



Diversity and Inclusion

Monitoring Data 2023

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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.

Gathering monitoring data related to our people's identity and background helps inform our wider approach to diversity and inclusion; enabling us to identify areas in which we have made progress, as well as areas in which we need to improve.

The following charts reflect the data declared by the firm as part of our most recent people survey conducted in 2023. The response rates for the questions range from 70% to 89%.

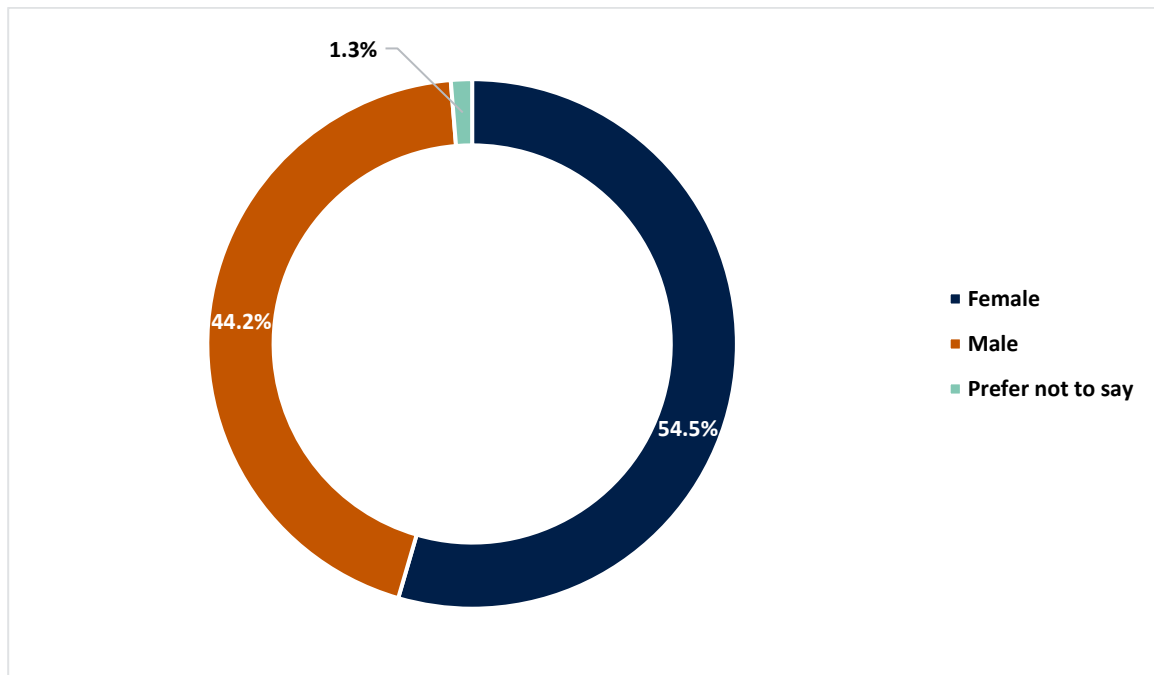
I hope you find this report to be informative.

