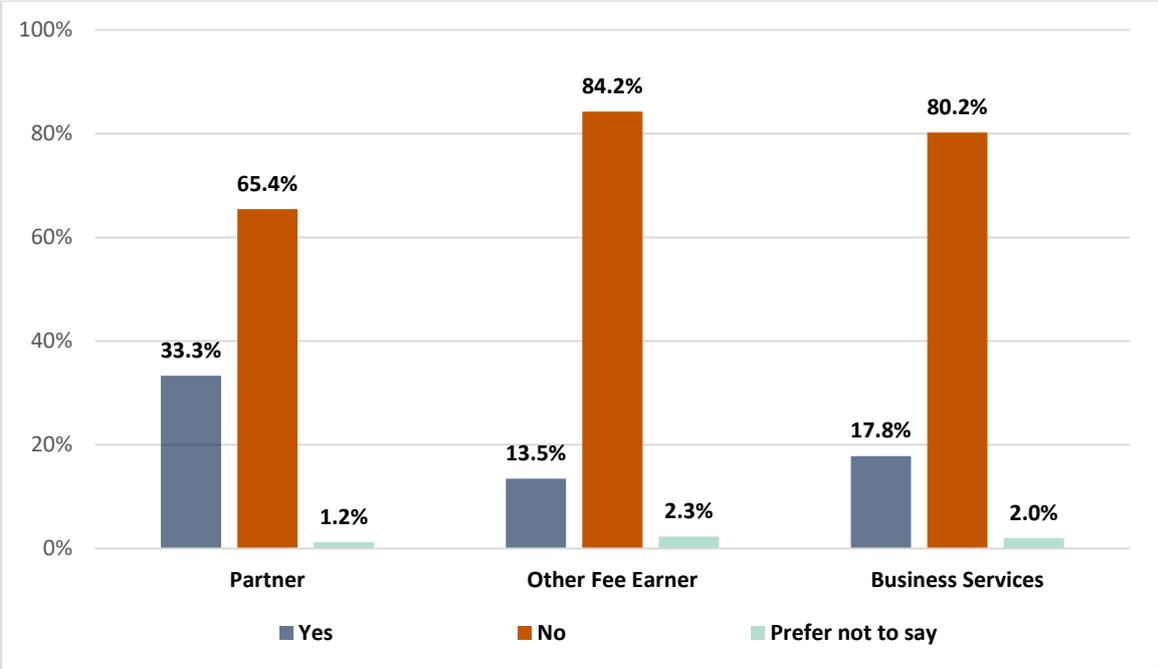


# Primary carer for a child or children under 18

## Firmwide

