

A blurred photograph of two business professionals, a man in a dark suit and a woman in a light-colored blouse, walking on a balcony with a decorative stone railing. In the background, a tall skyscraper with many windows is visible under a clear sky. An American flag is partially visible on the right side of the balcony.

TRAVERS SMITH

**Diversity at Travers Smith:
Monitoring data 2017**

TRAVERS SMITH

DIVERSITY AND INCLUSION

Monitoring Data 2017

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 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 far more than an issue of compliance with anti-discrimination legislation.

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

We received many comments, suggestions and observations regarding D&I as part of this year's annual monitoring survey – thank you to everyone who contributed. It is heartening to read that the majority of people believe that the firm has made real progress over the past two years with regards to D&I. We are however mindful that much remains to be done to ensure that we create a fully inclusive workplace where everyone, regardless of background, can thrive and reach their full career potential.

The following charts reflect the data declared by 73% of our workforce as part of our most recent personnel survey conducted in 2017.



Chris Hale

Senior Partner and Partner Corporate

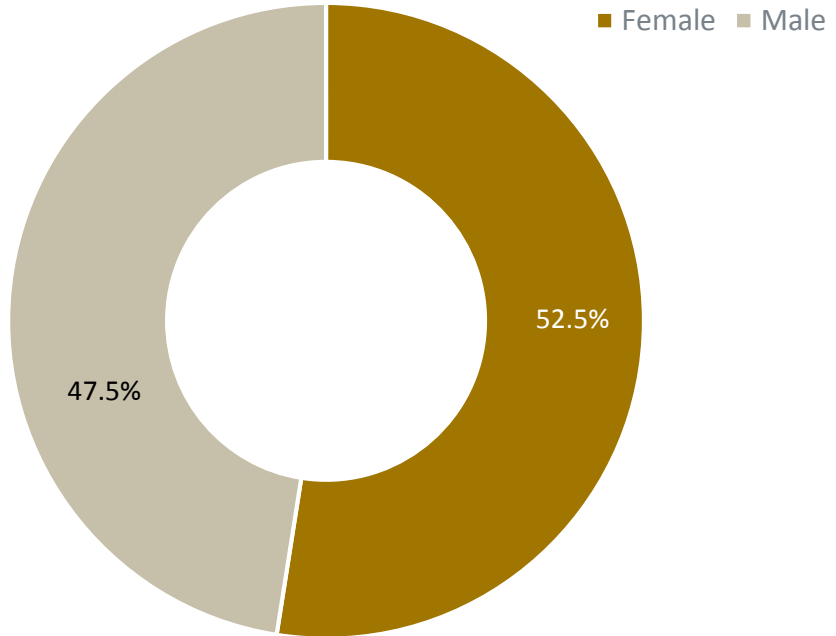
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M: +44 (0)77 7441 5322

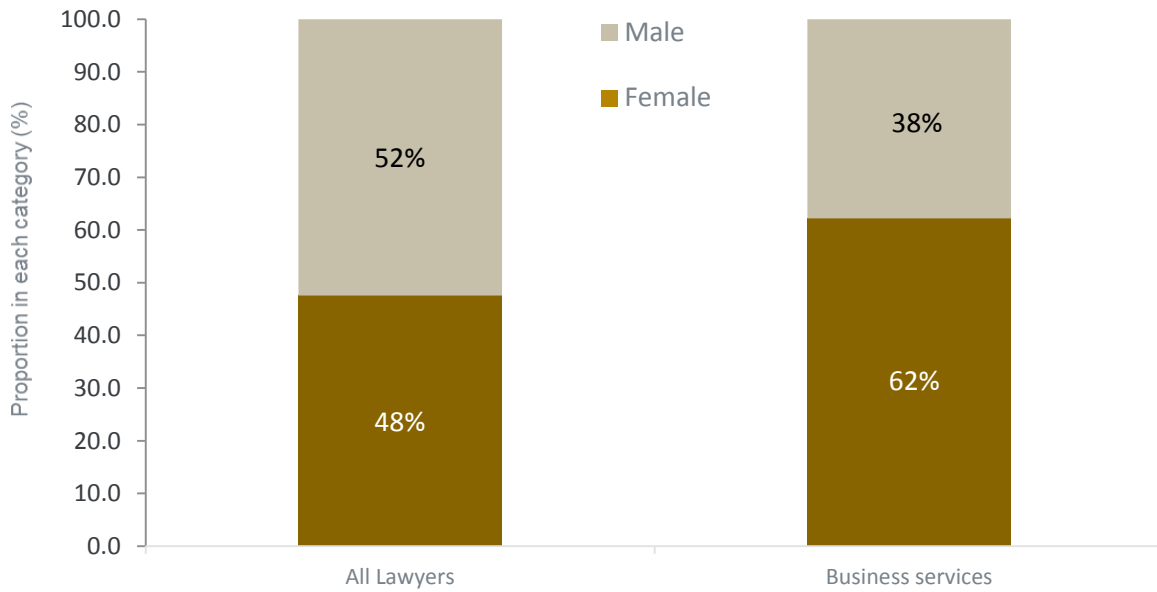
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Gender

