

# Diversity and Inclusion

Monitoring Data 2021

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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.**

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.

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 2021. The response rates for the questions range from 71% to 92%.

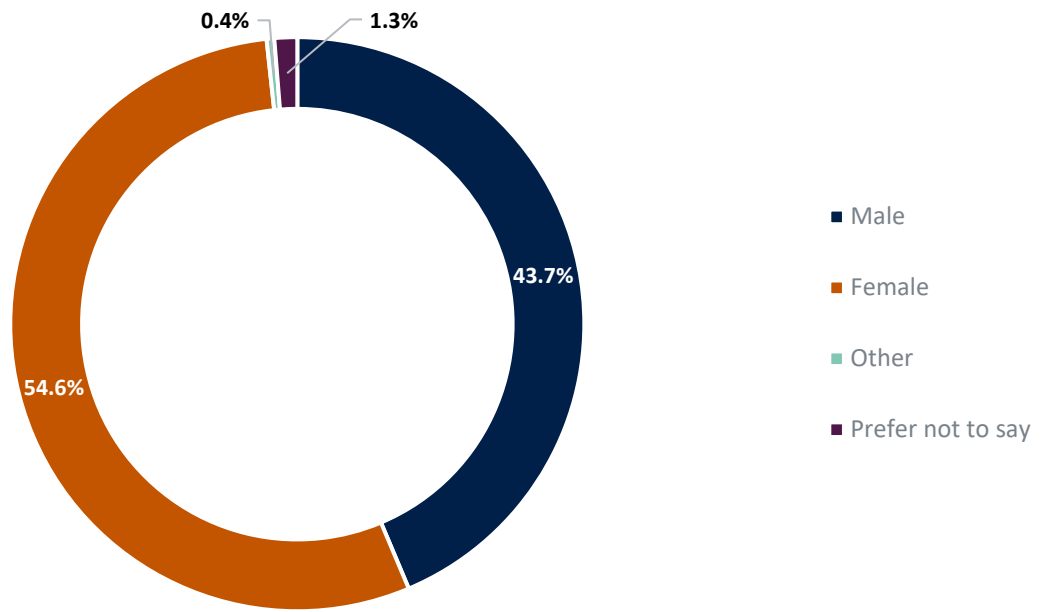
I hope you find this report to be informative.