Chris Edwards

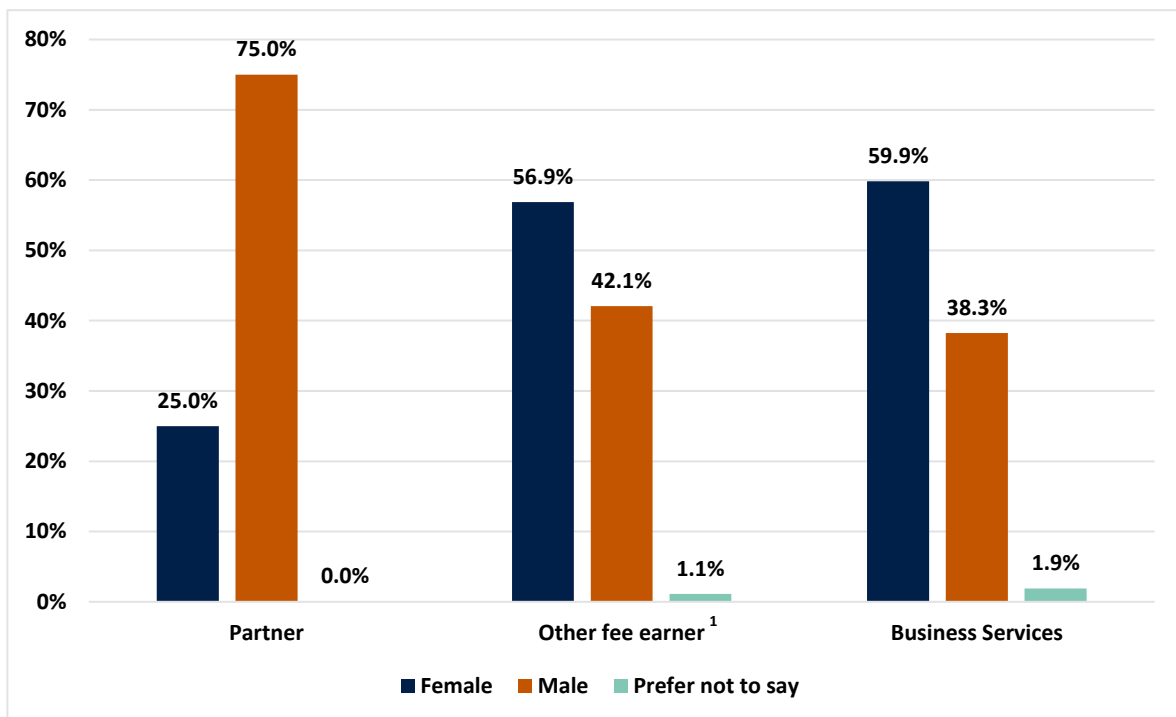
CSR & Diversity Director

Sex

Firmwide



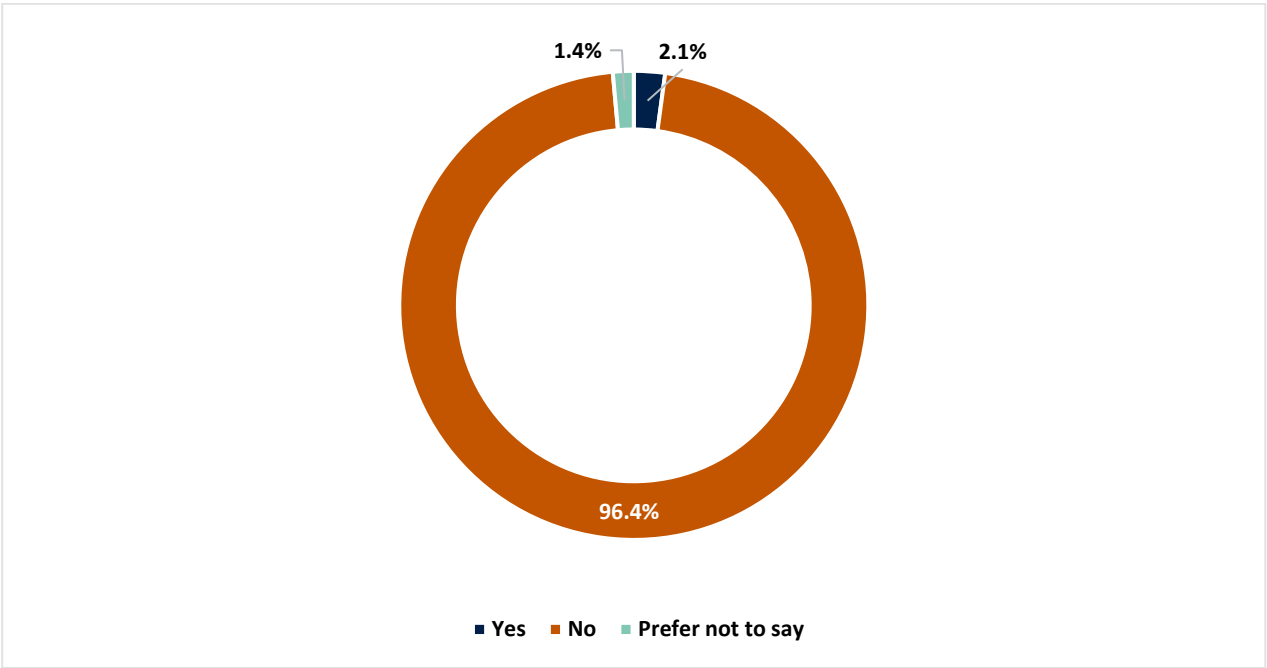
By role



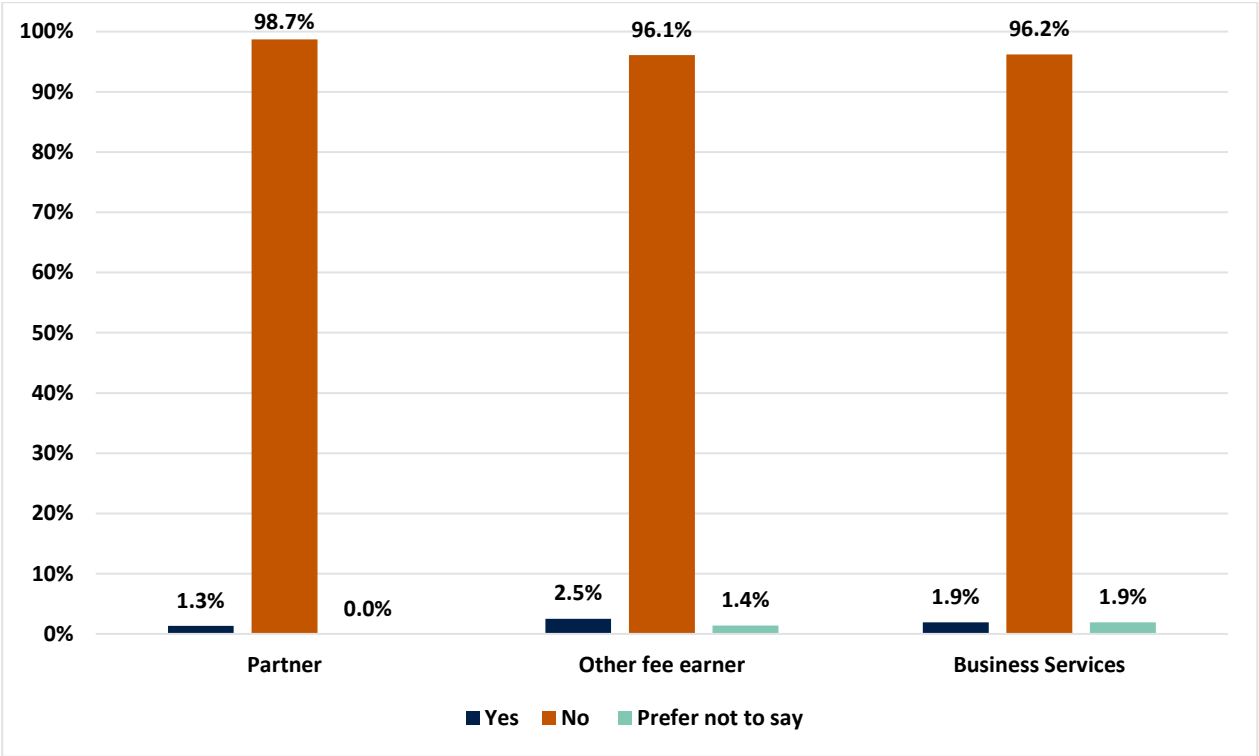
¹ "Other fee earner" throughout this document refers to: trainees, associates, senior associates, senior counsel, knowledge lawyers, paralegals, and consultants.

Gender identity different to sex assigned at birth

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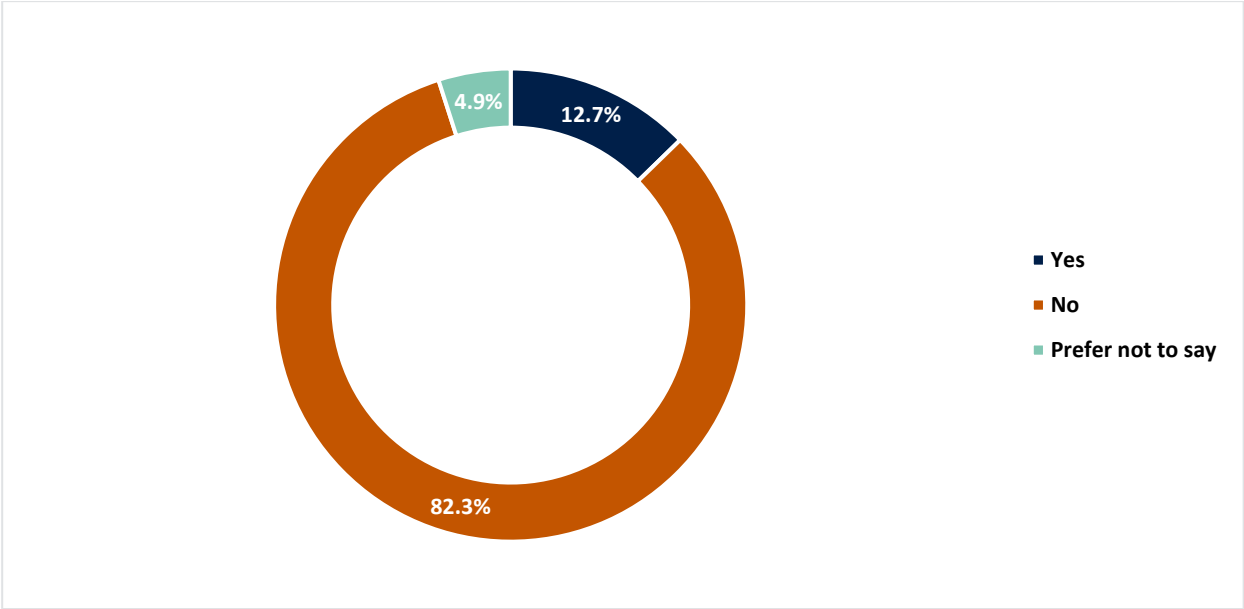


By role

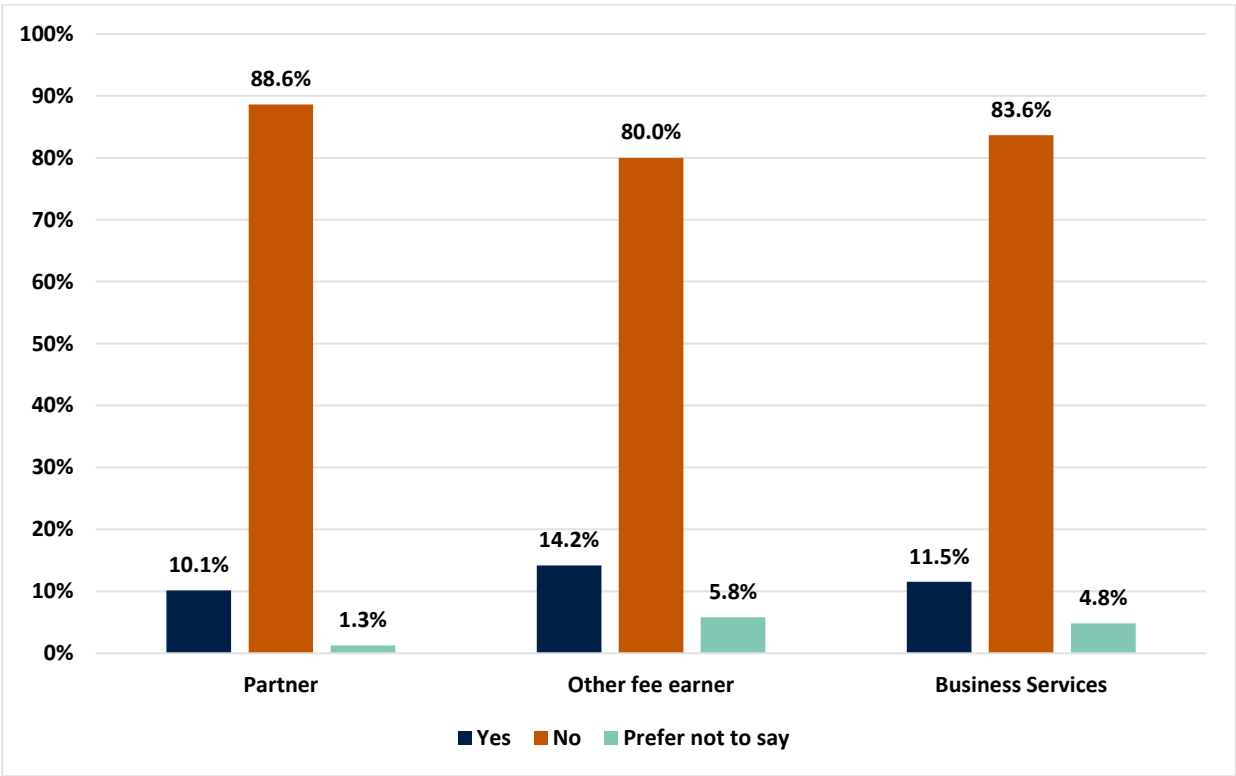


People who consider themselves to have a disability

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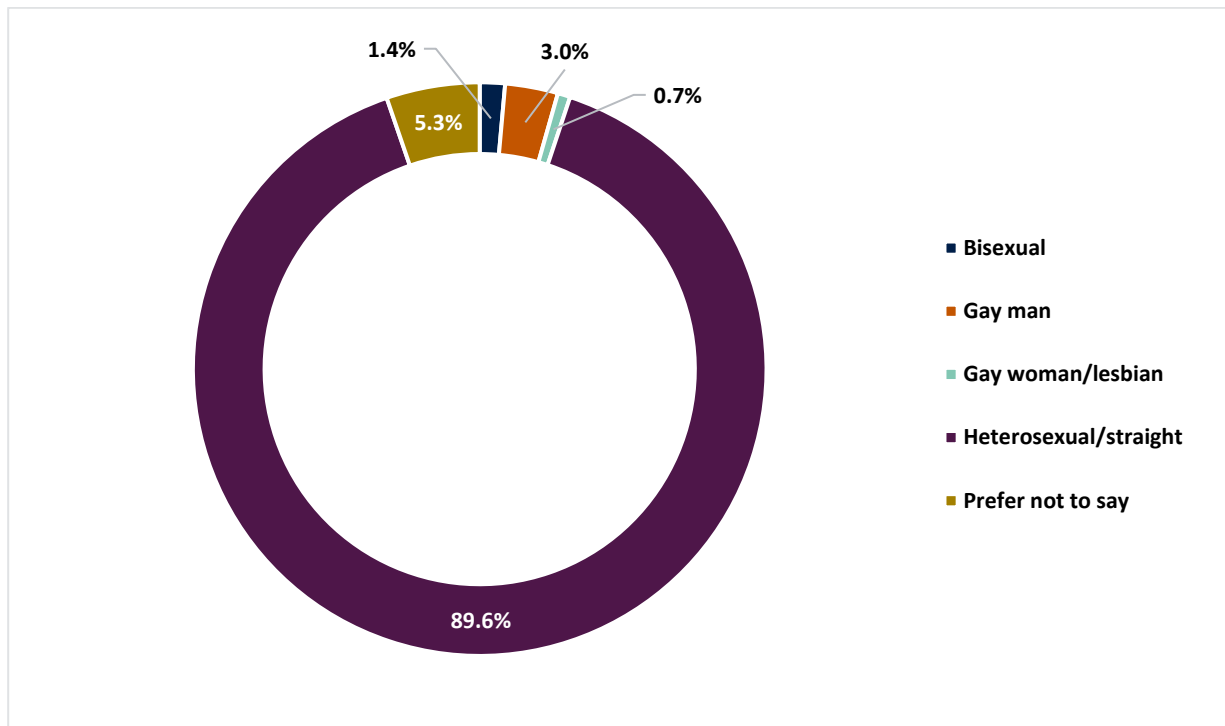