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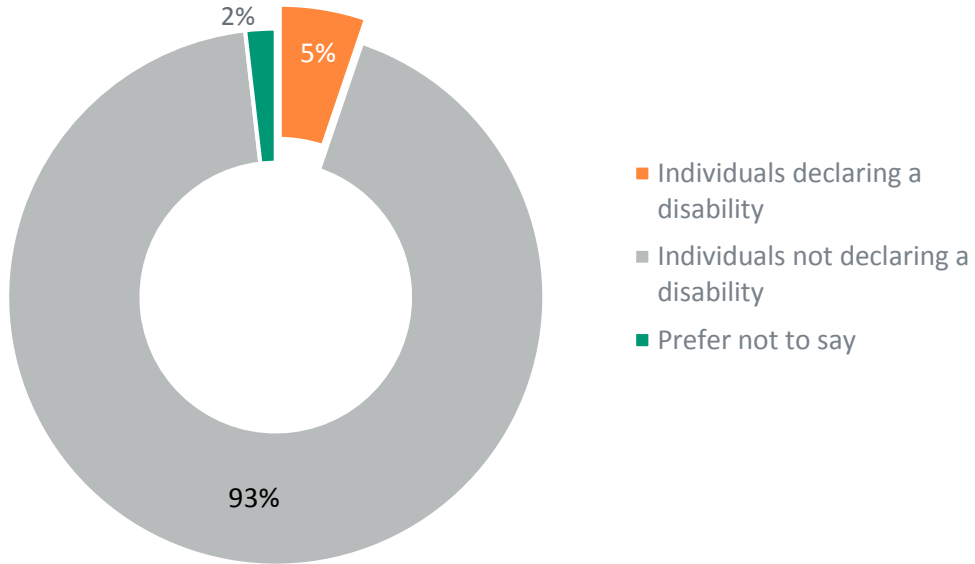


By Role

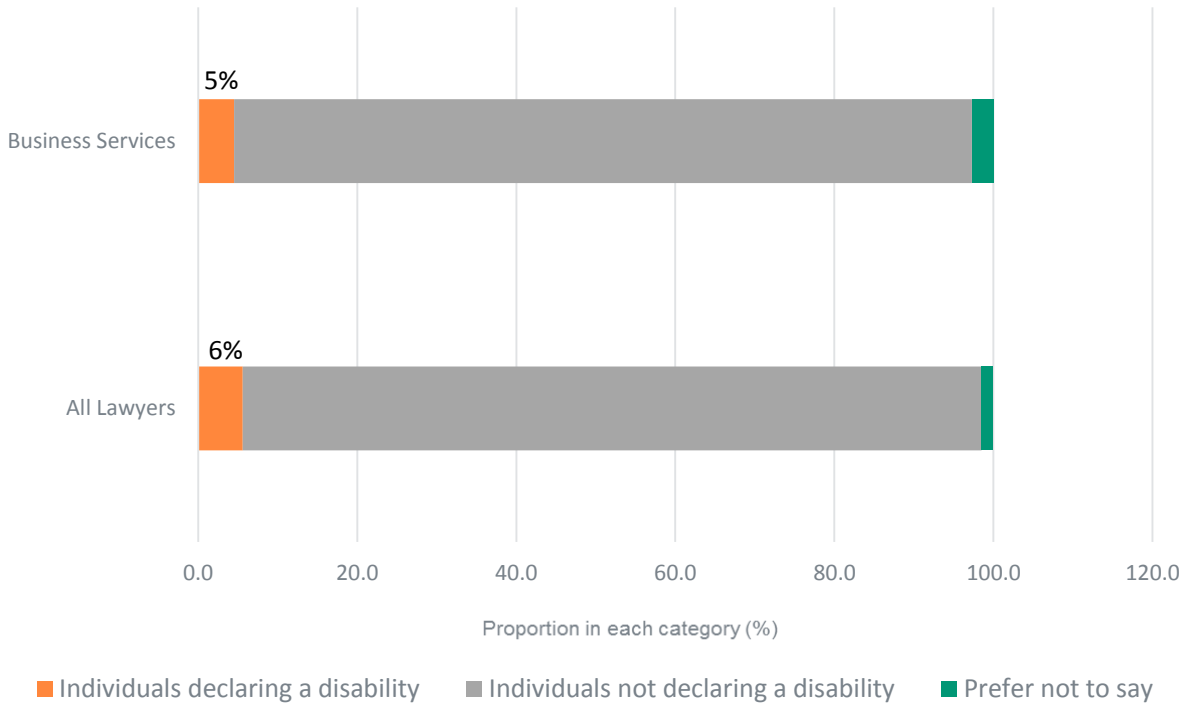


Disability

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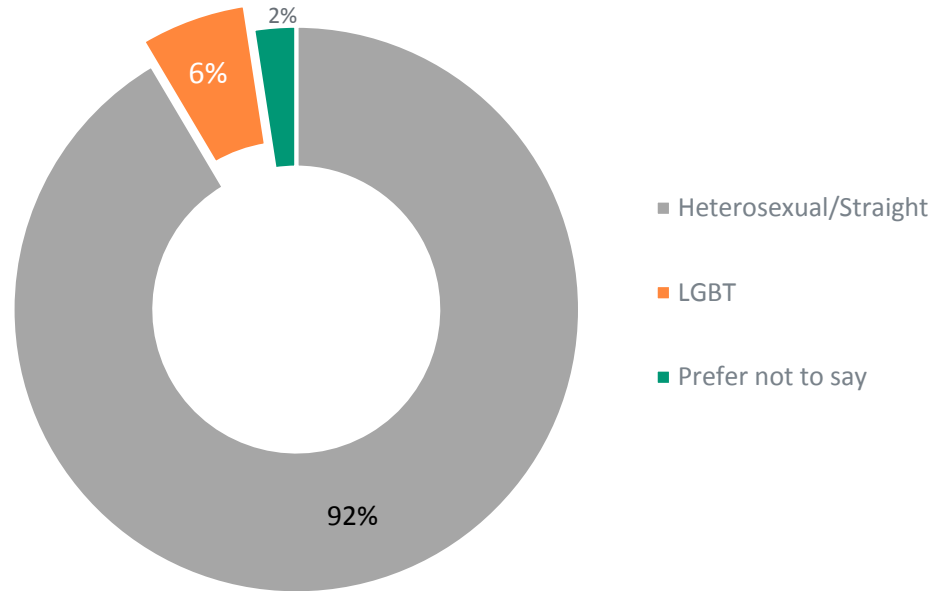