**Kathleen Russ**

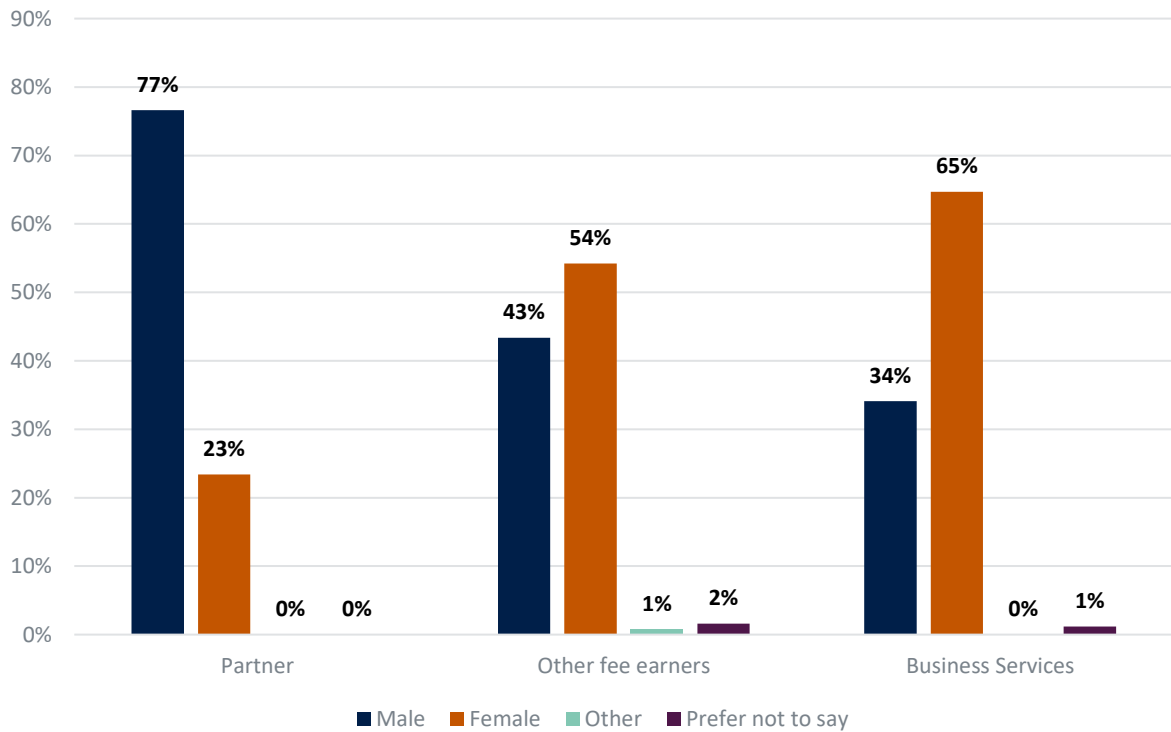
Senior partner, Chair D&I Board

## Gender

### Firmwide



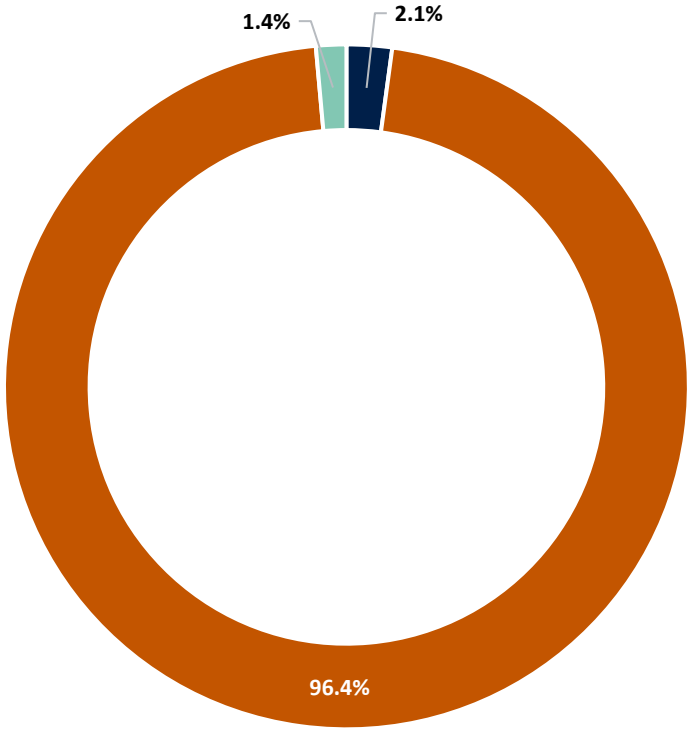
### By role<sup>1</sup>



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

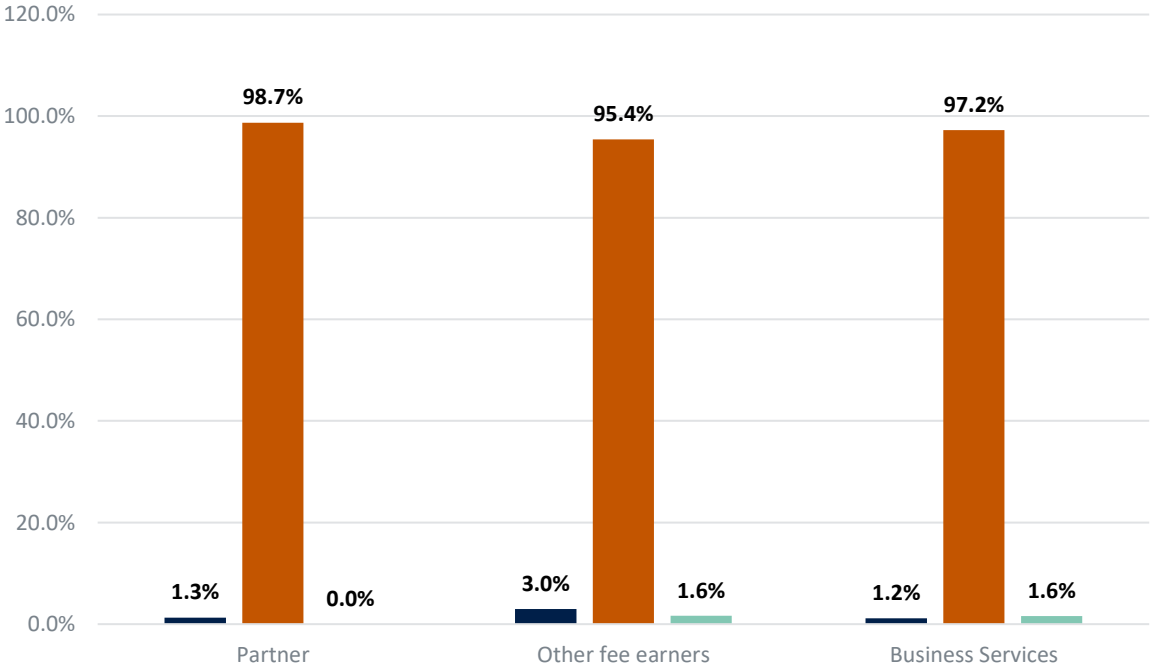
# Gender identity different to sex assigned at birth

