

**TRIVERS SMITH**

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**Diversity at Travers Smith:  
Monitoring data 2016**

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## DIVERSITY AND INCLUSION

### Monitoring Data 2015-2016

The principles of equal opportunity and diversity 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 possible 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 more than an issue of compliance with anti-discrimination legislation.

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

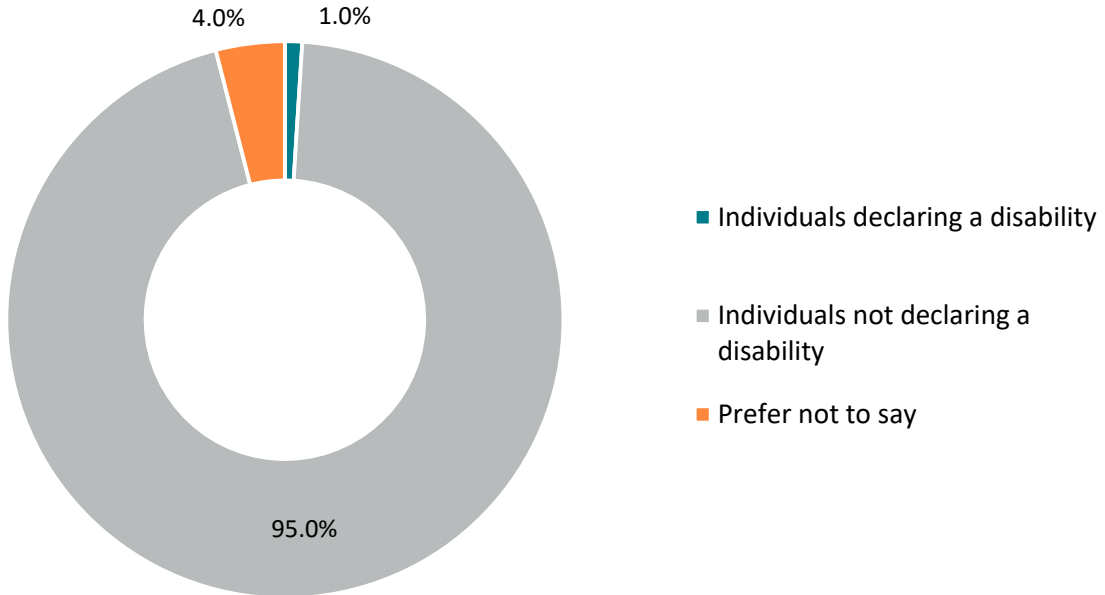
We recognise the importance and value of capturing monitoring data at all levels of the organisation, and the role the data can play in helping us create a more inclusive workplace. We use the Solicitors Regulation Authority survey to assess the diversity profile of our workforce, and have indeed been monitoring voluntarily for the past ten years. We have also been publishing the results of our monitoring exercise on our internet page years before the SRA introduced this as a legal requirement.

The following charts reflect the data declared by 70% of our workforce as part of our most recent personnel survey conducted in 2016.