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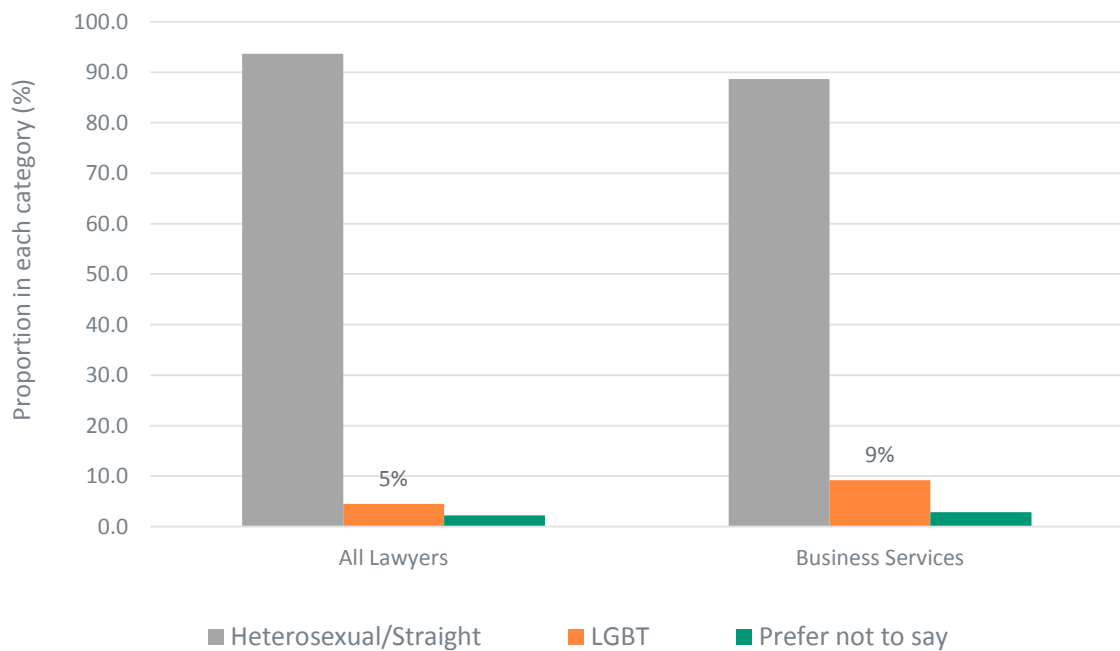


Sexual Orientation

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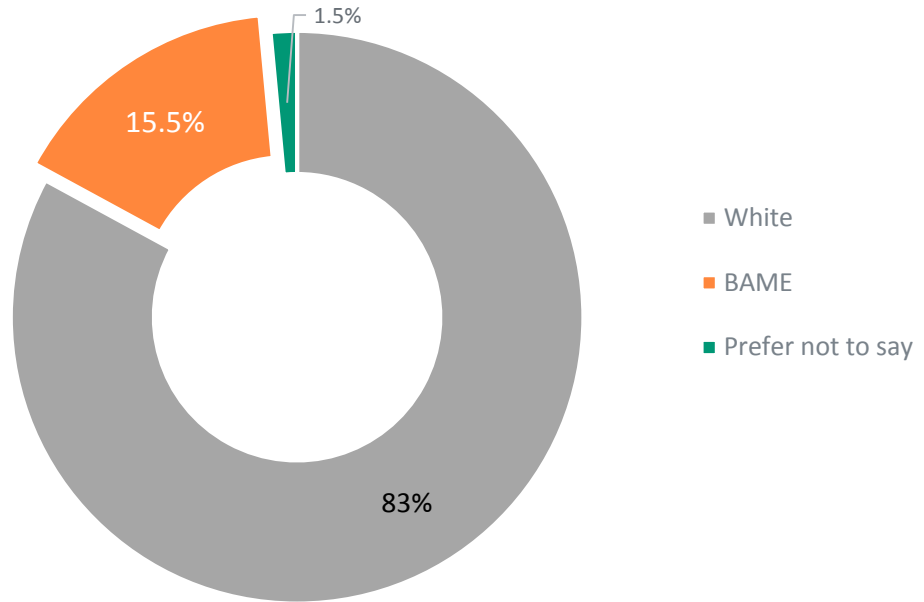
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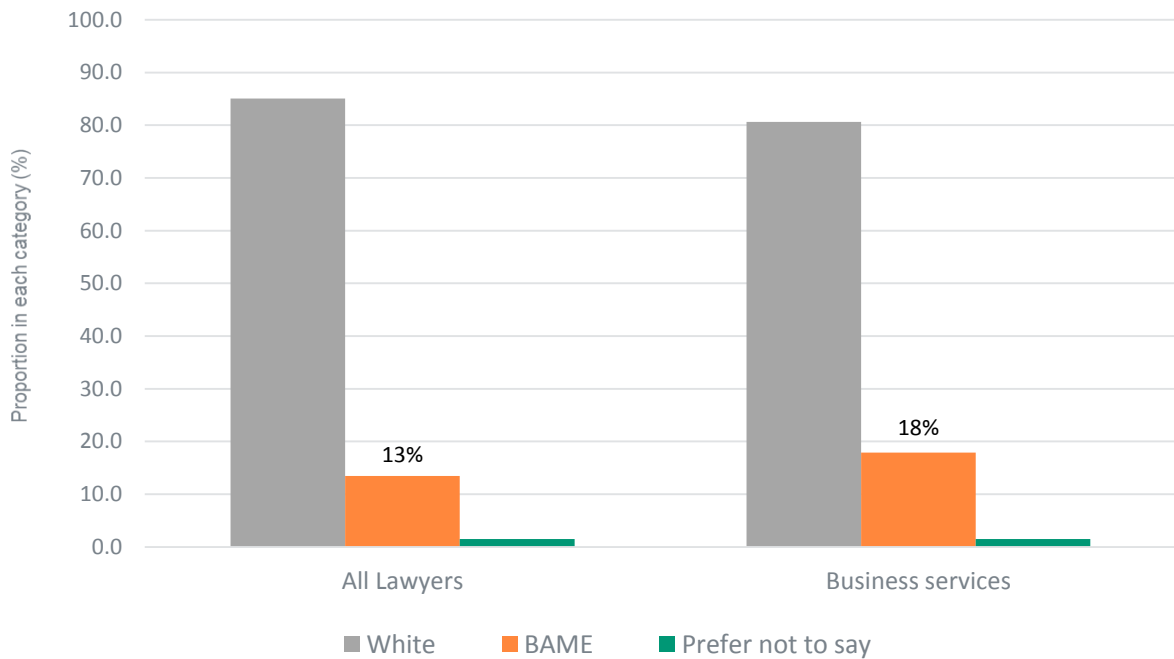
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Ethnicity