## Firmwide



■ Yes ■ No ■ Prefer not to say

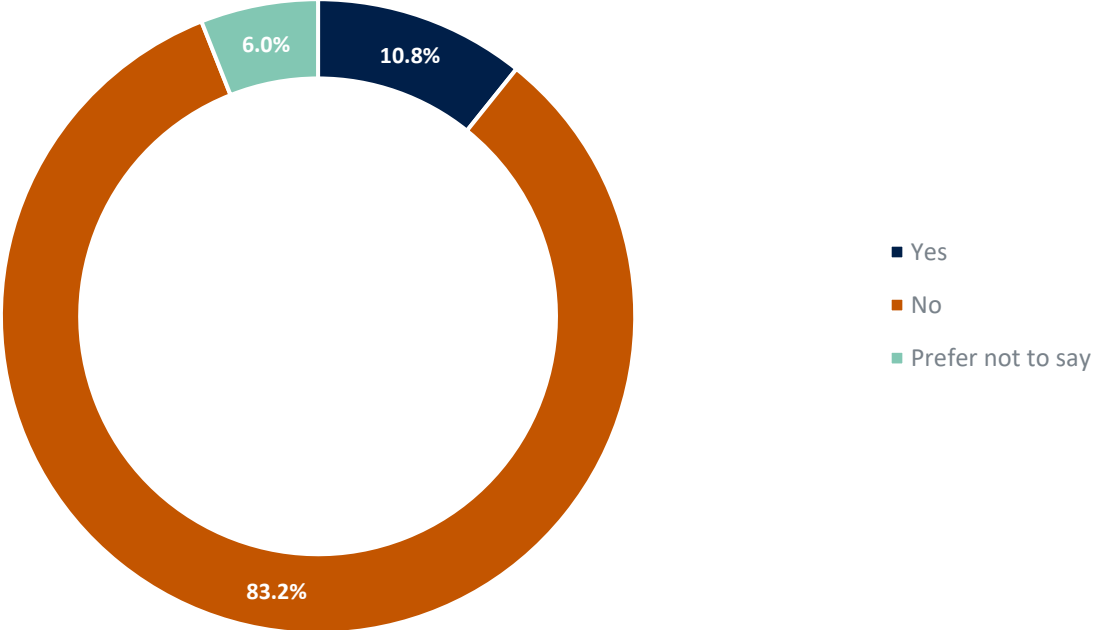
## By role



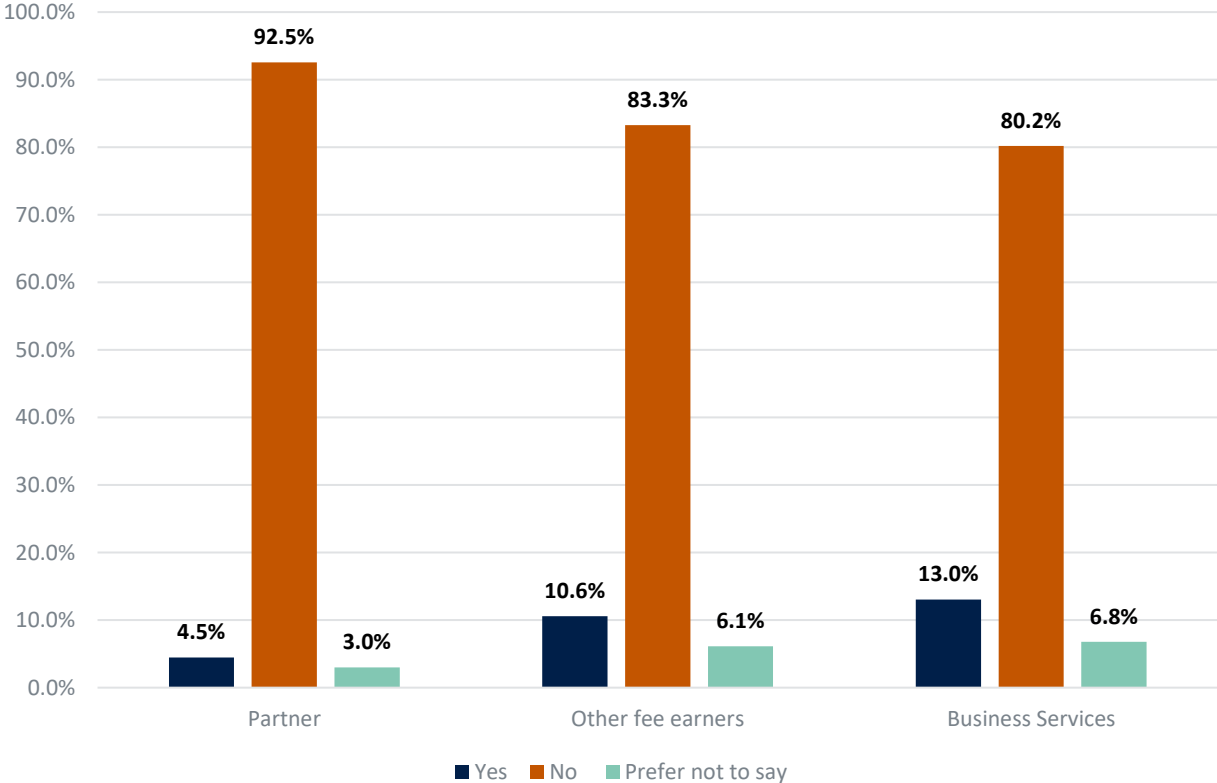
■ Yes ■ No ■ Prefer not to say