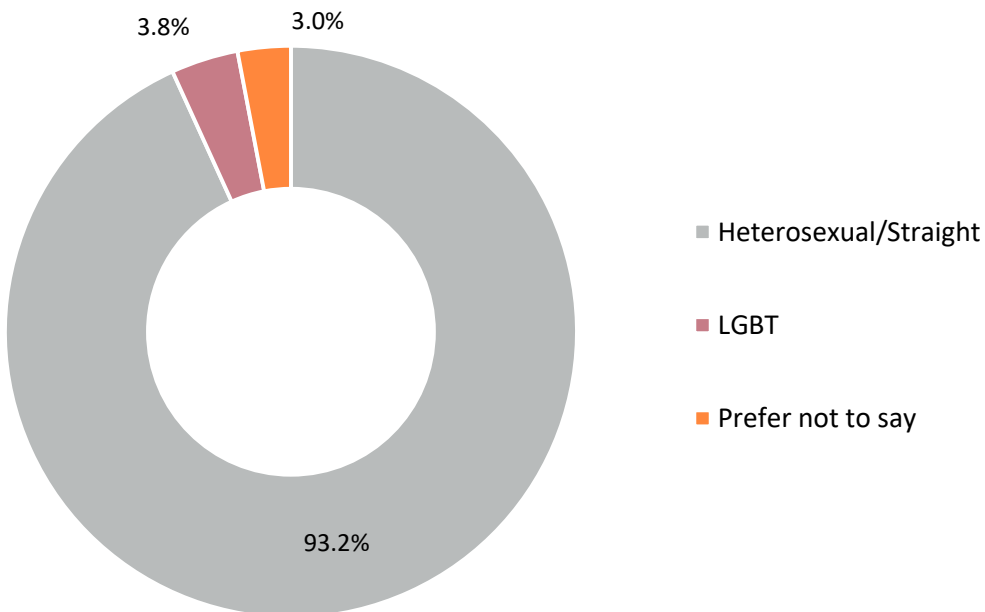
### Gender



## Disability



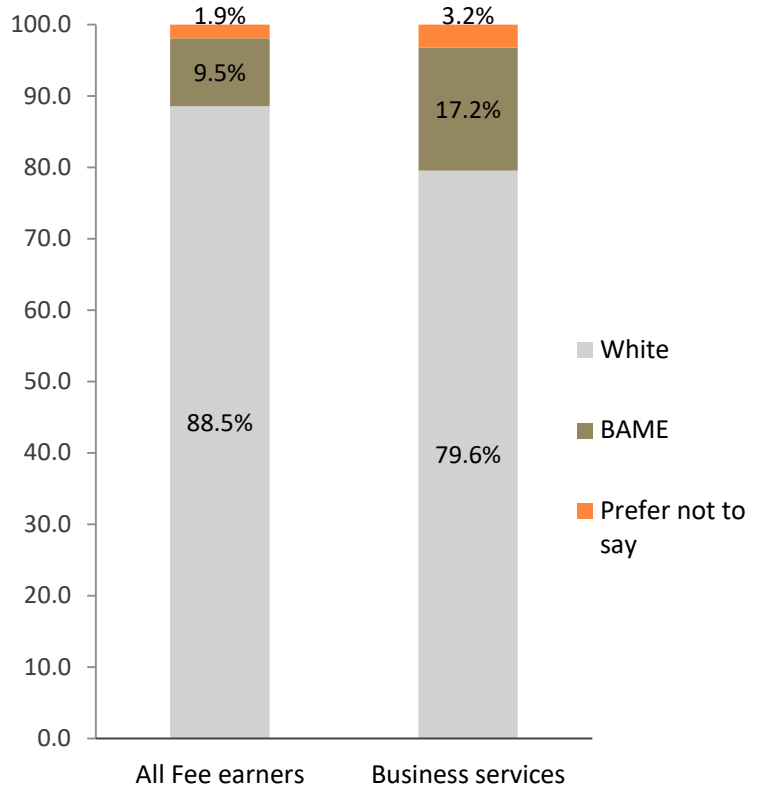
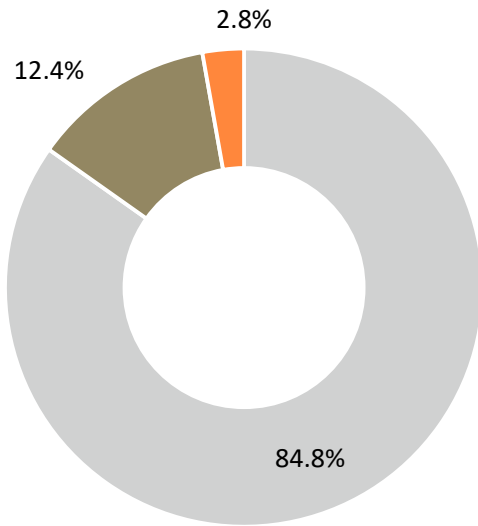
## Sexual Orientation