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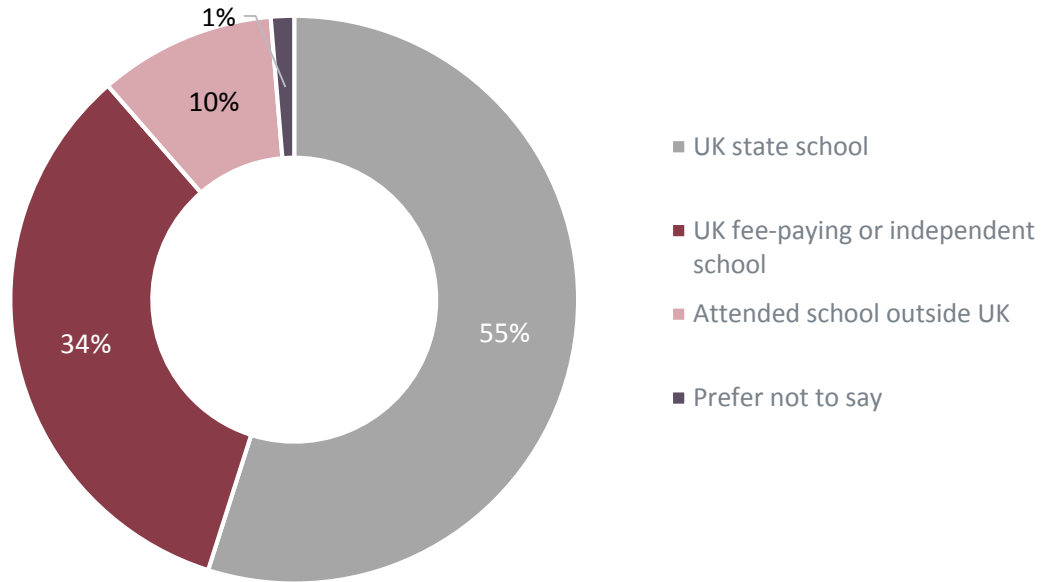


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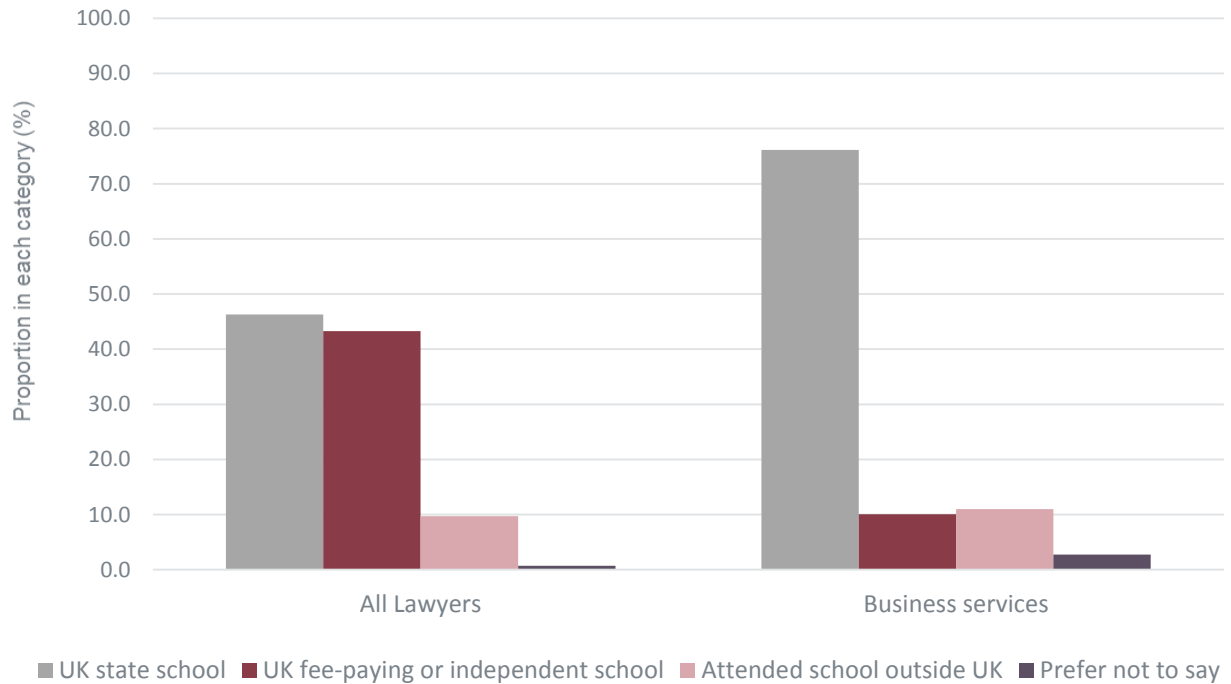