# People who consider themselves to have a disability

## Firmwide

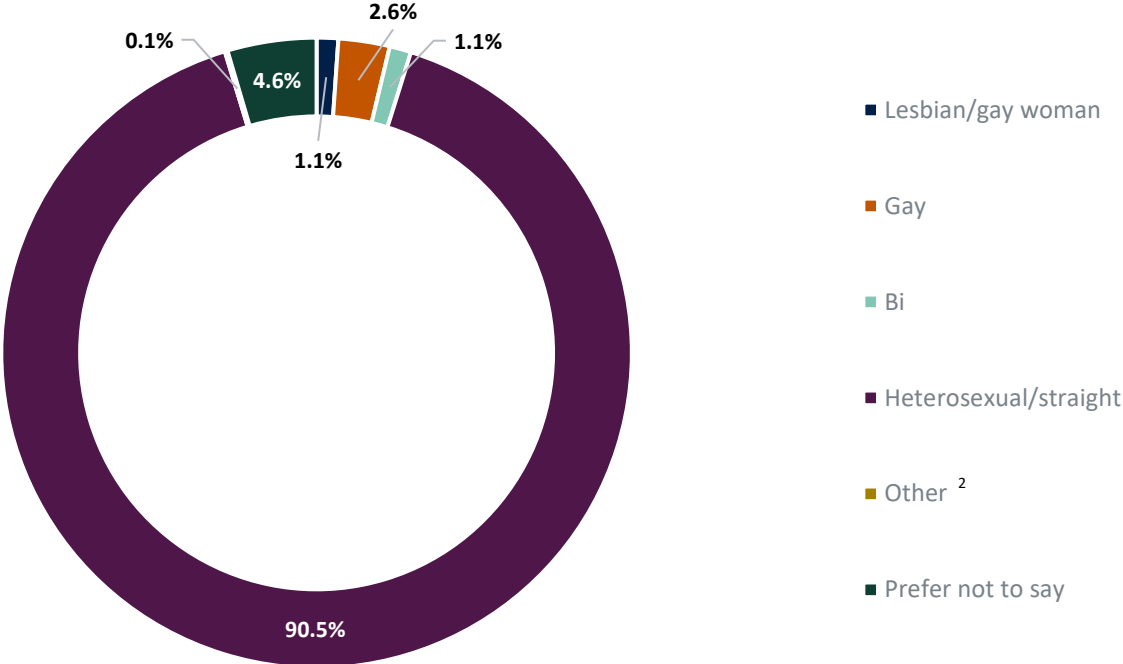


## By role

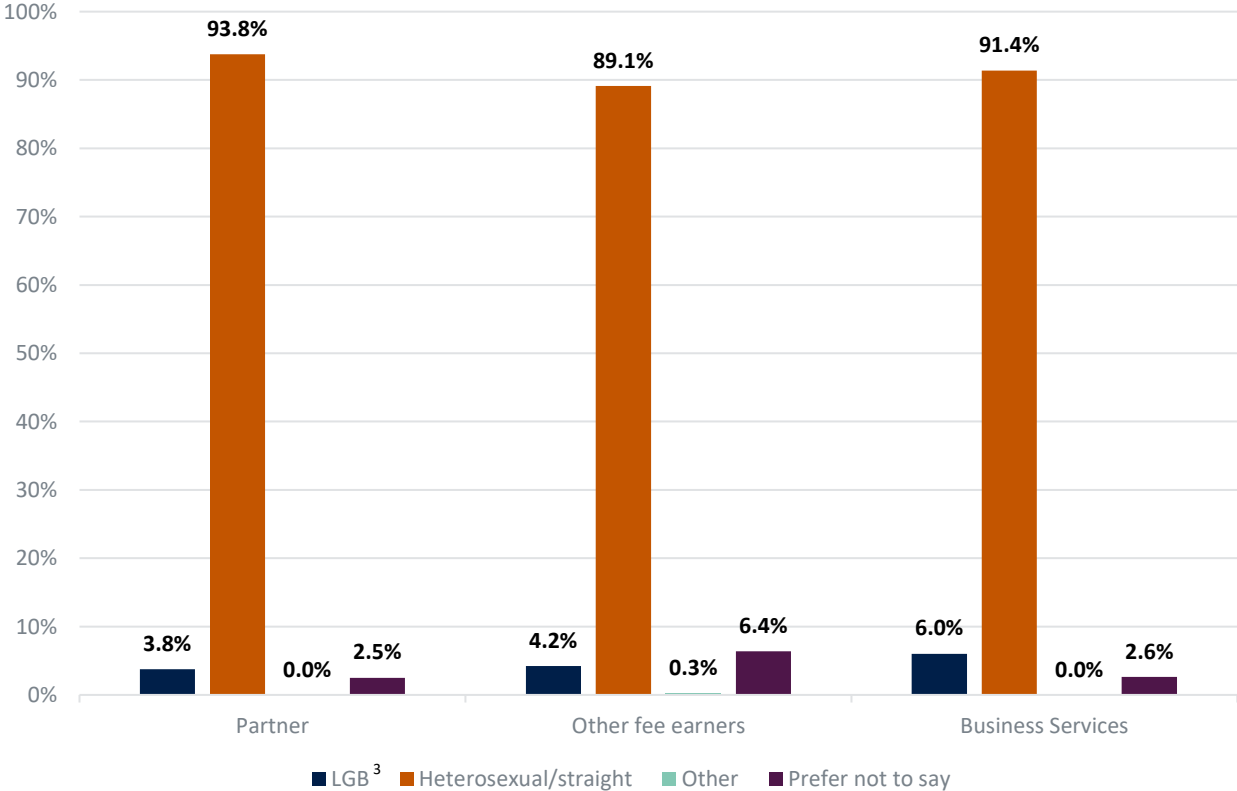


# Sexual Orientation

## Firmwide



## By role

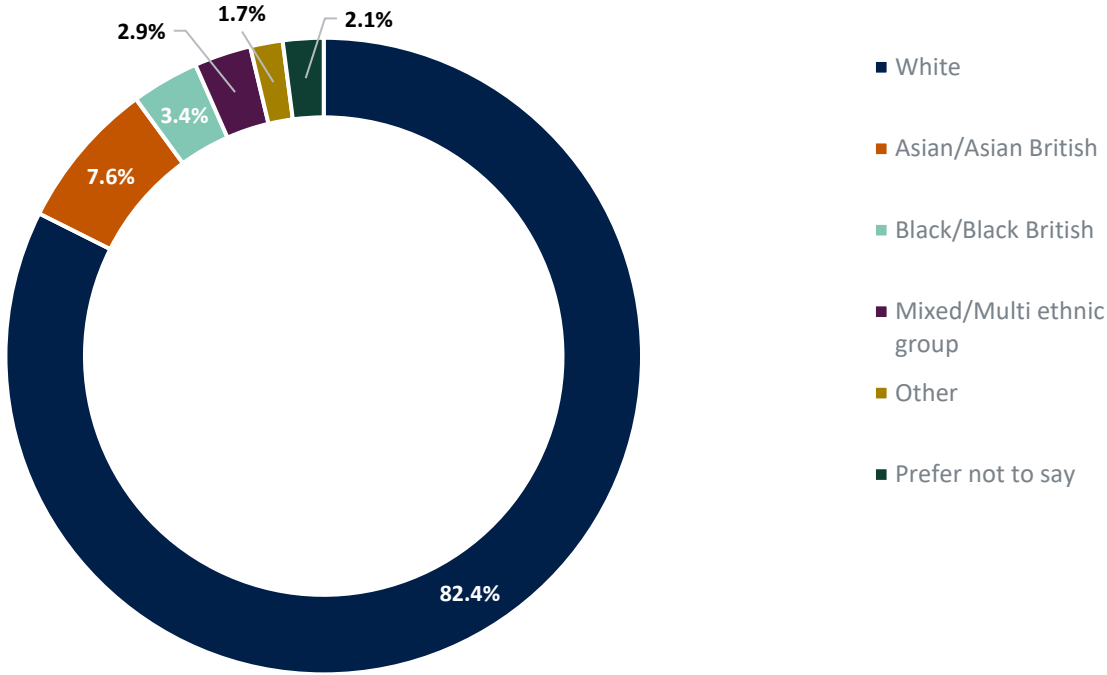