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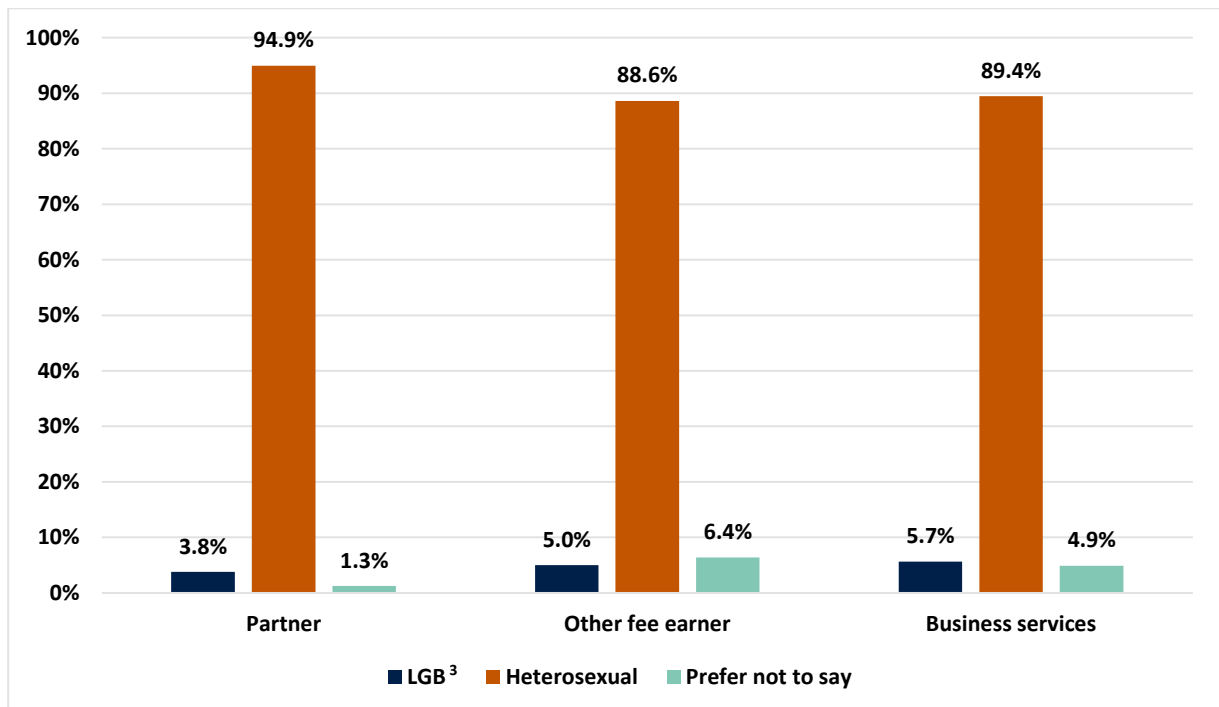


Sexual Orientation

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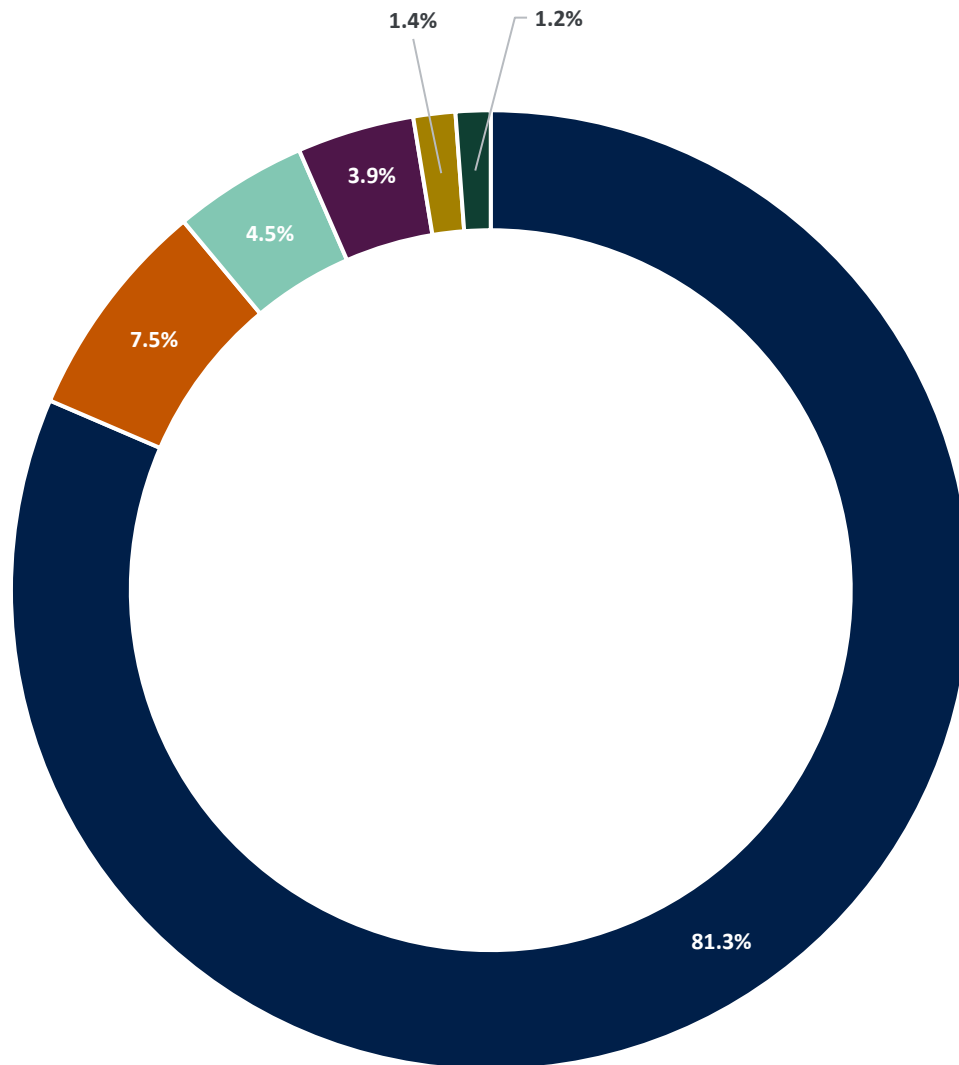
By role