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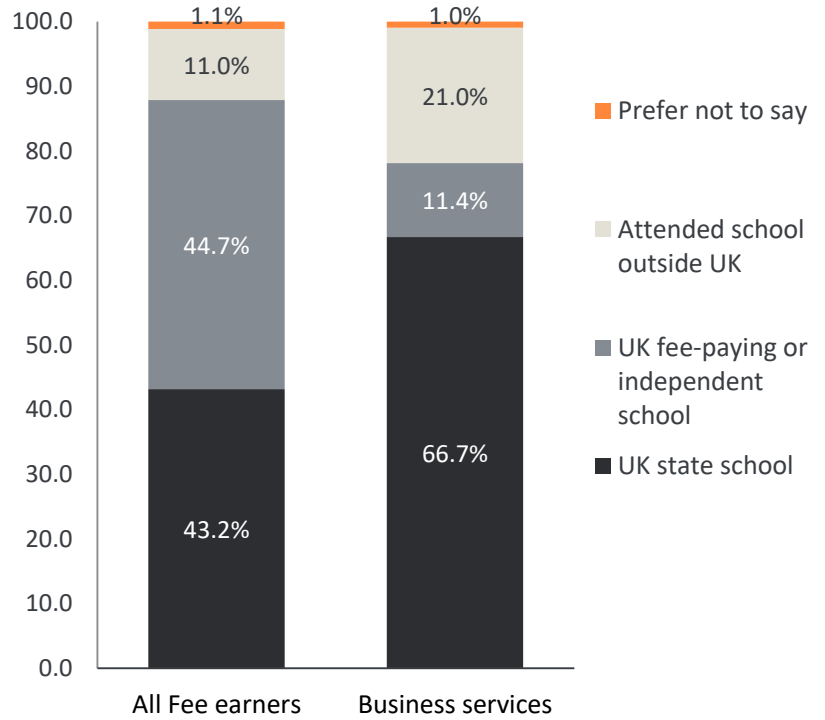
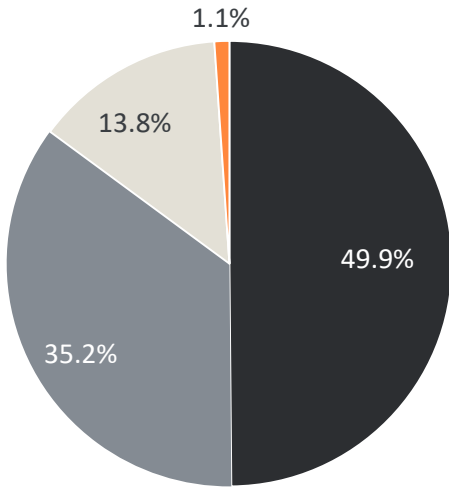
## Ethnicity