Socio-economic background

Type of school attended between the ages of 11 and 18

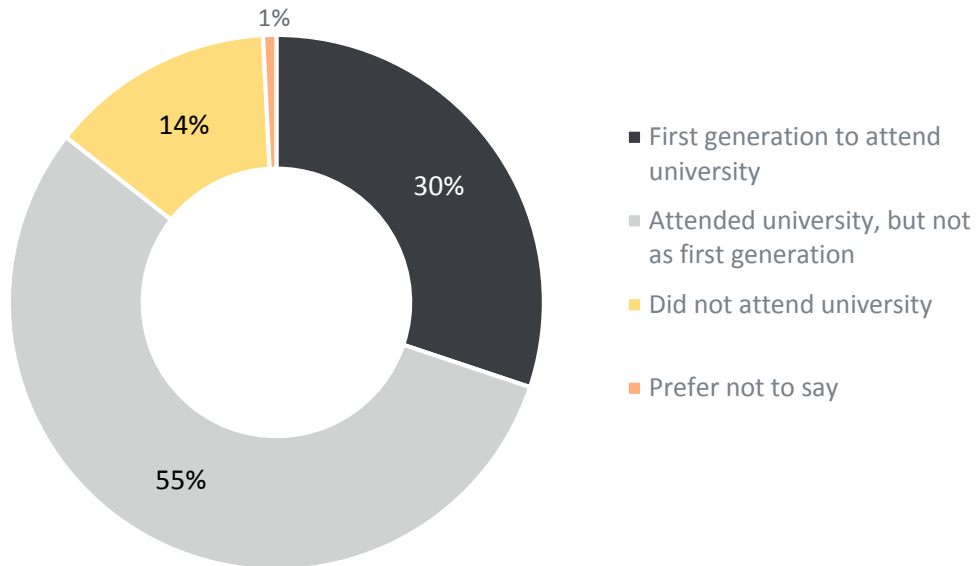


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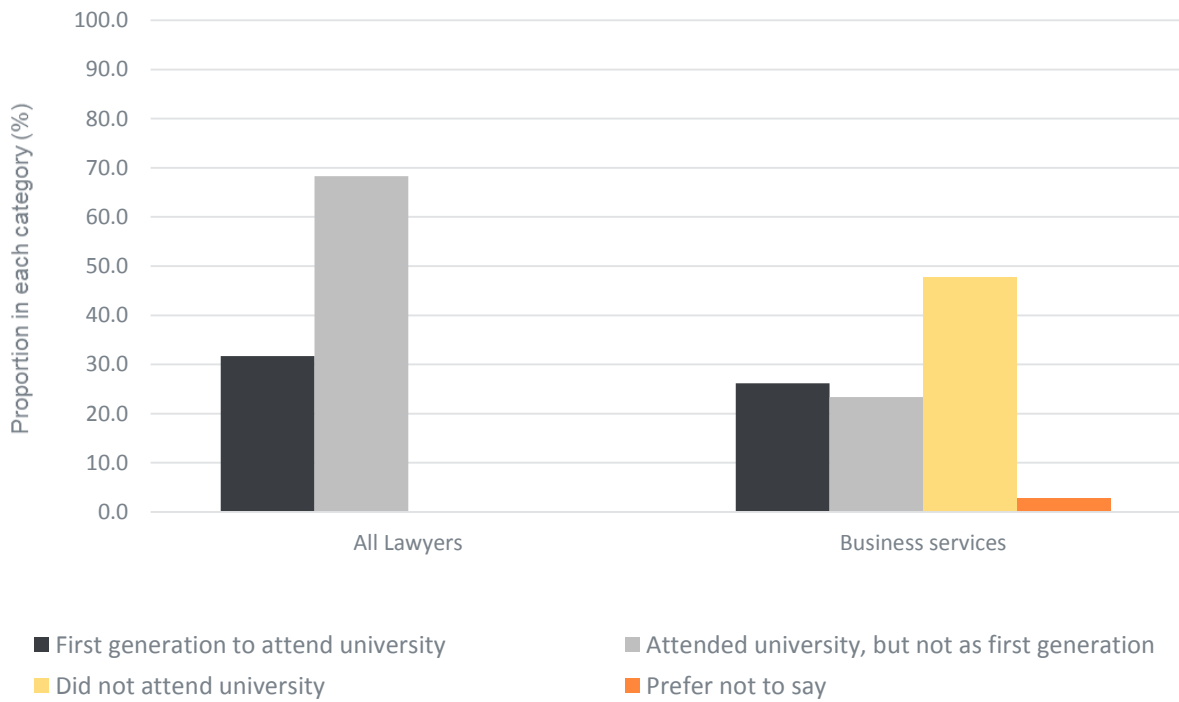