³ LGB refers to lesbian/gay woman, gay and bisexual

Ethnicity

Firmwide



■ White

■ Asian / Asian British

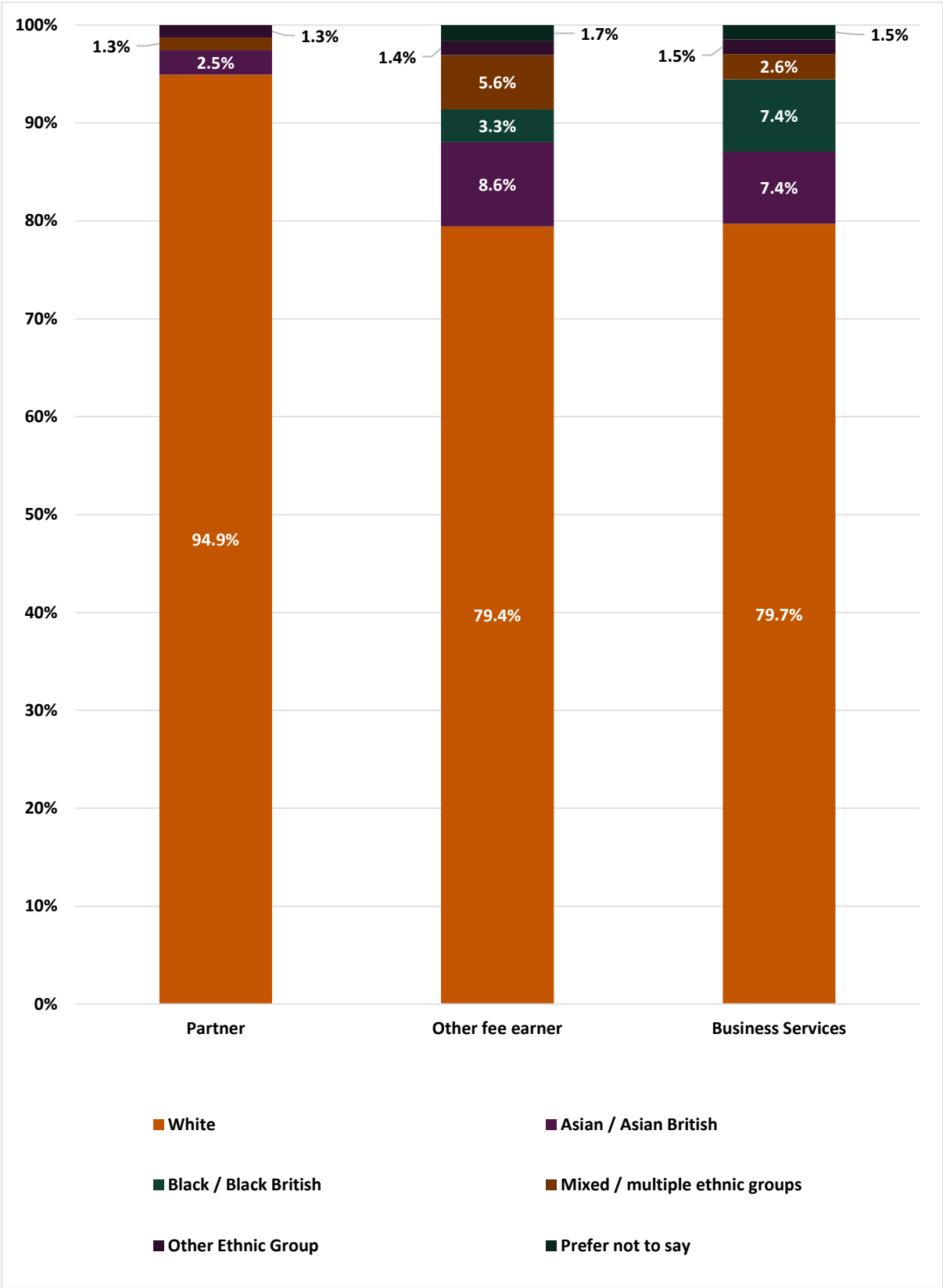
■ Black / Black British

■ Mixed / multiple ethnic groups

■ Other Ethnic Group

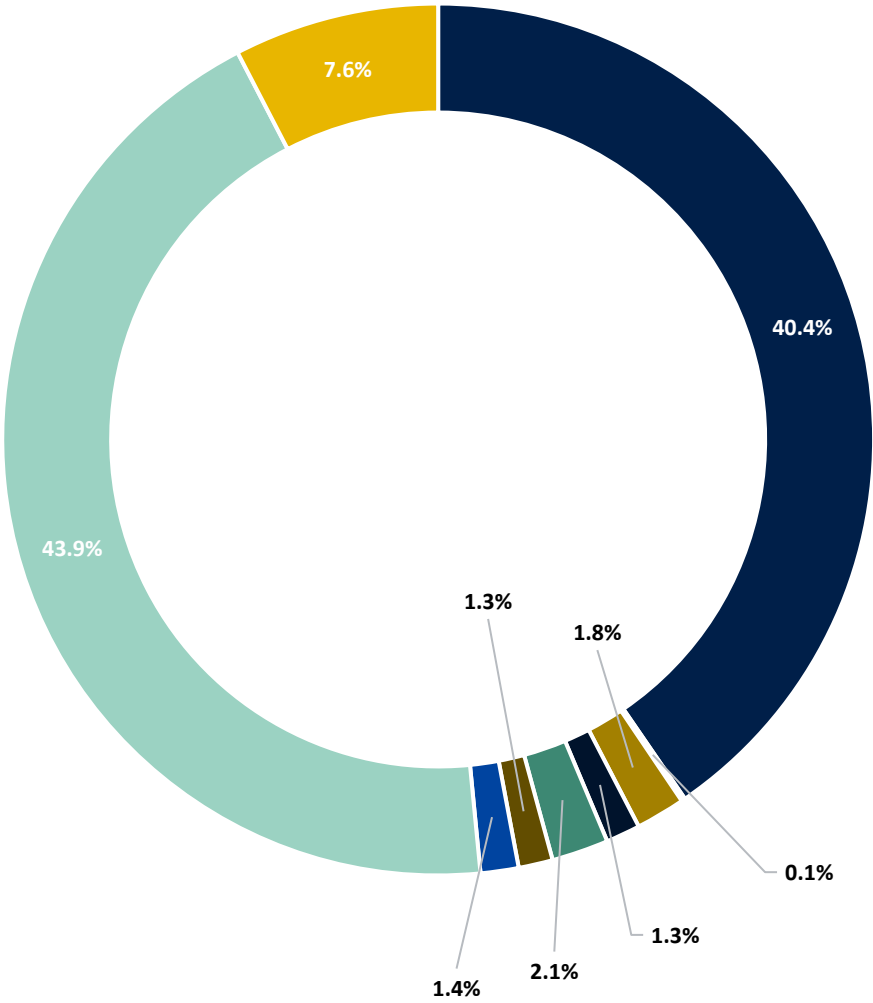
■ Prefer not to say

By role



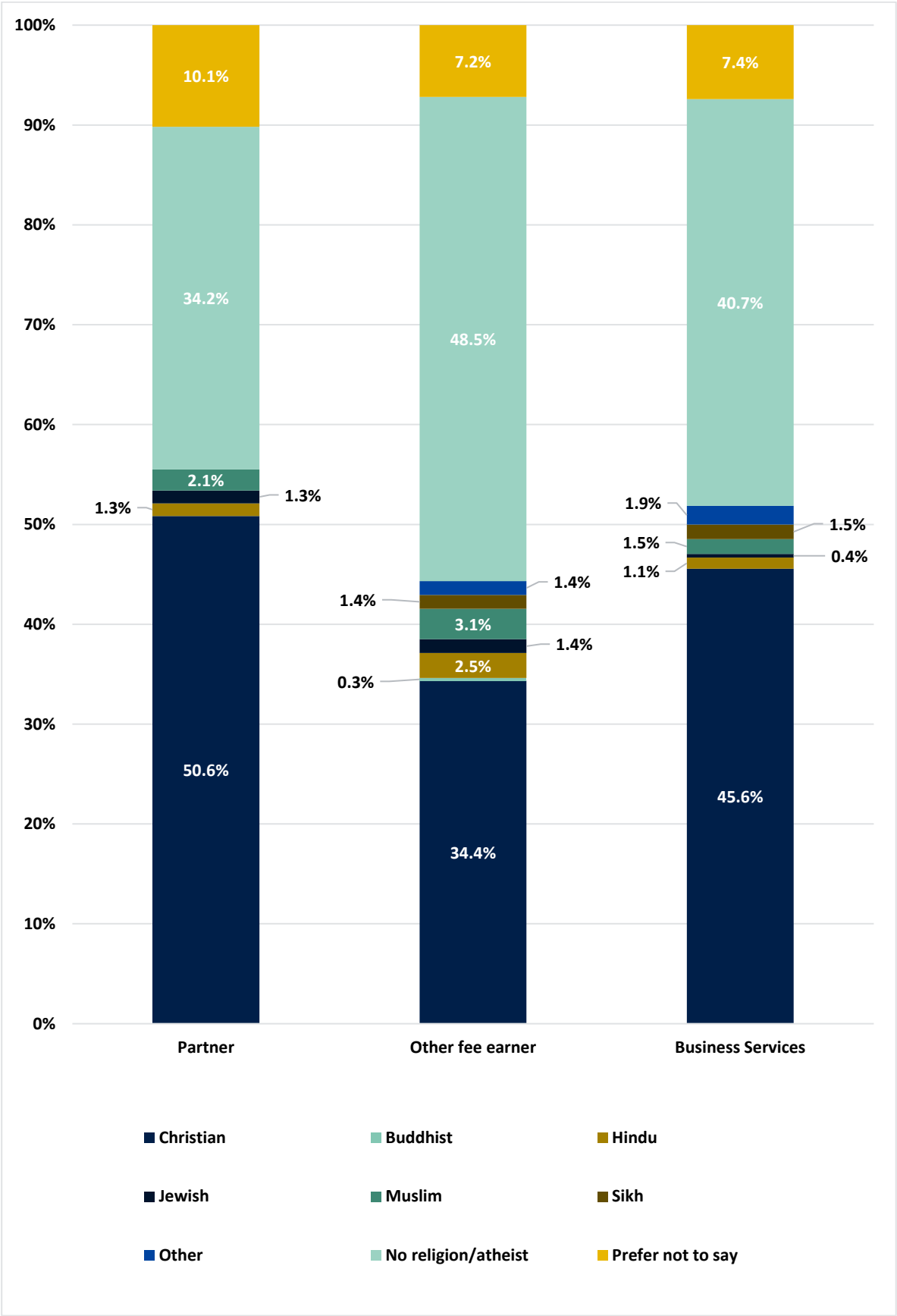
Faith and religion

Firmwide



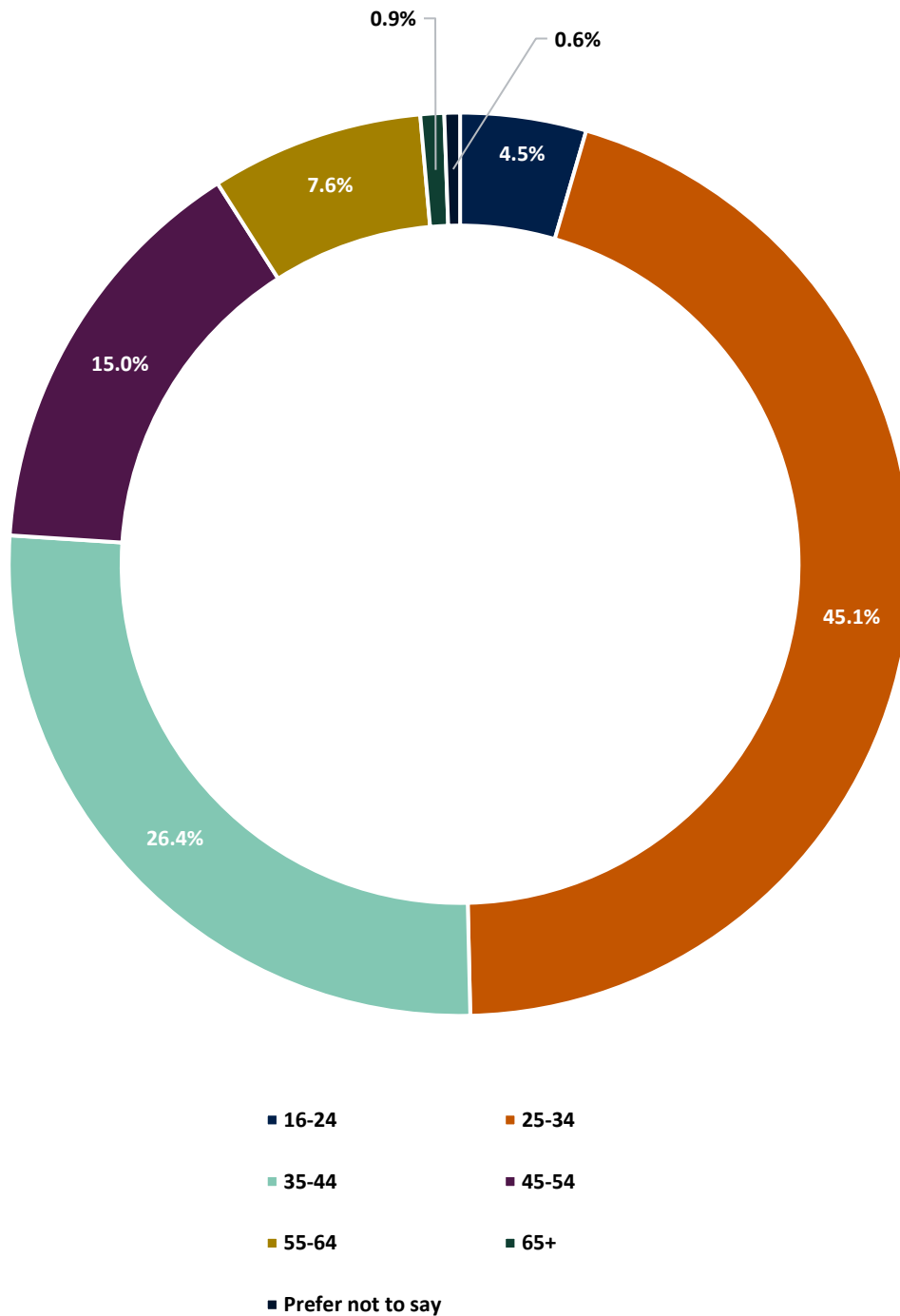
- Christian
- Hindu
- Muslim
- Any other religion
- Prefer not to say
- Buddhist
- Jewish
- Sikh
- No religion or belief / Atheist