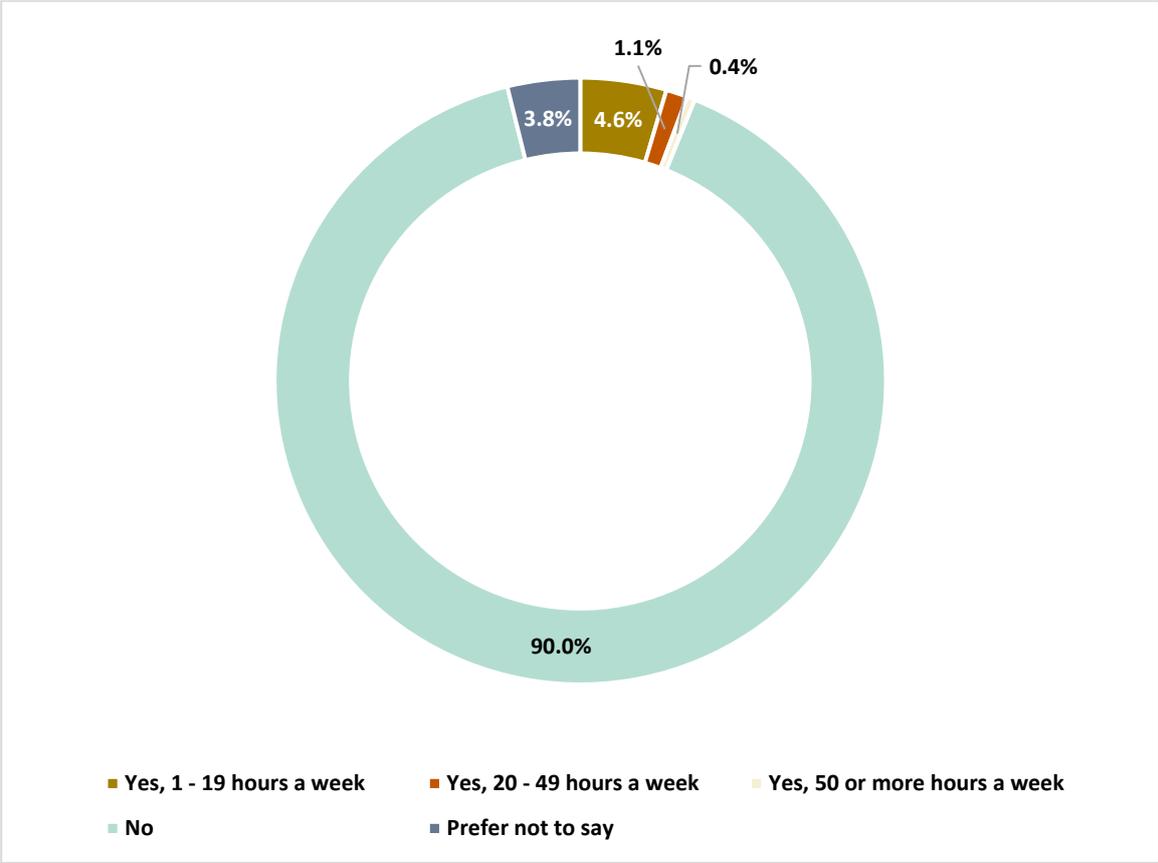


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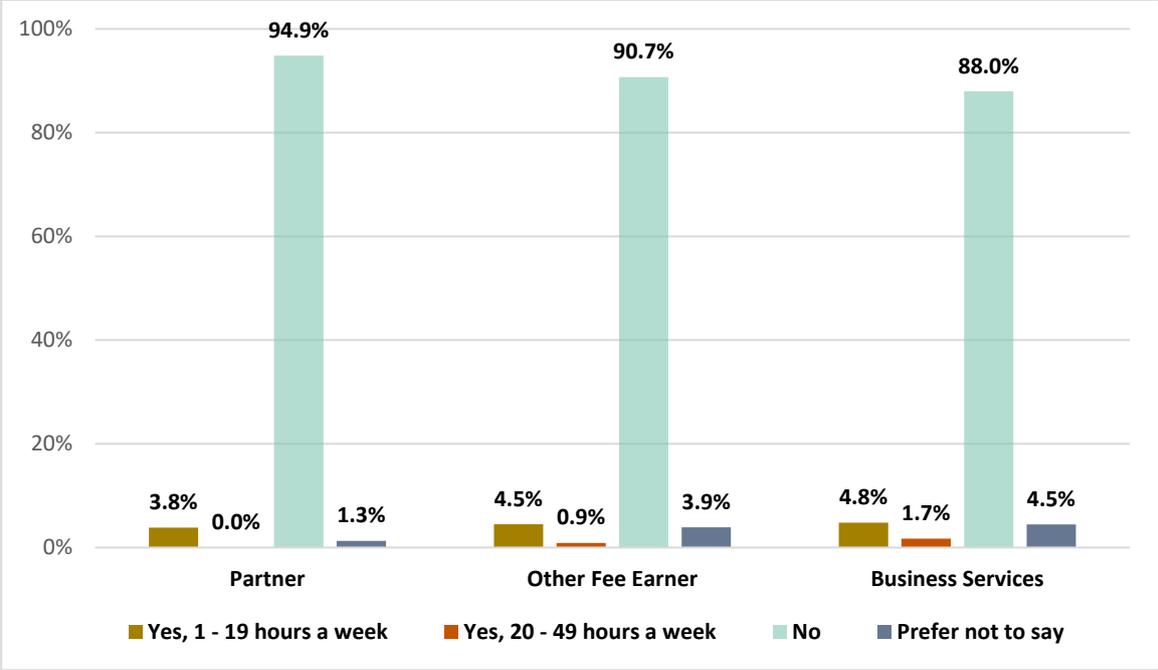