Individuals attending university

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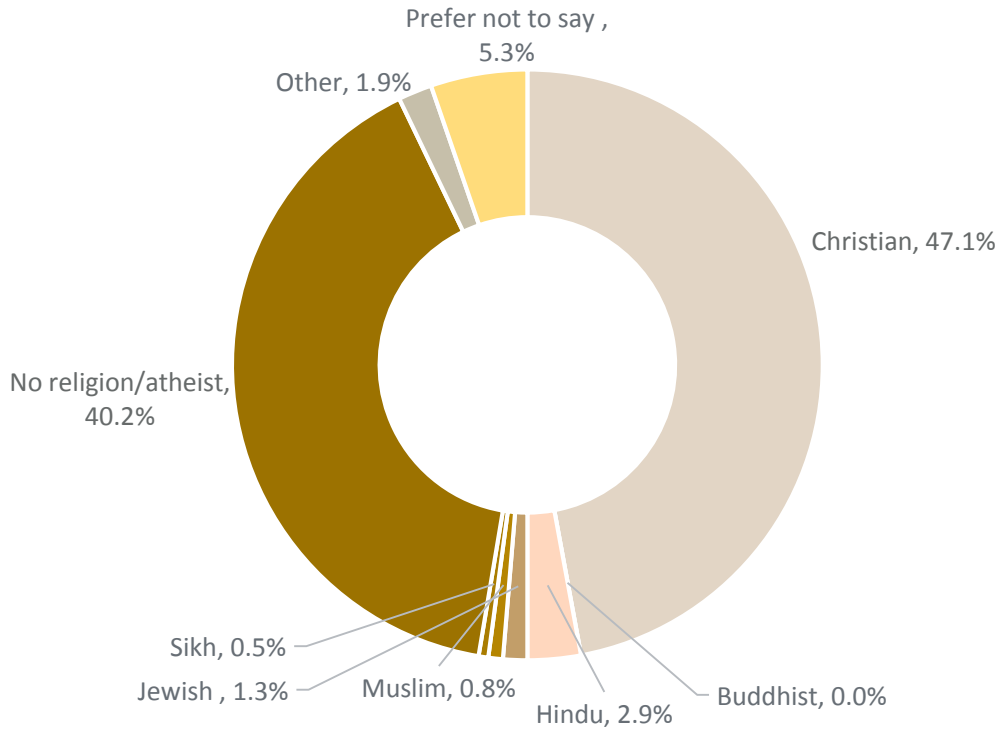


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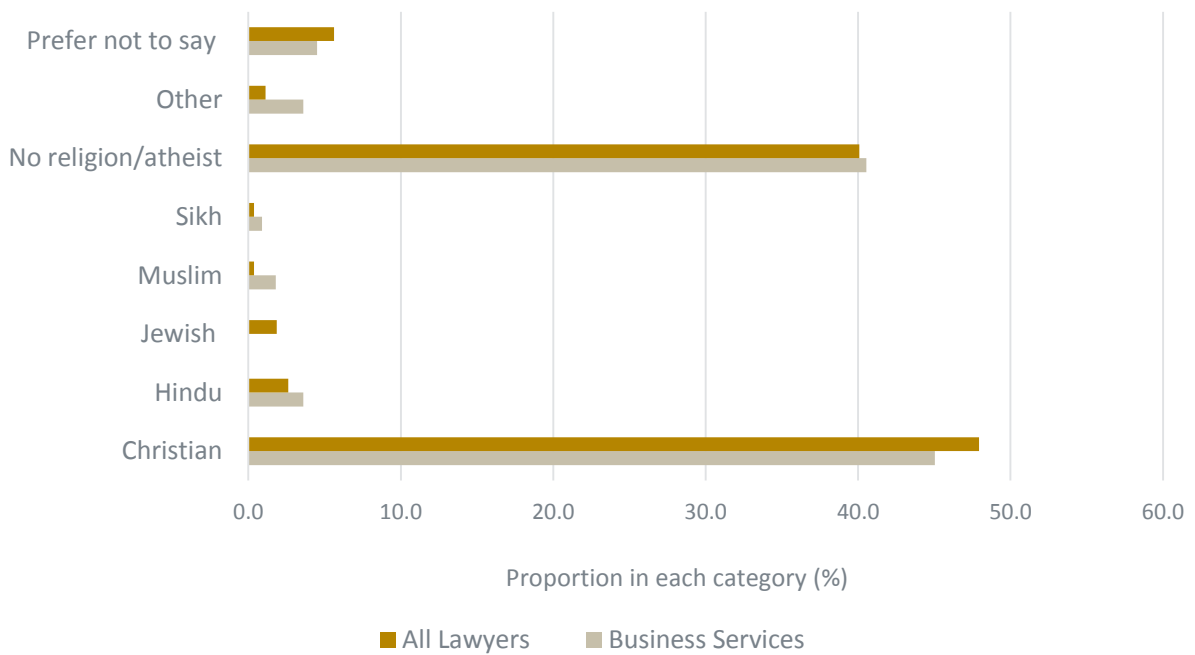