By role

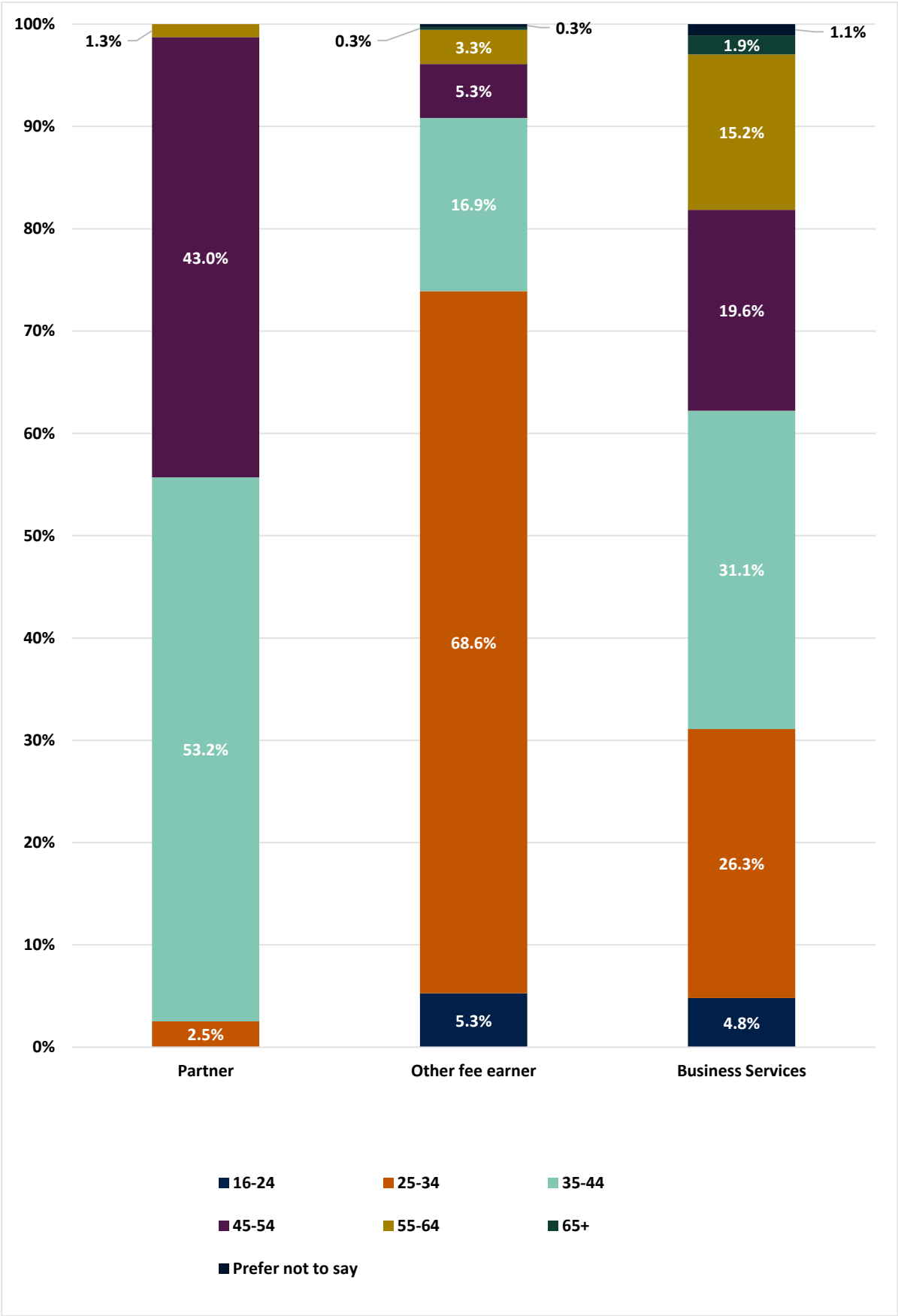


Age

Firmwide

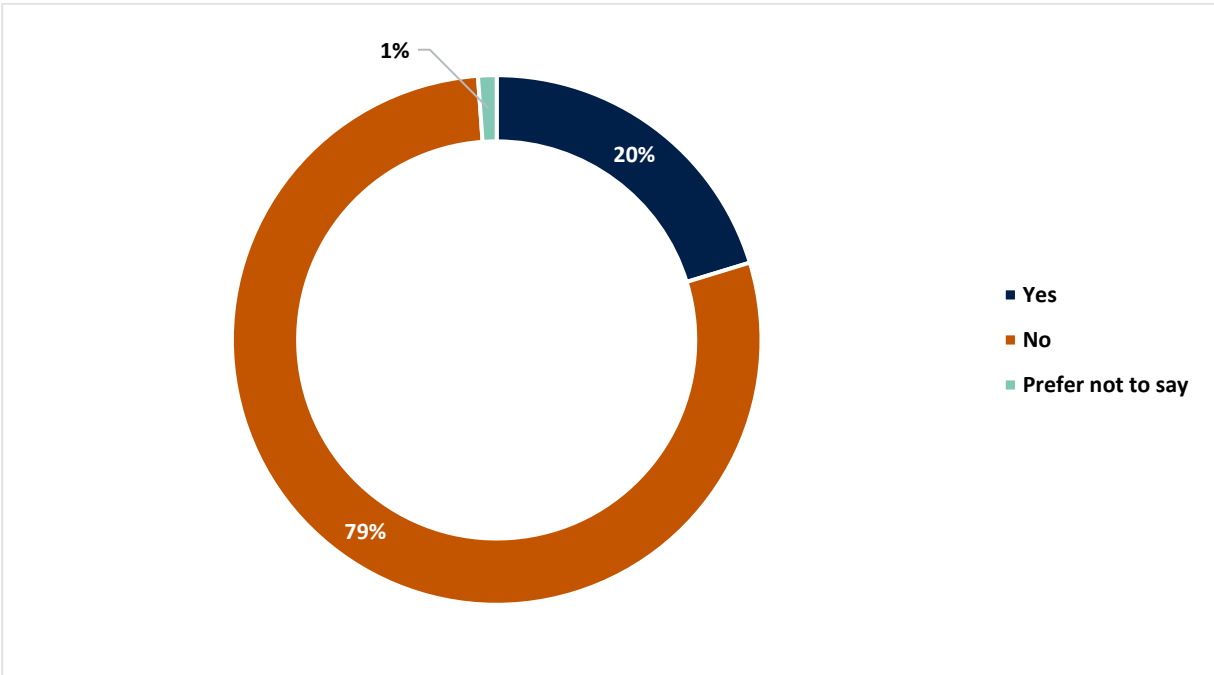


By role

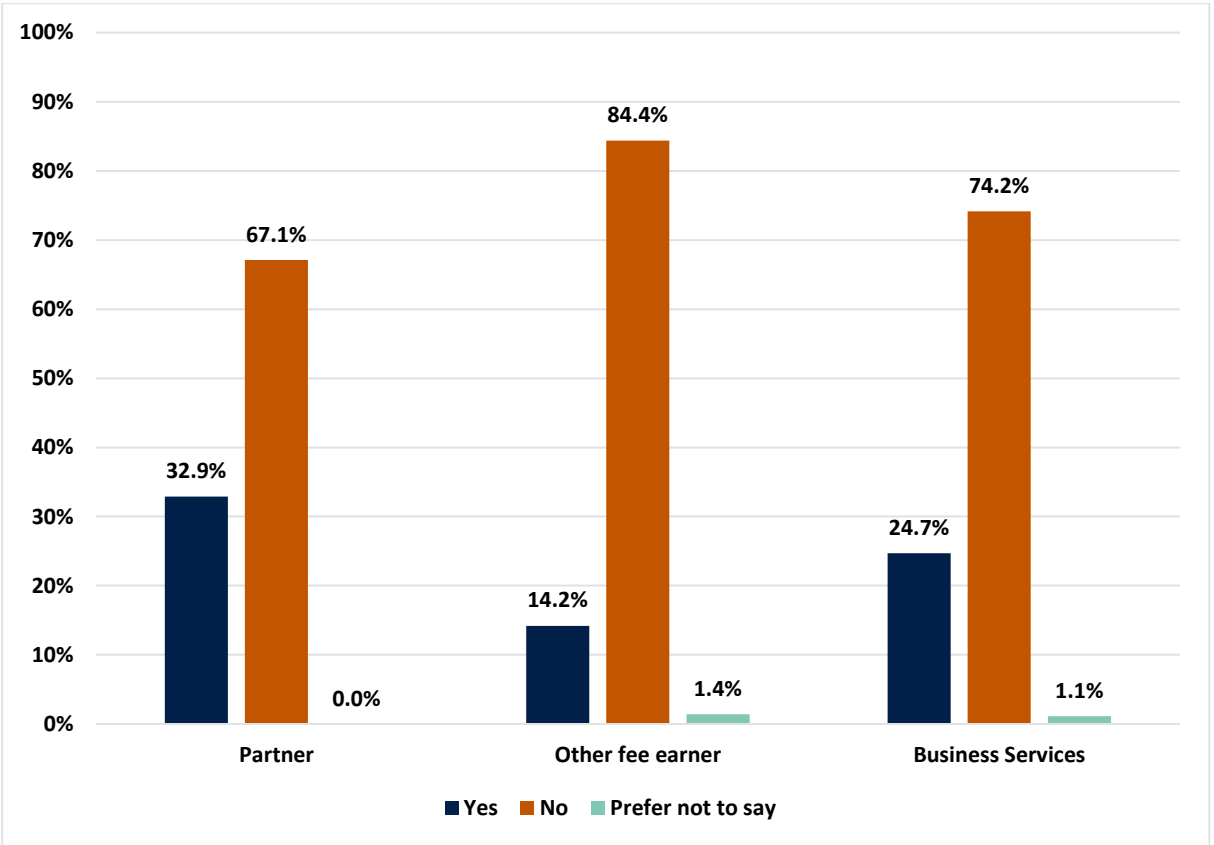


Primary carer or primary parent