# Unpaid carer for someone 18 or over

## Firmwide

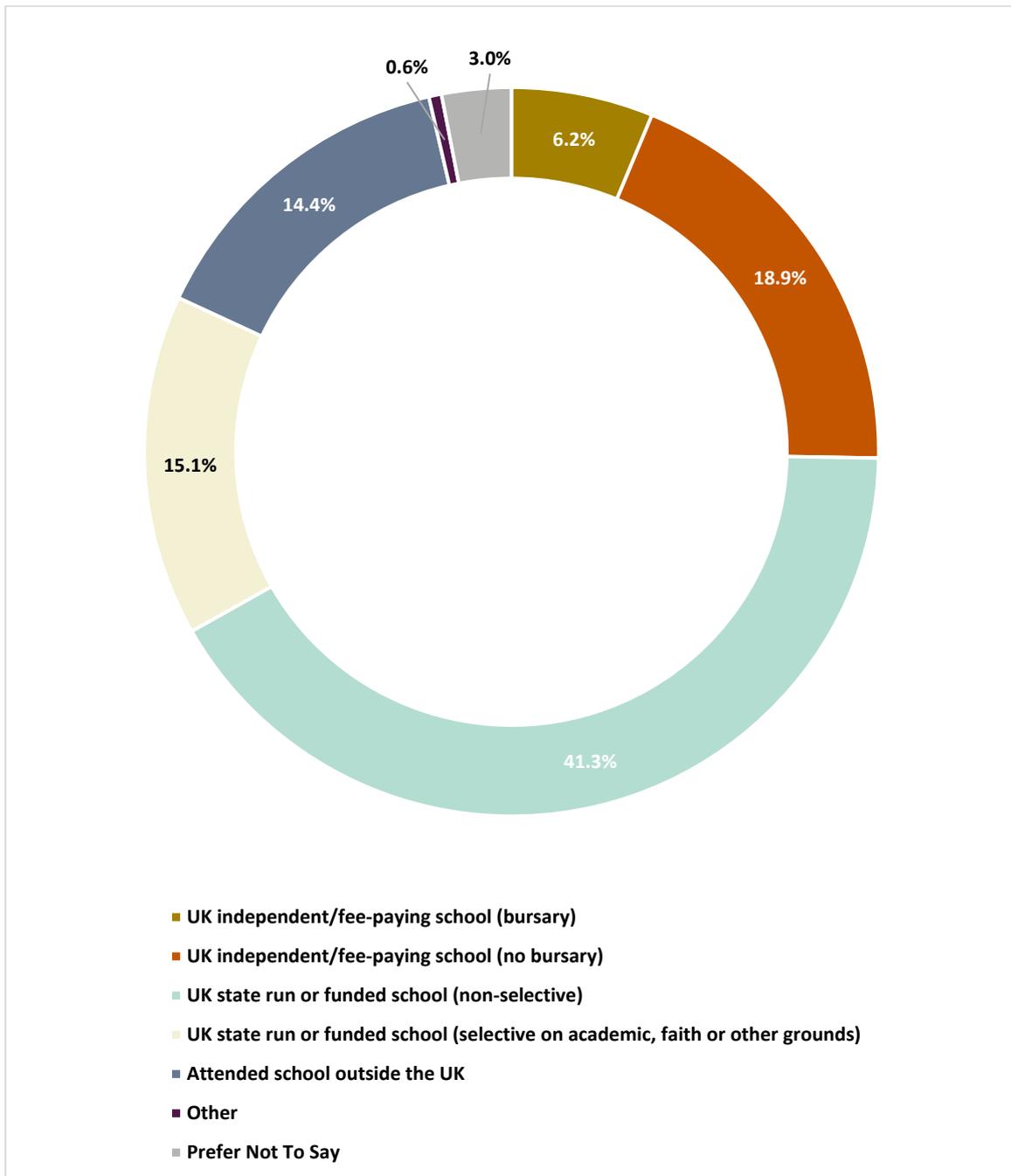