<sup>2</sup> Other refers to other identities under the LGBQ+ umbrella

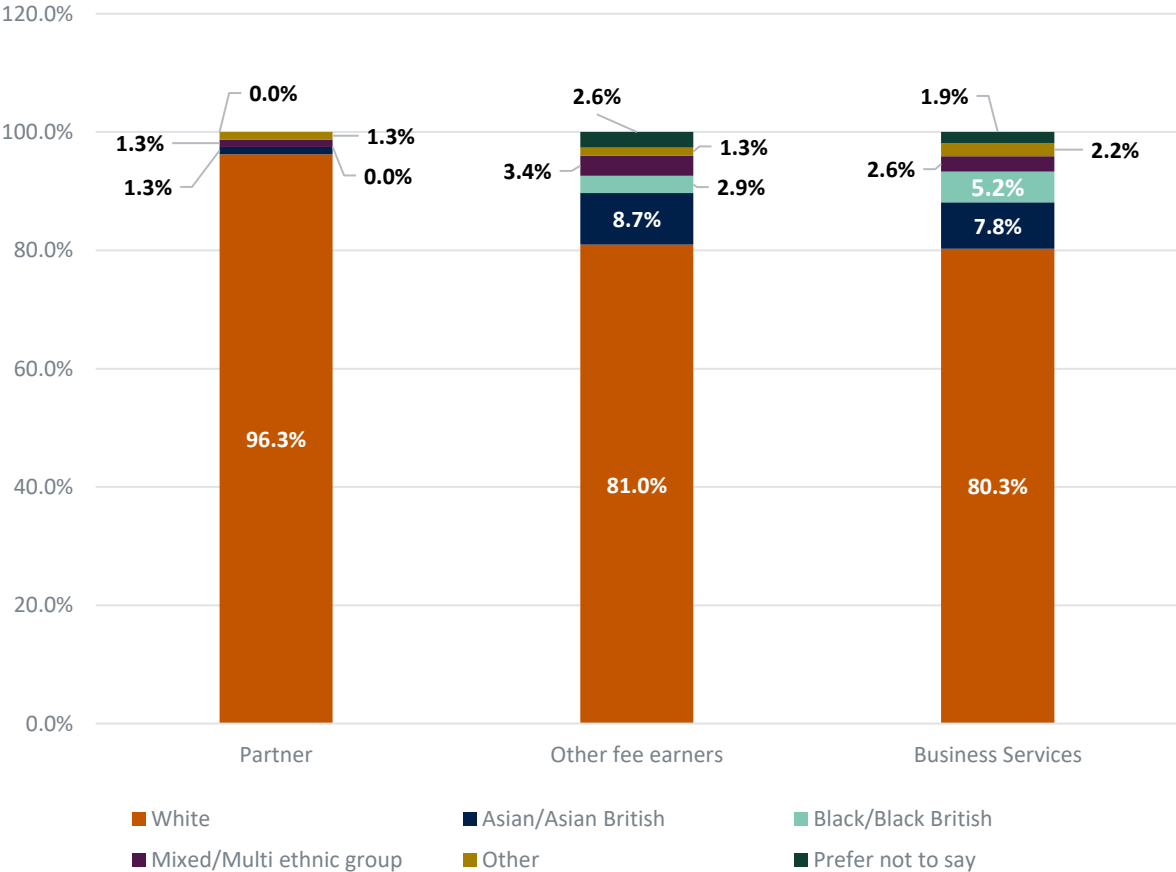
<sup>3</sup> LGB refers to lesbian/gay woman, gay and bisexual