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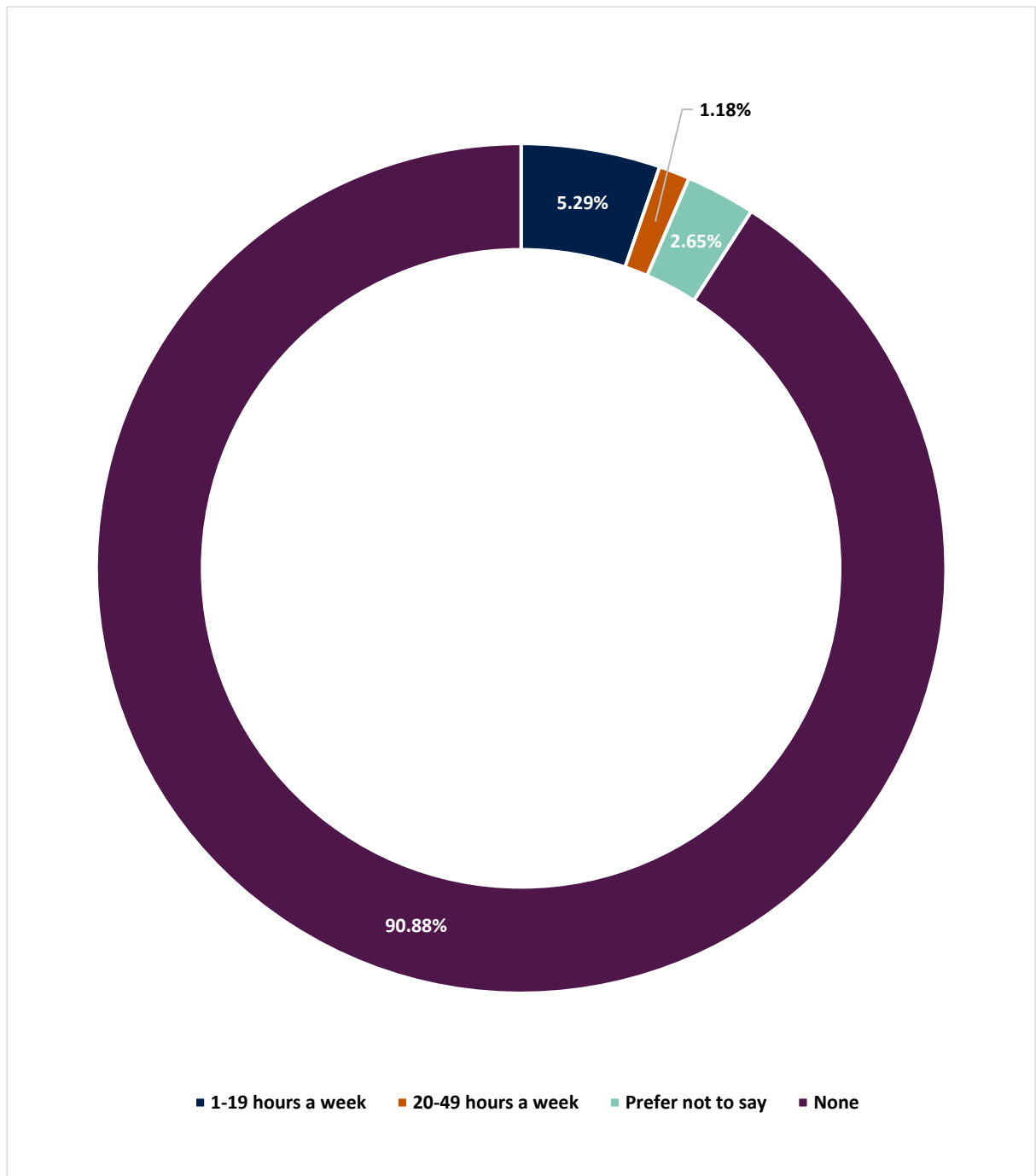


By role



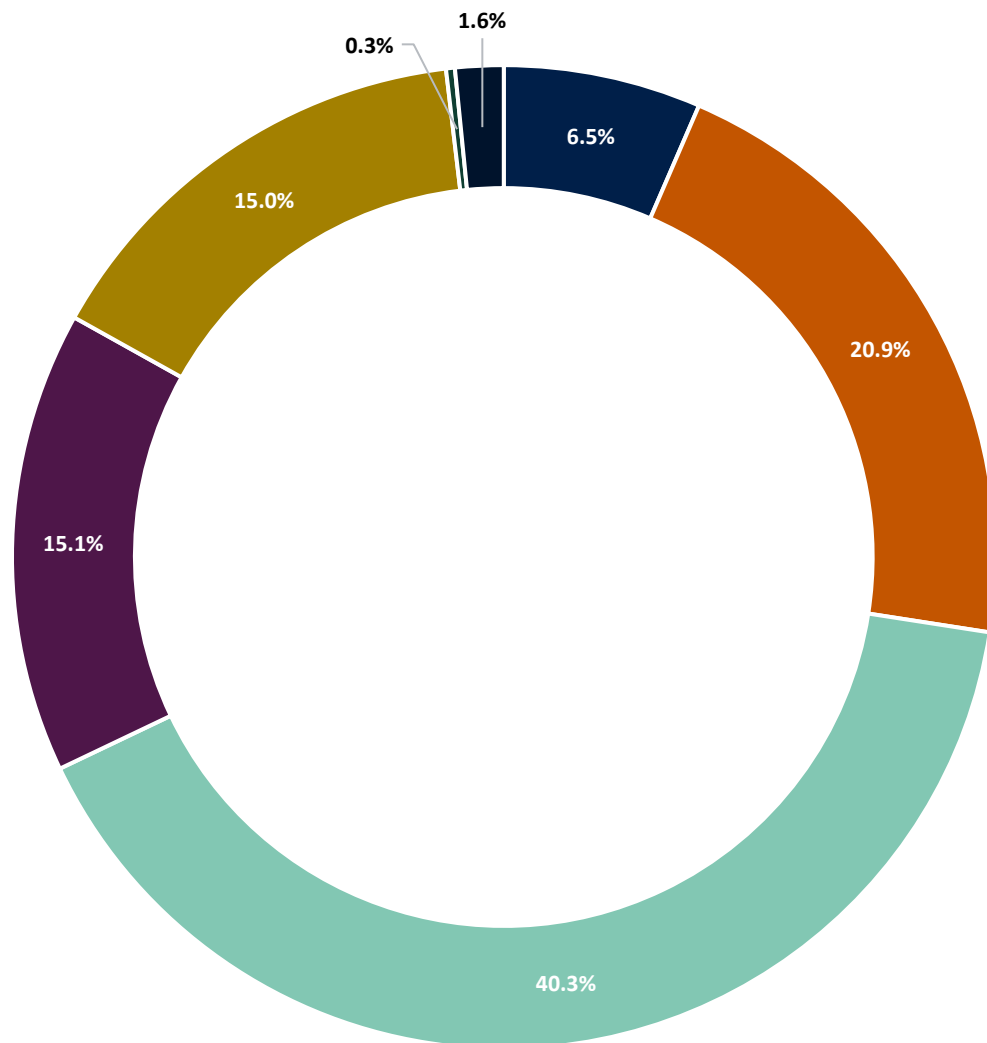
Time spent on caring or parental responsibilities