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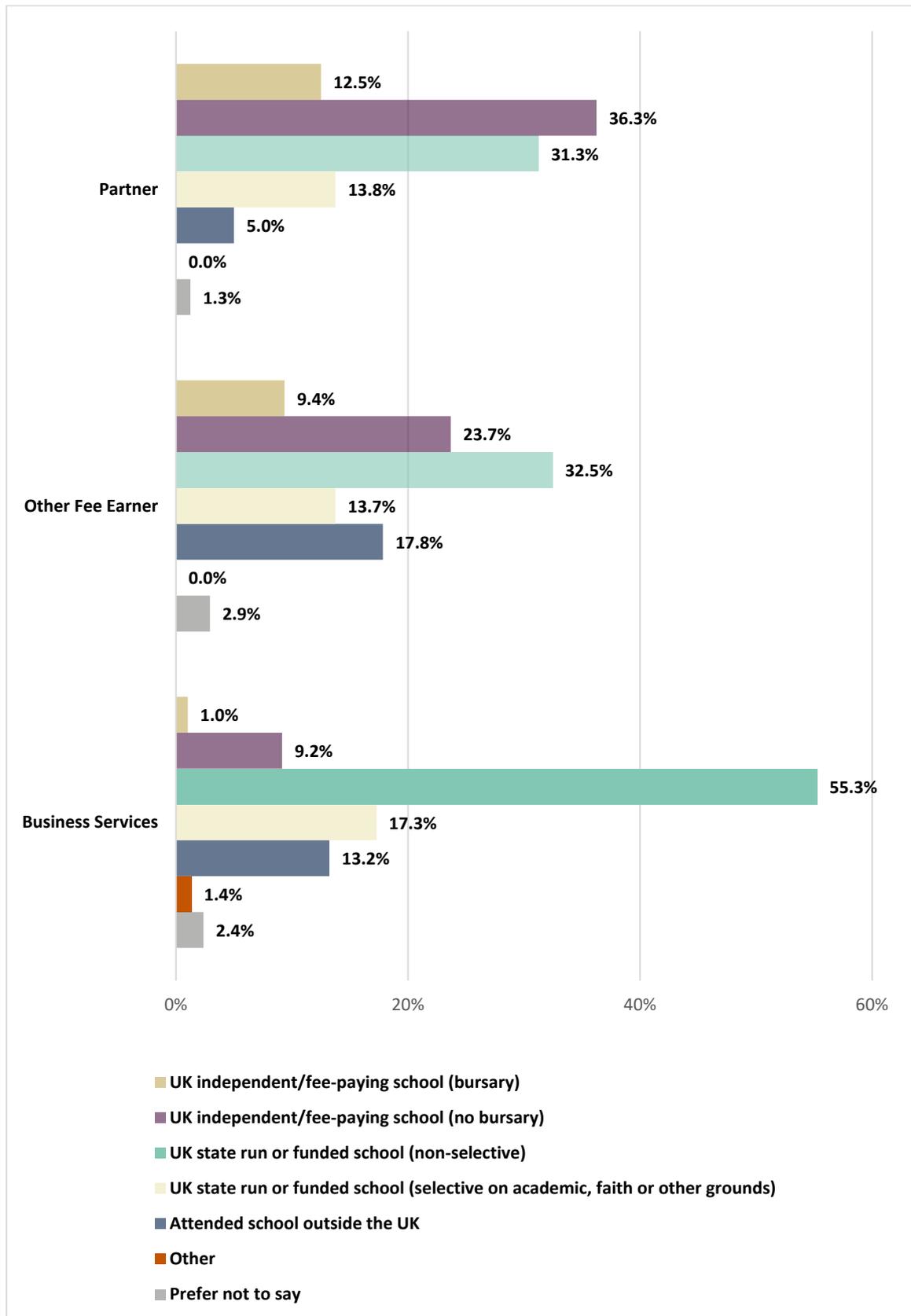