Faith and religion

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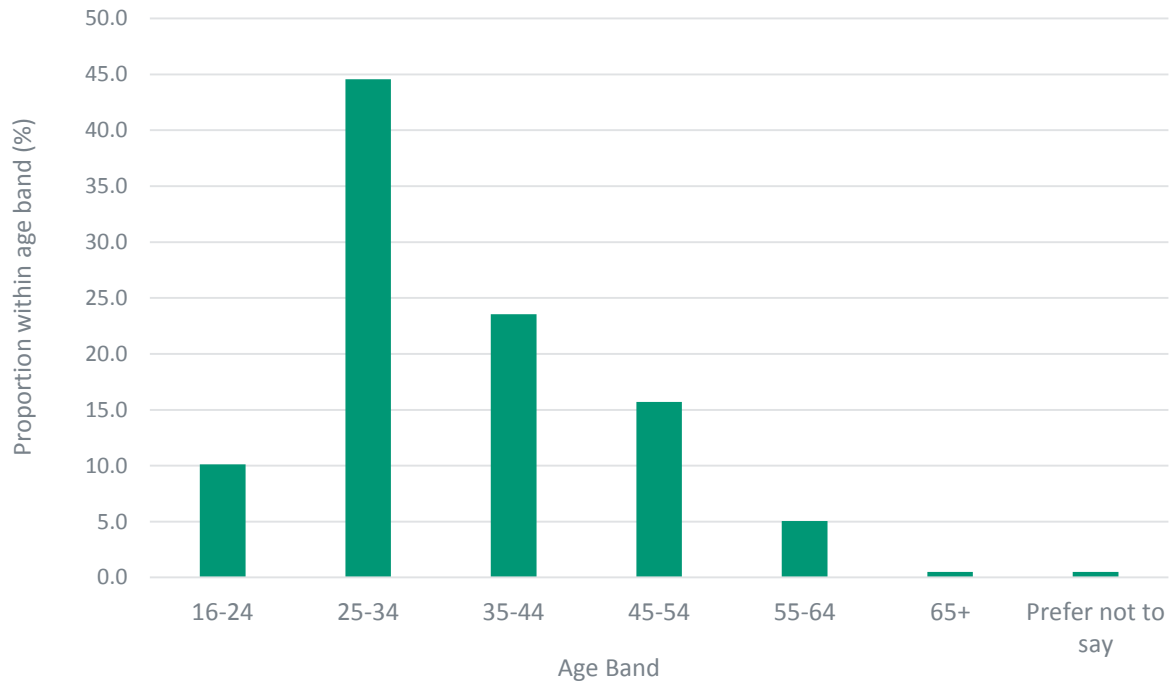
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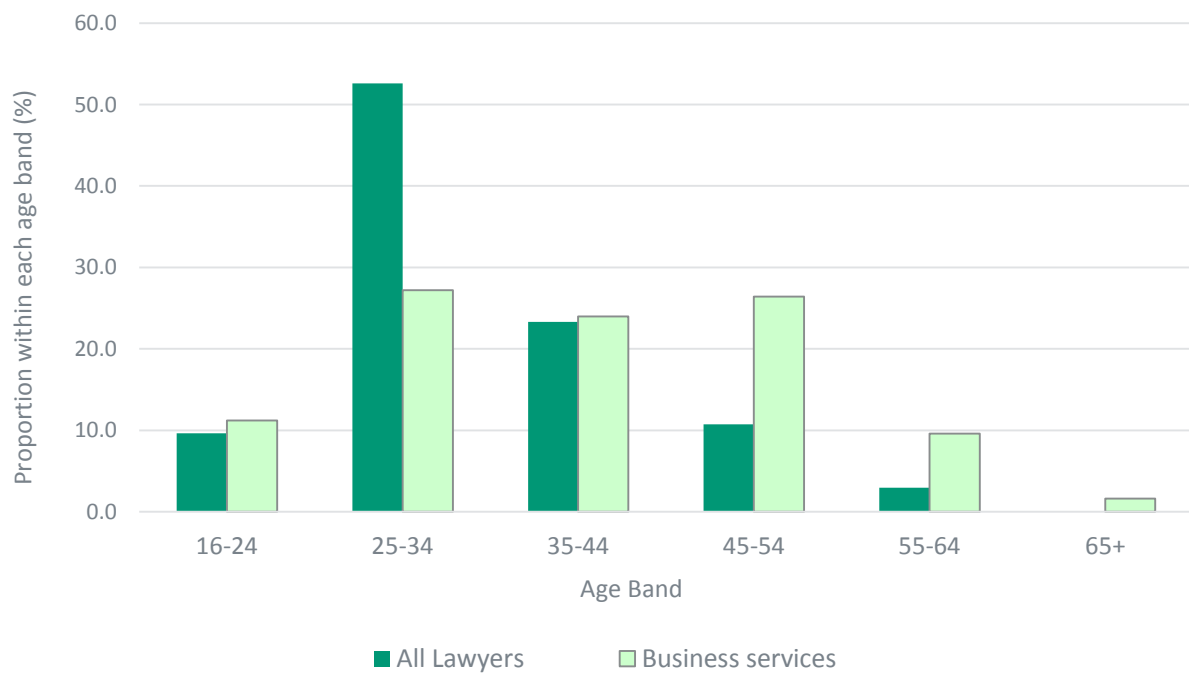
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Age profile