Firmwide



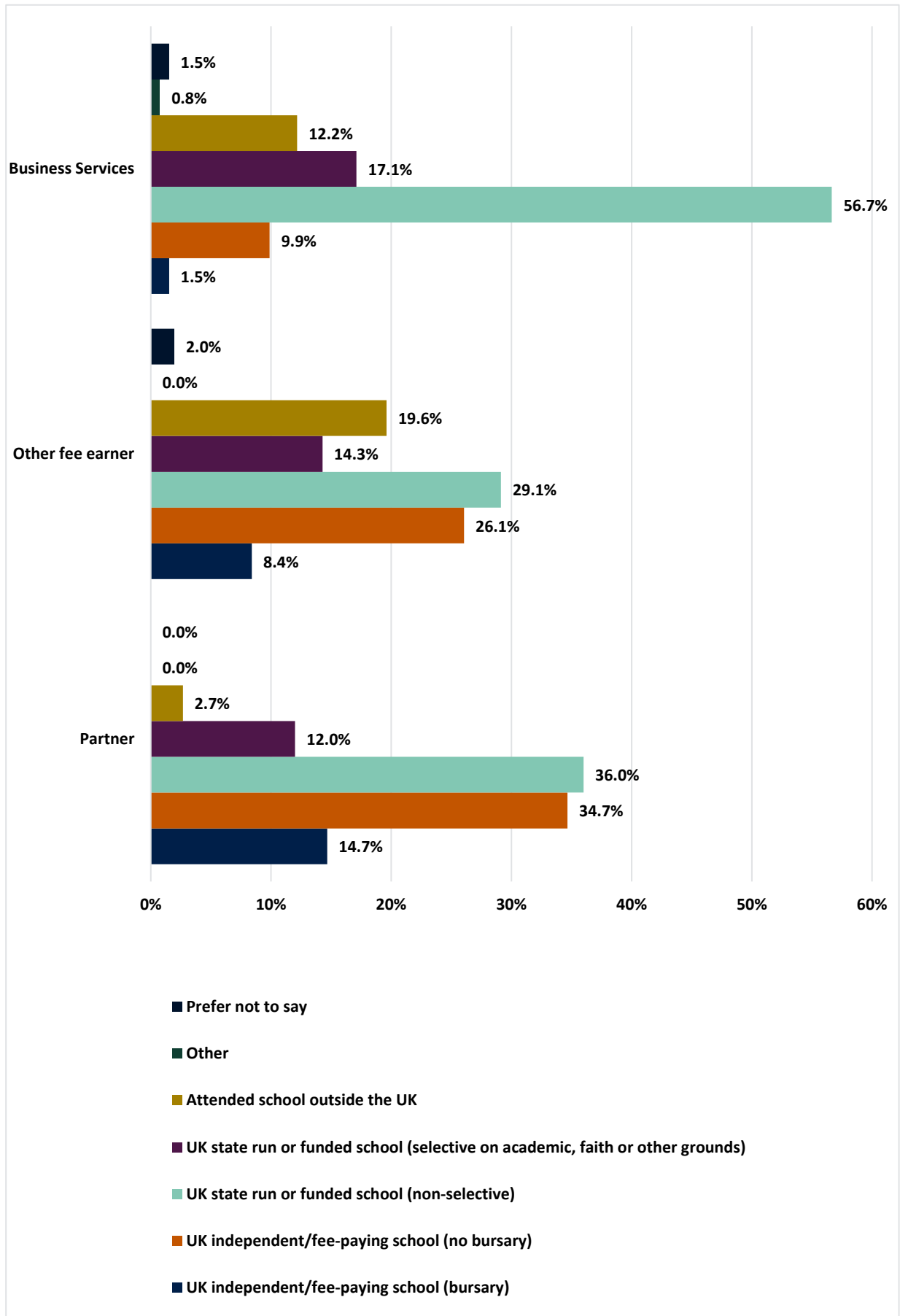
Type of school attended

Firmwide



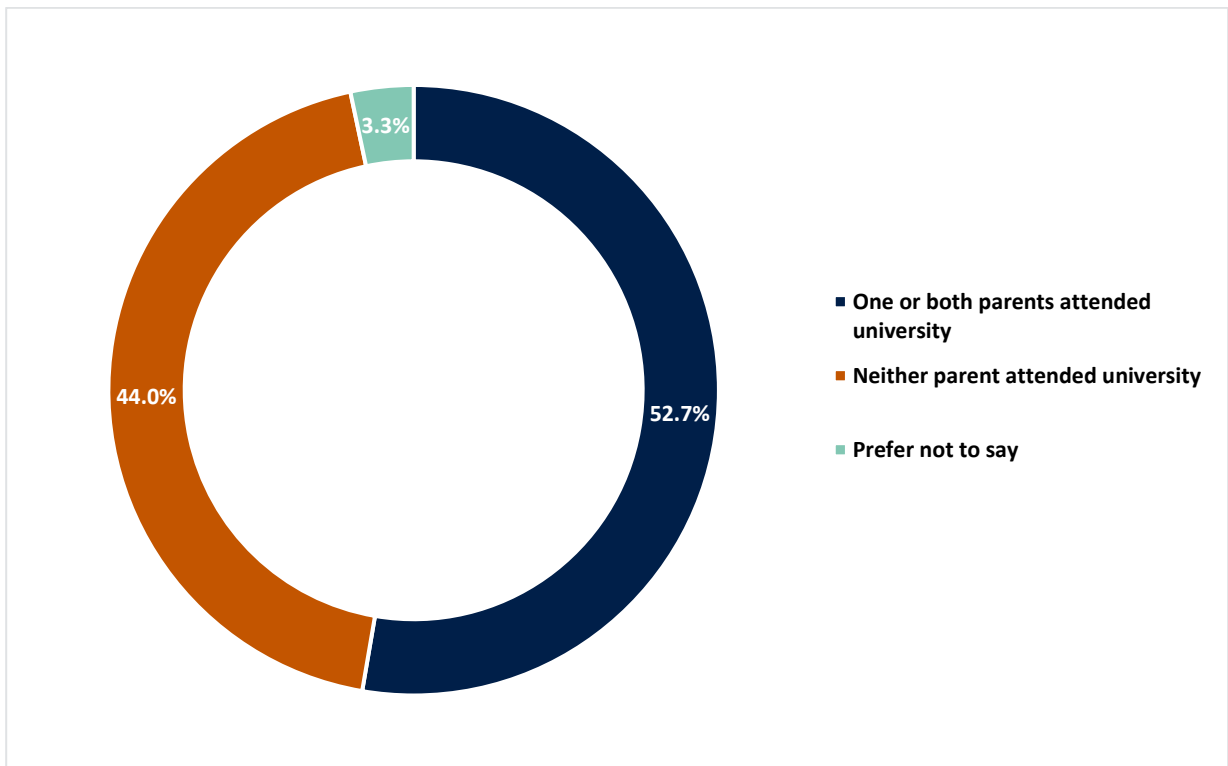
- UK Independent/Fee paying school (bursary)
- UK Independent/Fee paying school (no bursary)
- UK state run or funded school (non-selective)
- UK state run or funded school (selective on academic, faith or other grounds)
- Attended school outside the UK
- Other
- Prefer not to say