## Type of school attended

### Firmwide

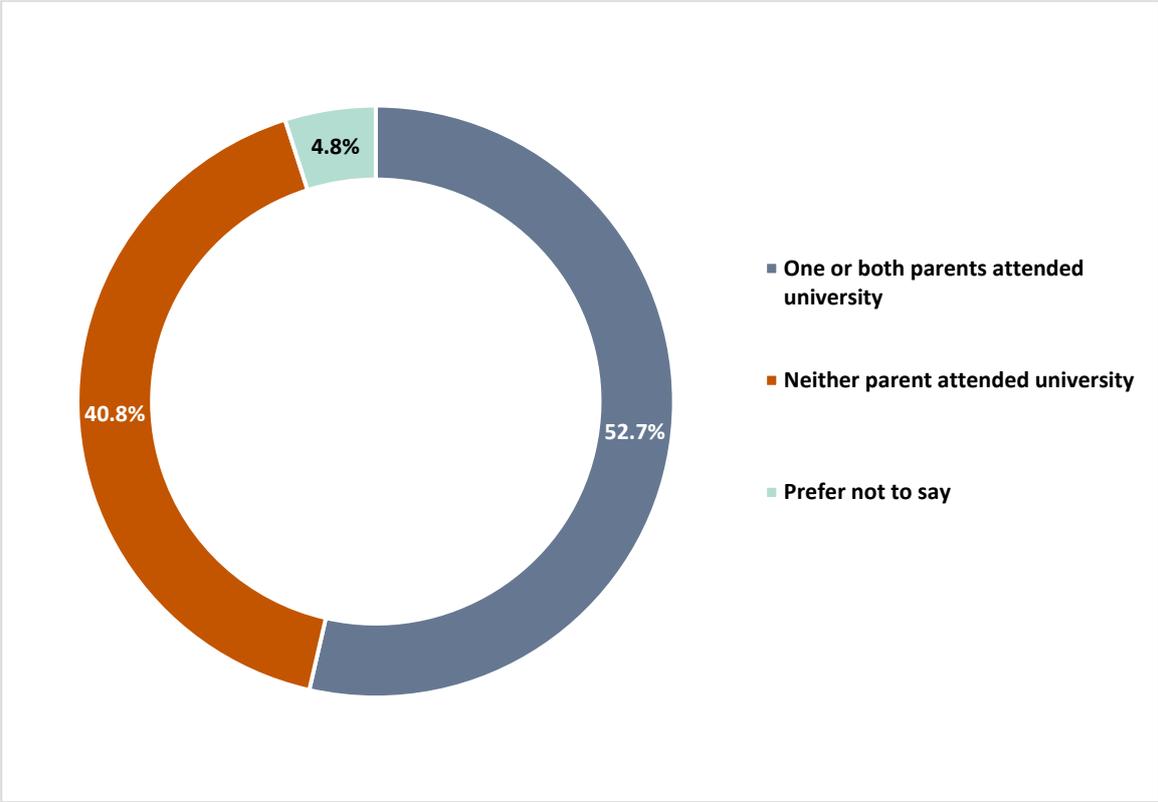


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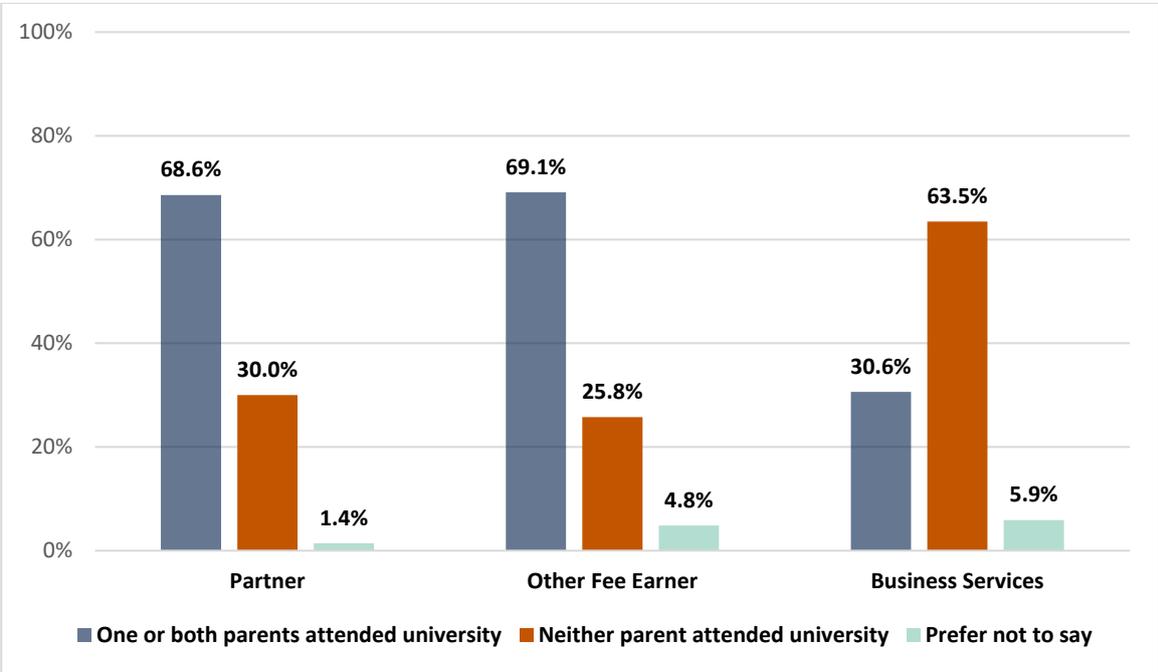