# Ethnicity

## Firmwide

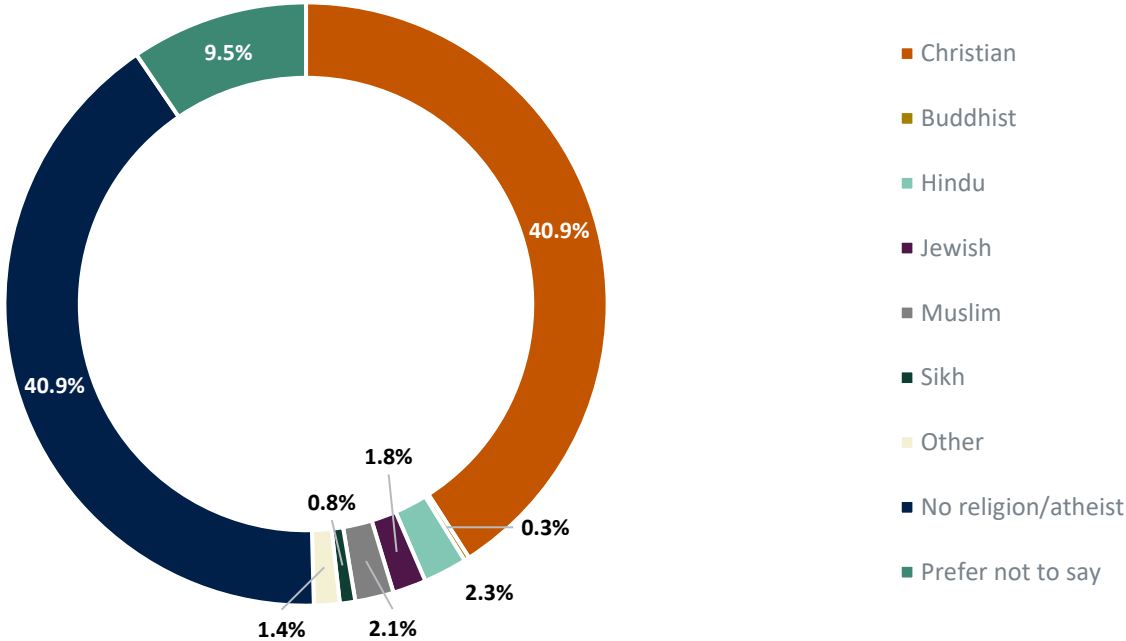


## By role

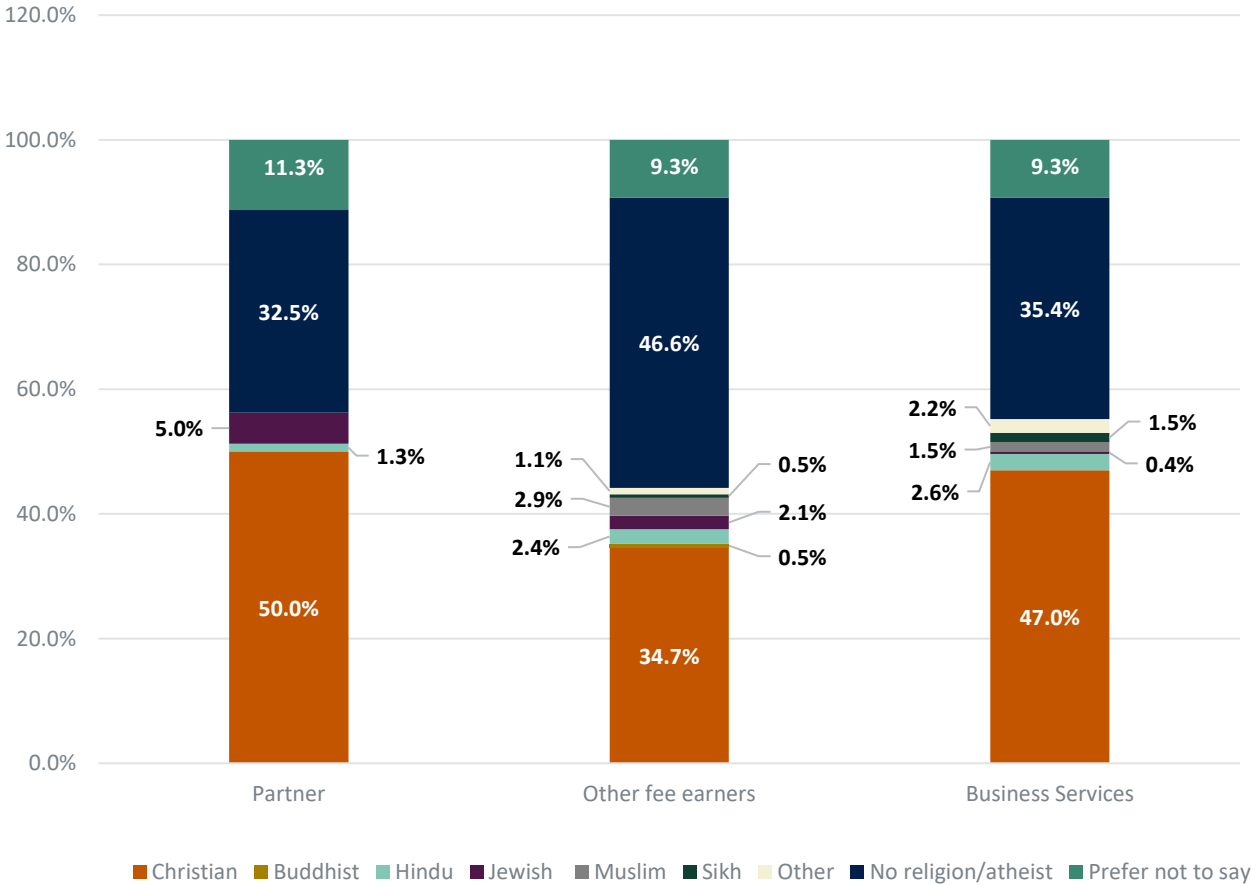