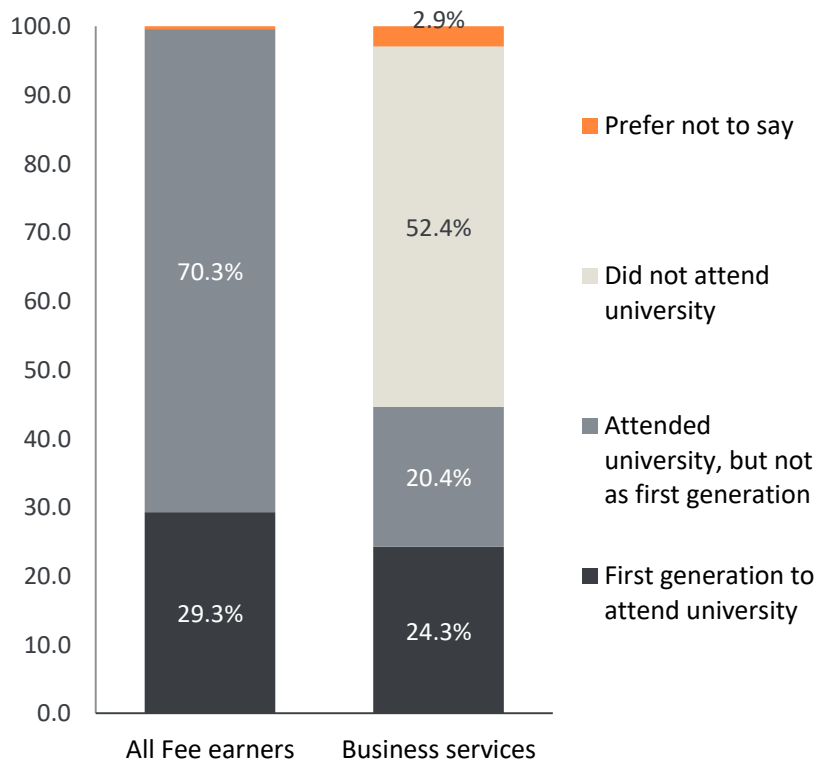
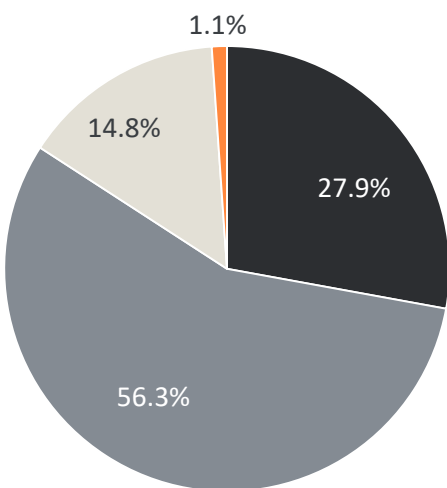
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## Socio-economic background