# Parents attended university

## Firmwide

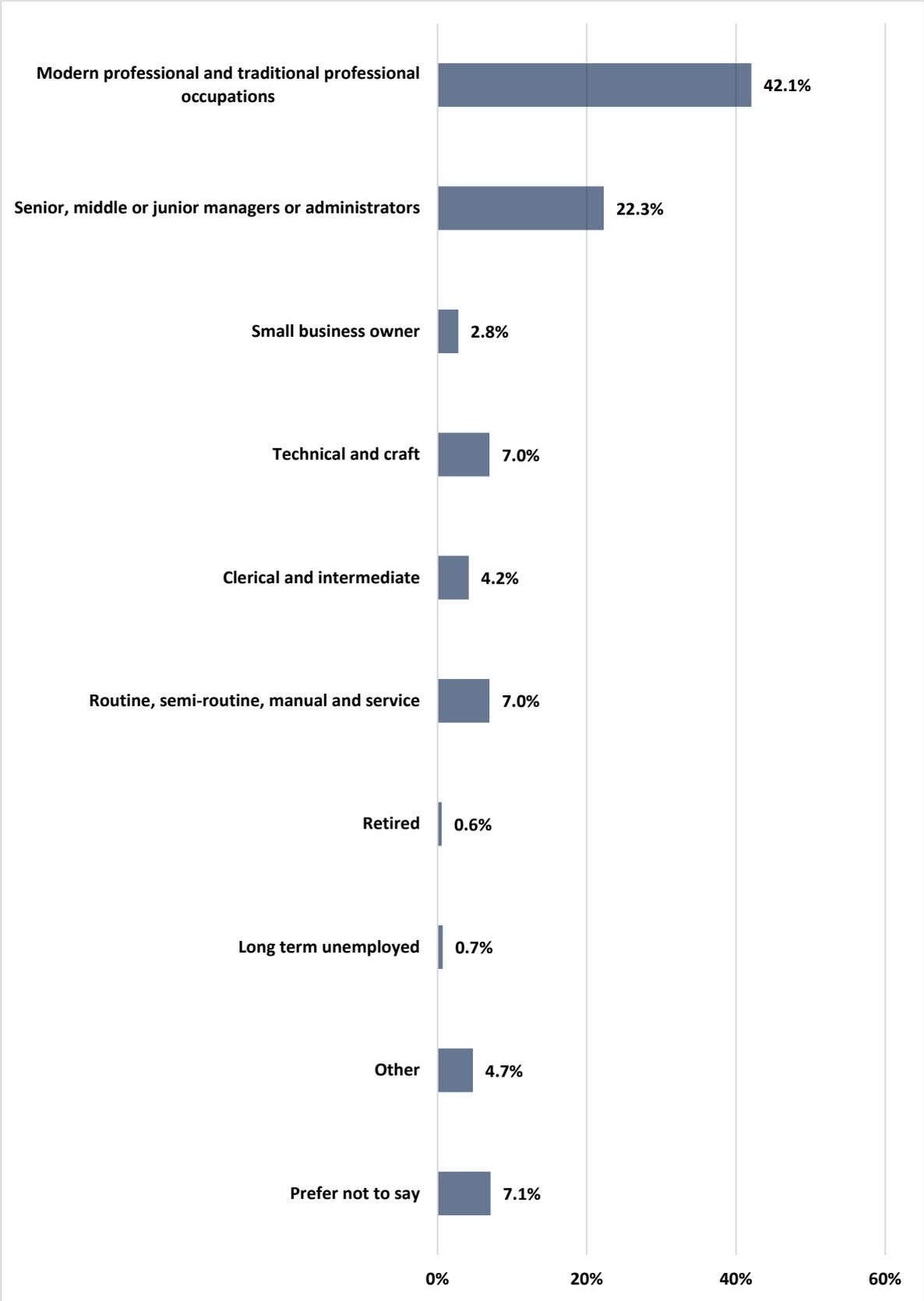


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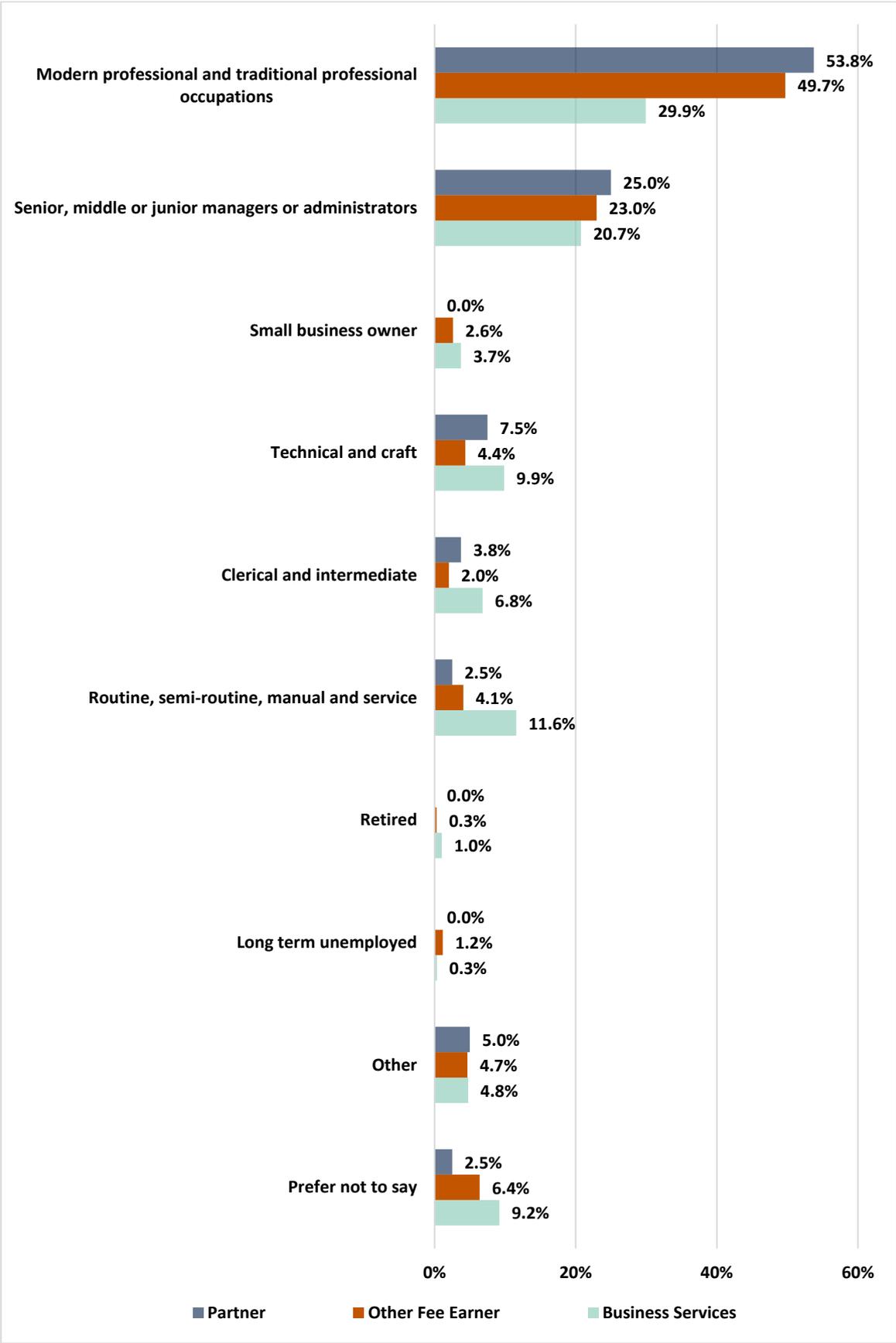


# Occupation of main household earner when respondent was aged 14

## Firmwide



**By role**



## Notes

Category	Examples
<b>Modern professional and traditional professional occupations</b>	Teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.
<b>Senior, middle, or junior managers or administrators</b>	Finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.
<b>Clerical and intermediate occupations</b>	Secretary, personal assistant, call centre agent, clerical worker, nursery nurse.
<b>Technical and craft occupations</b>	Motor mechanic, plumber, printer, electrician, gardener, train driver.
<b>Routine, semi-routine, manual, and service occupations</b>	Postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, laborer, waiter/waitress, bar staff.
<b>Small business owners who employed less than 25 people</b>	Corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.
<b>Long Term Unemployed</b>	Claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year.
<b>Other</b>	Such as retired / this question does not apply to me / I don't know.