# Faith and religion

## Firmwide



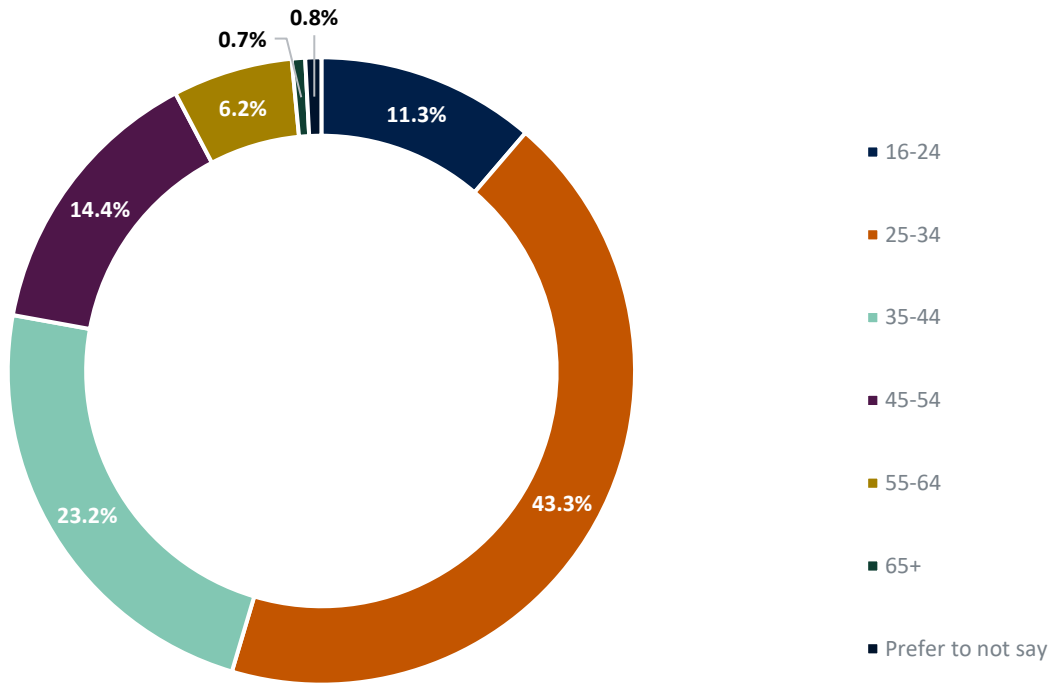
## By role



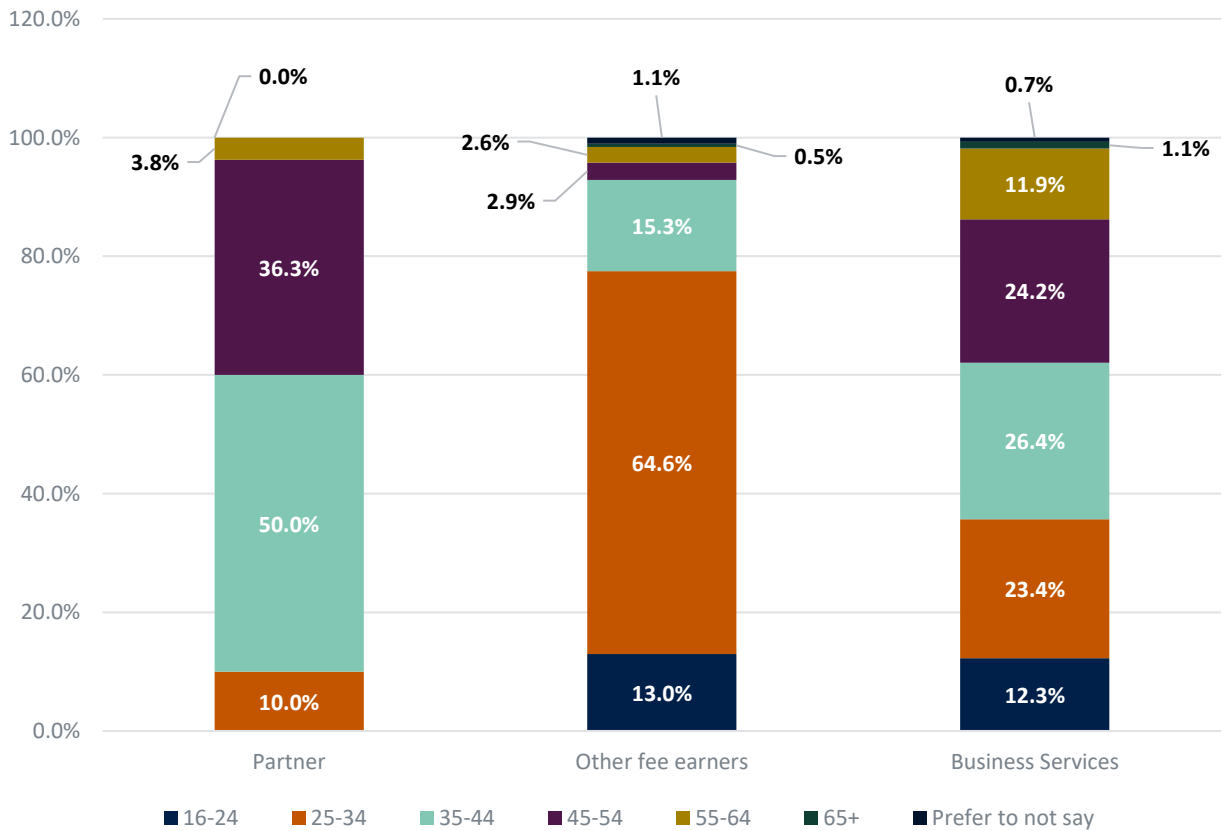


# Age

## Firmwide