By role

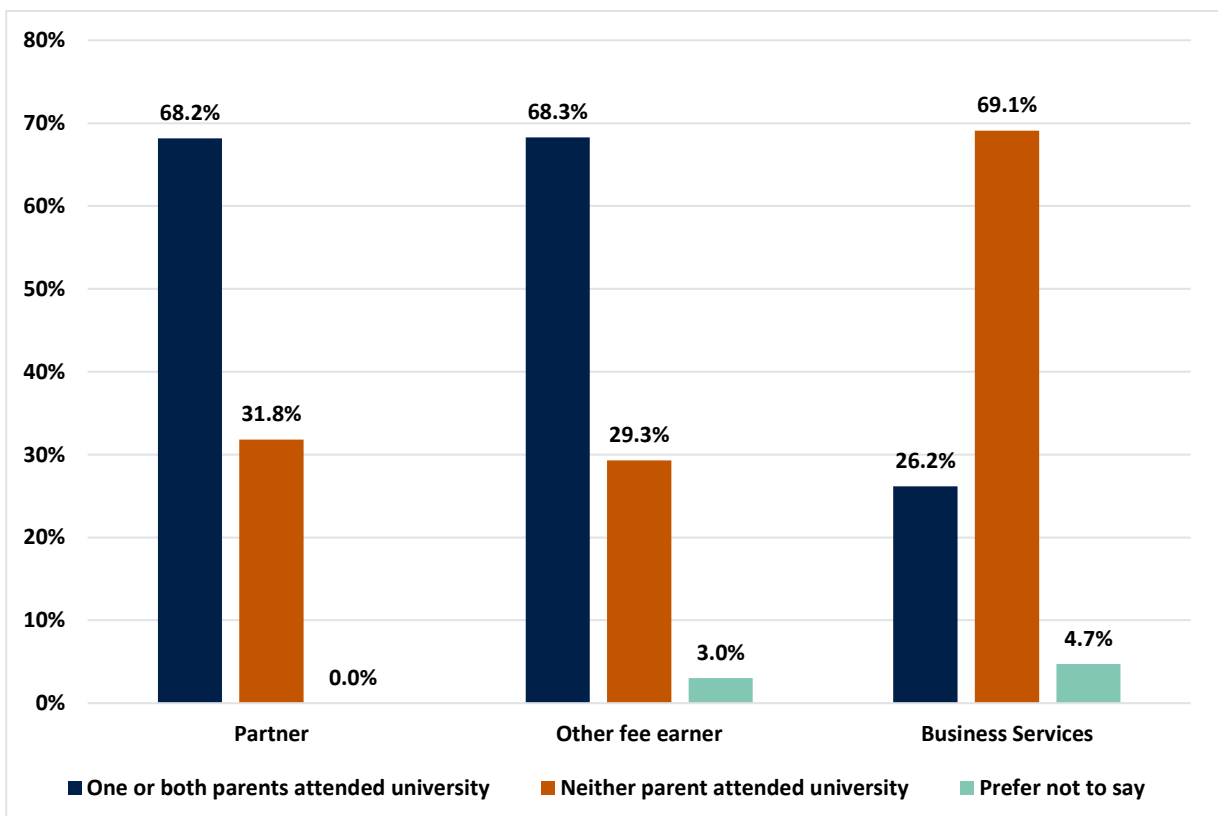


Parents attended university

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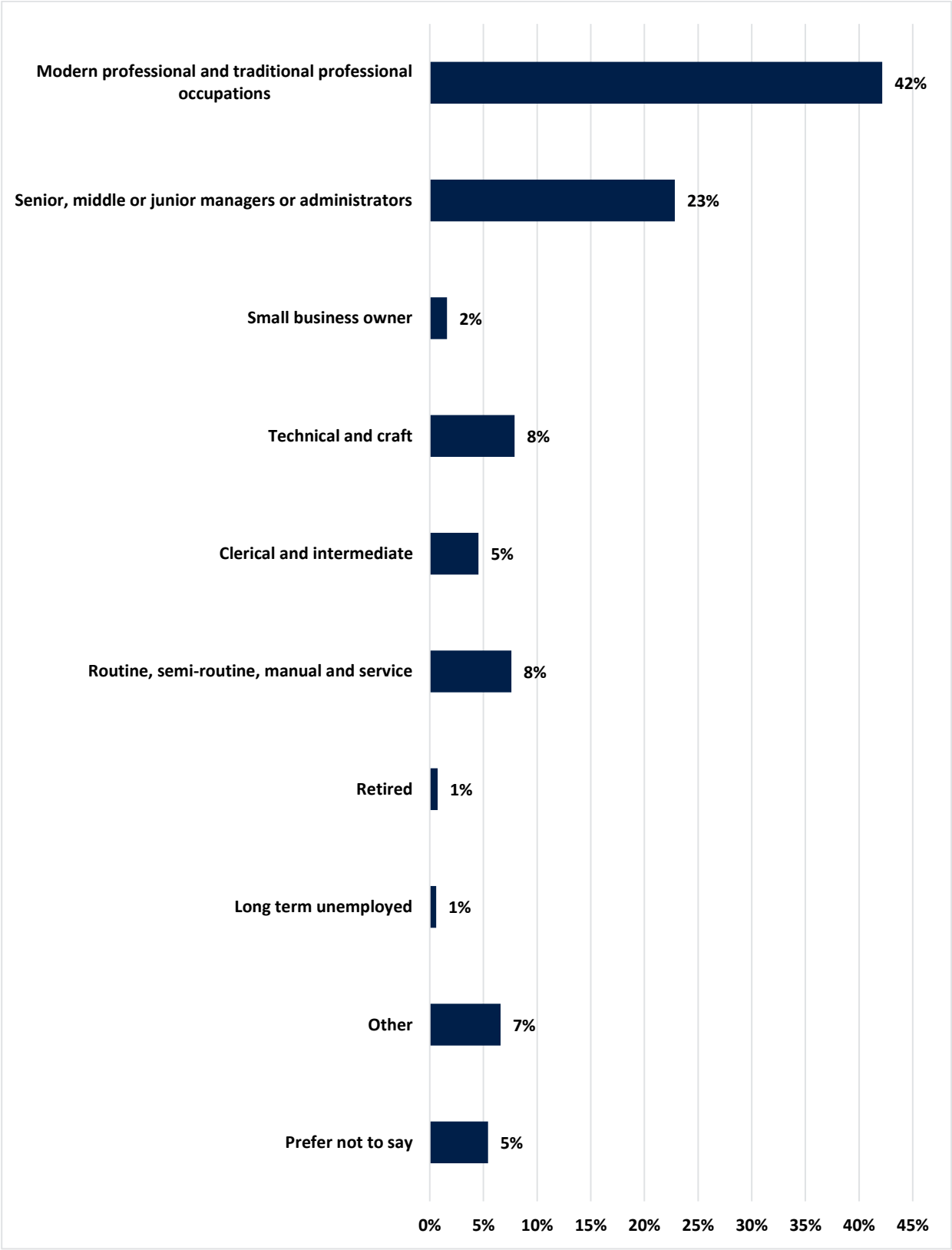


By role

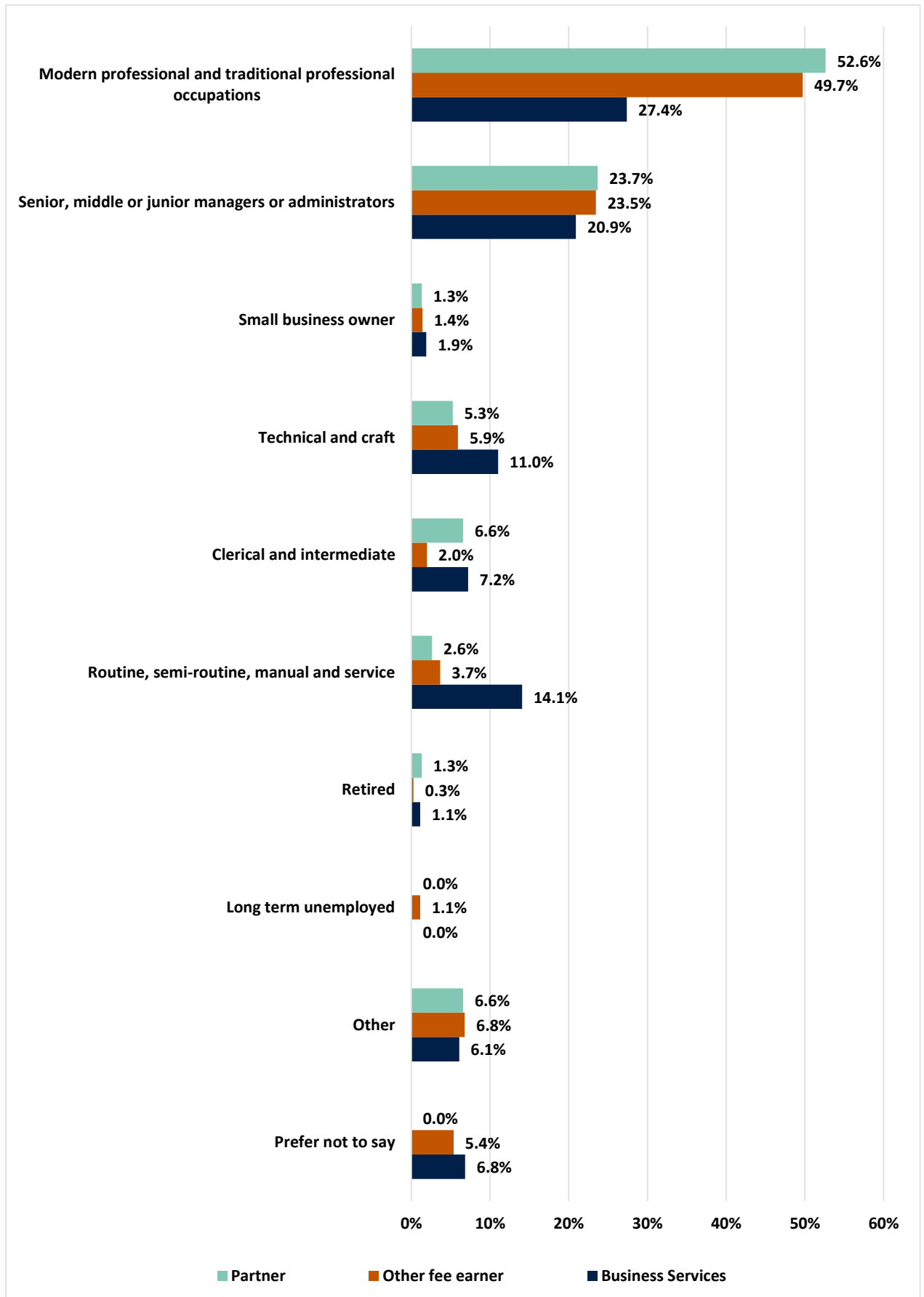


Occupation of main household earner when respondent was aged 14

Firmwide



By role



Notes

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