All staff

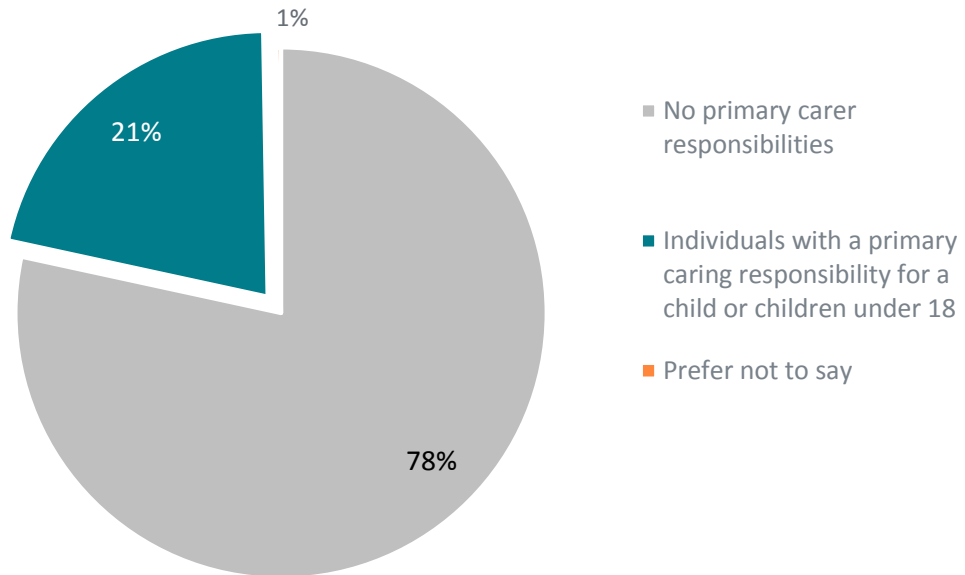


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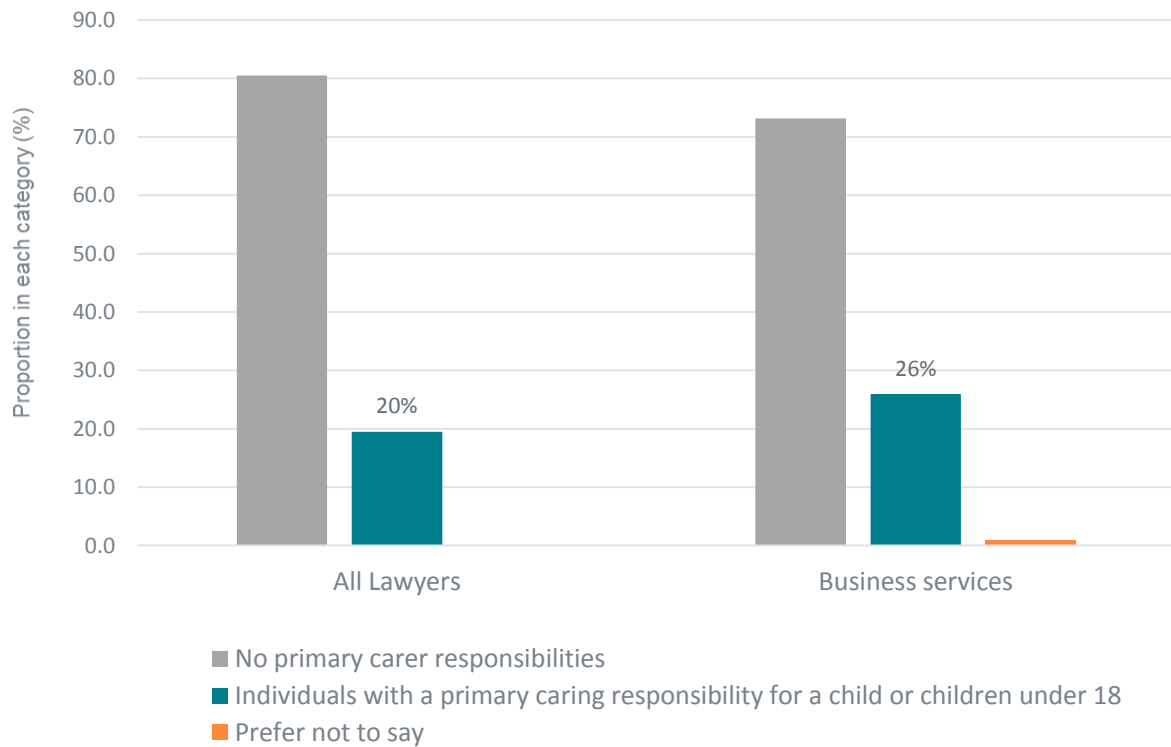


Individuals with a primary caring responsibility for a child or children under 18

All staff



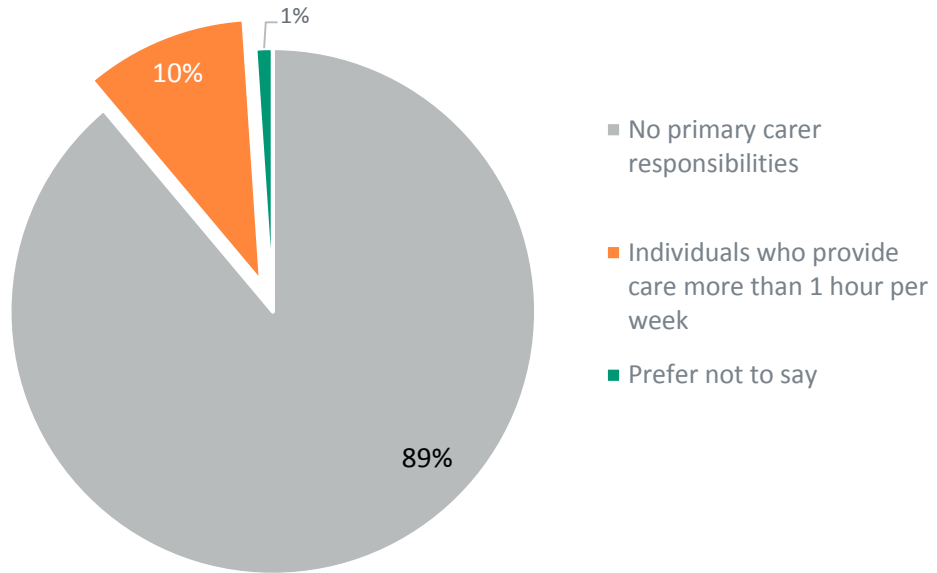
By Role



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

All staff



By Role