Type of school attended between the ages of 11 and 18



Individuals attending university

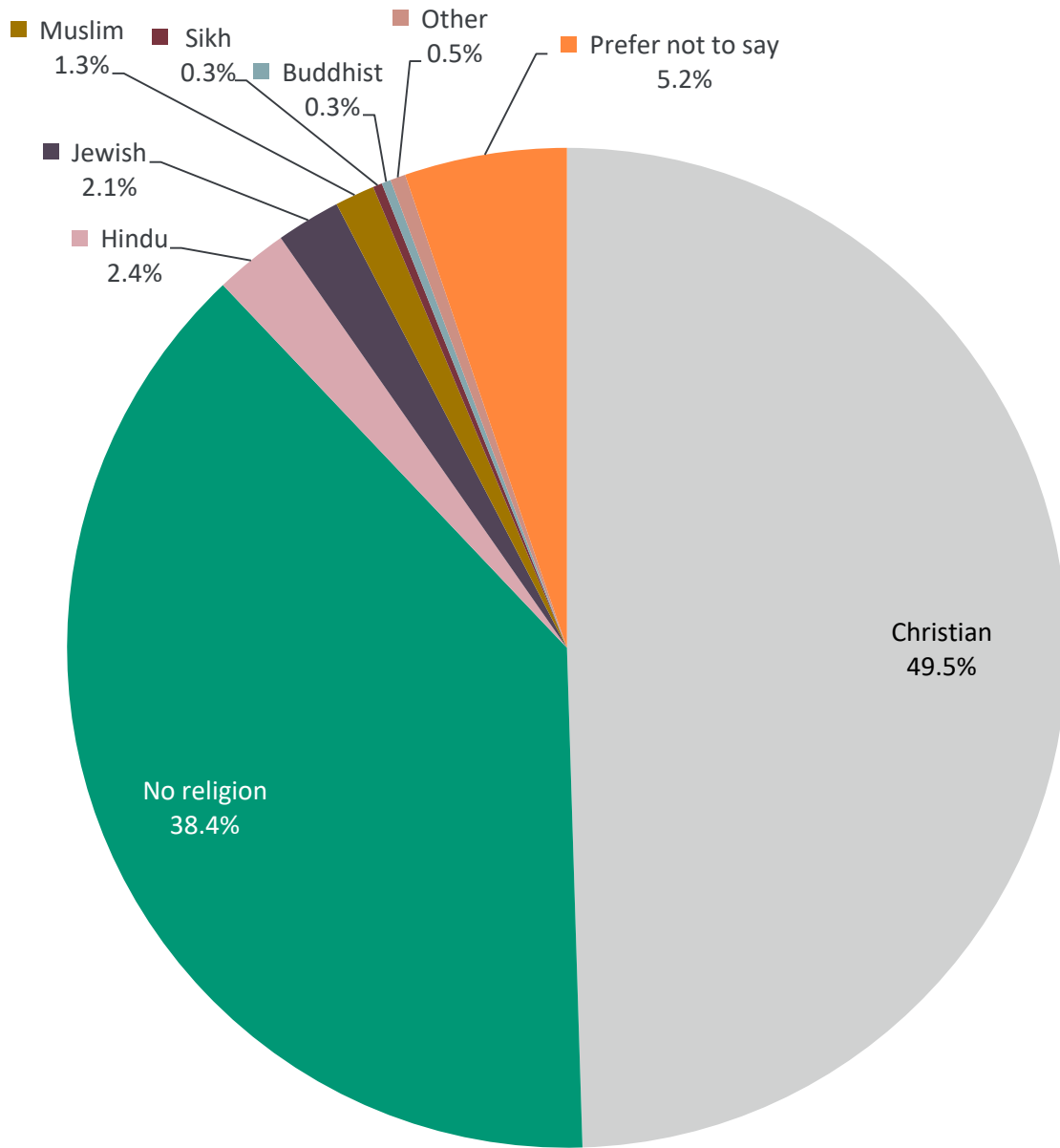




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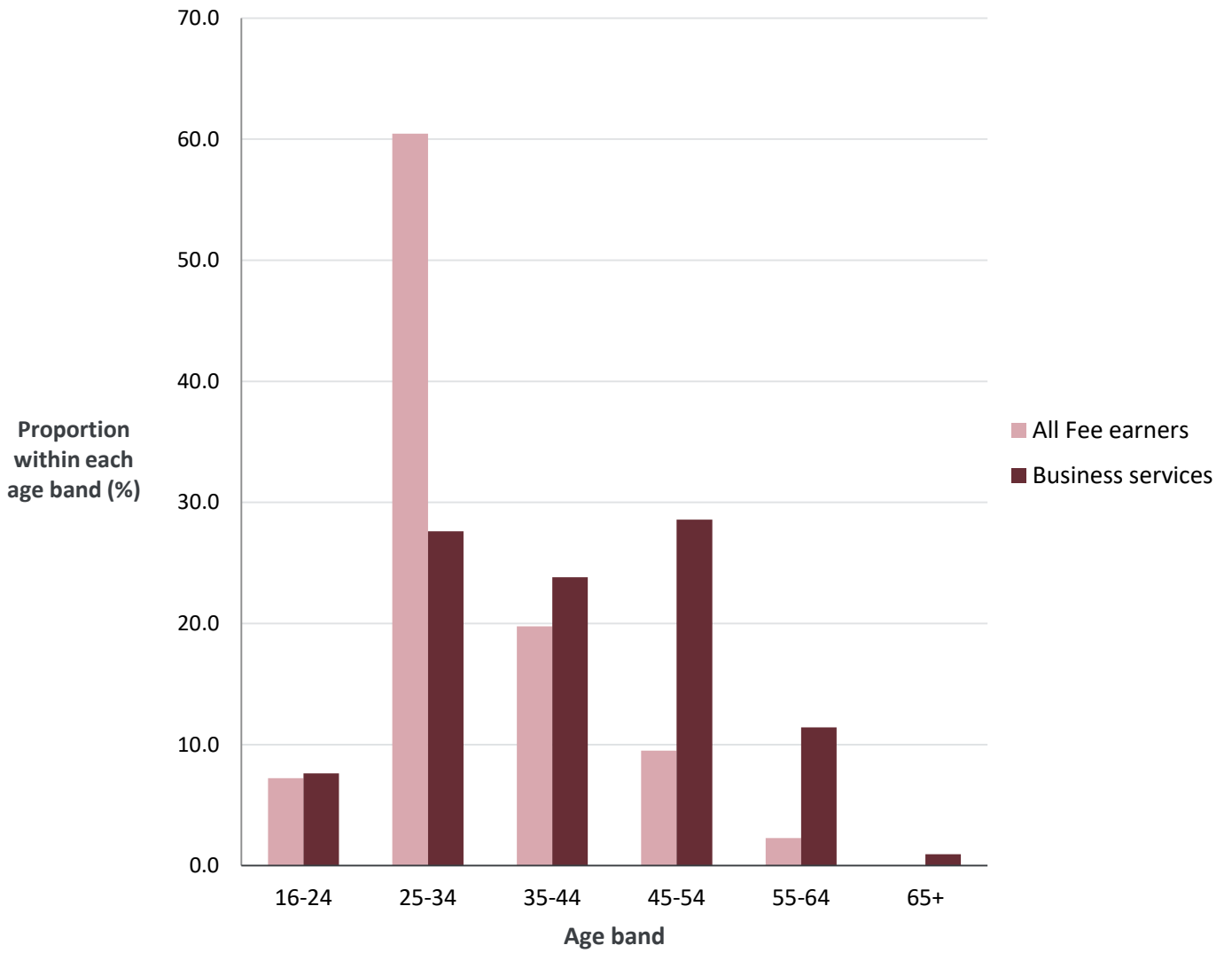
## Faith and religion



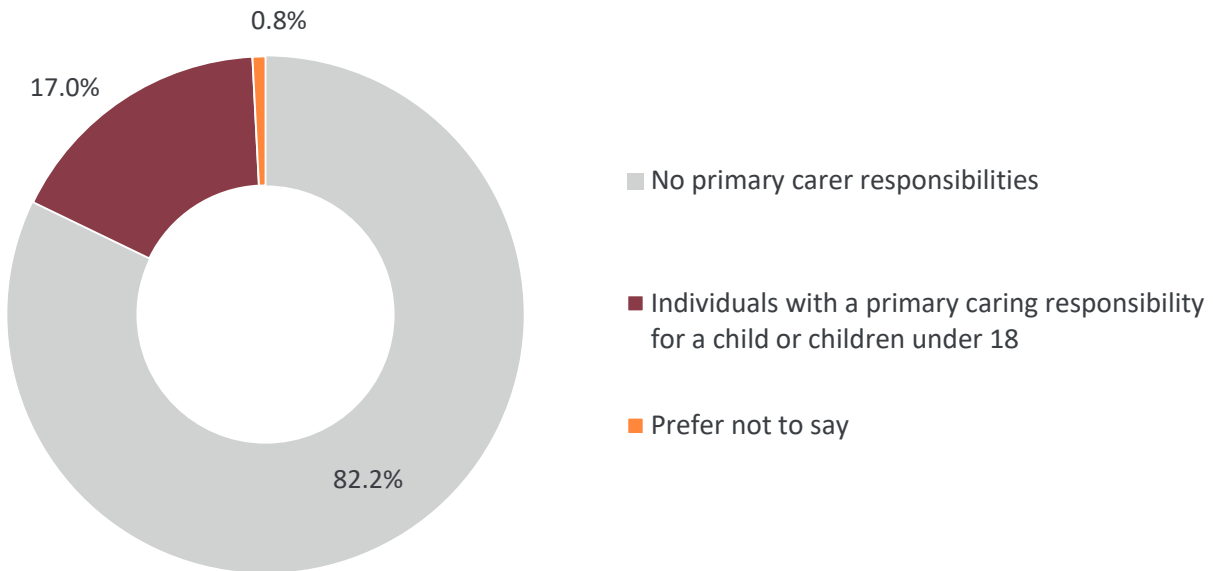
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## Age profile



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



## Individuals who provide care or support to family members, friends and/or neighbours (more than 1 hour per week)