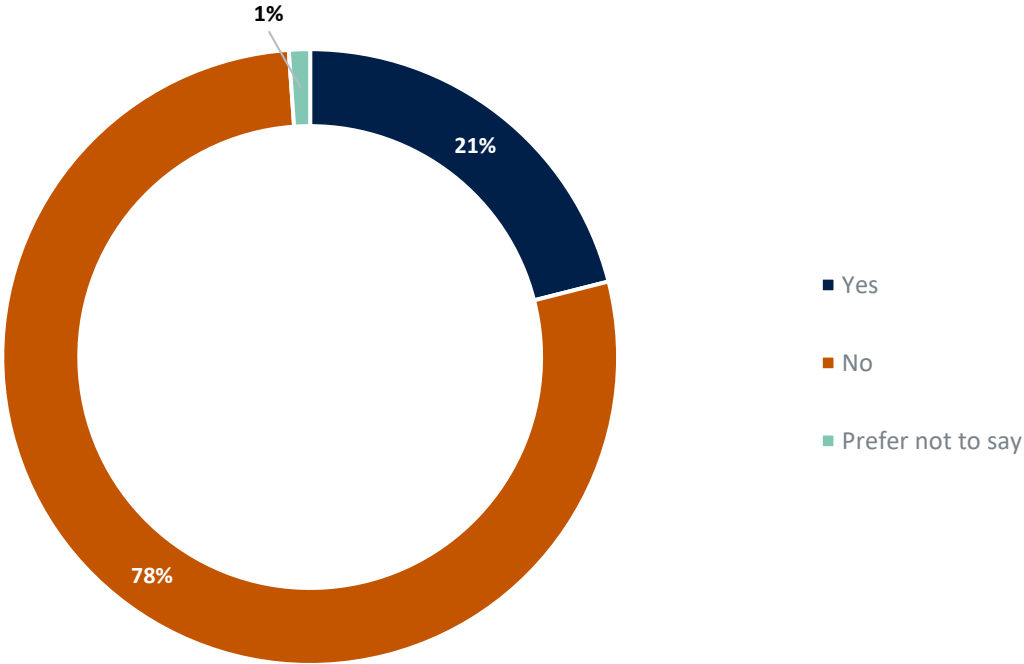


## By role

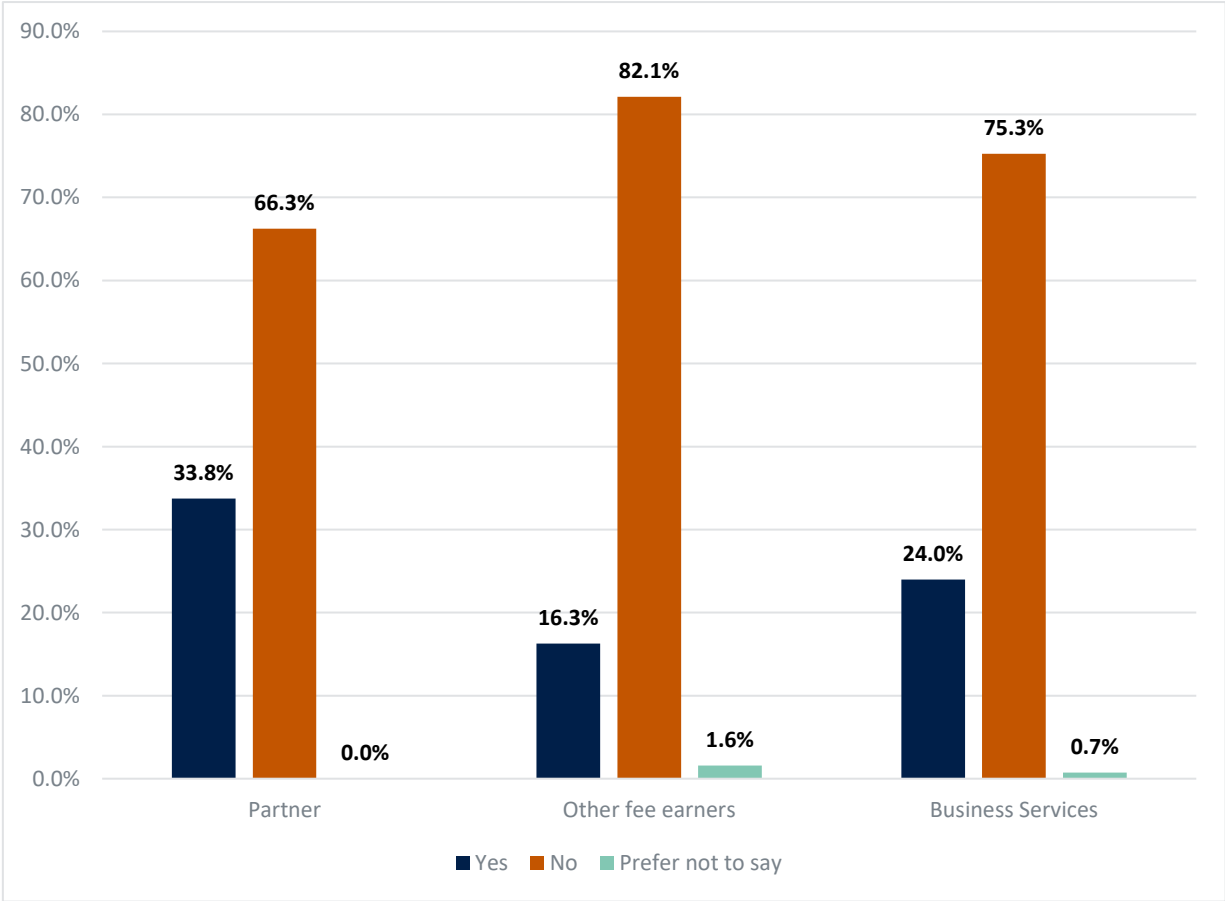


# Primary carer or primary parent

## Firmwide

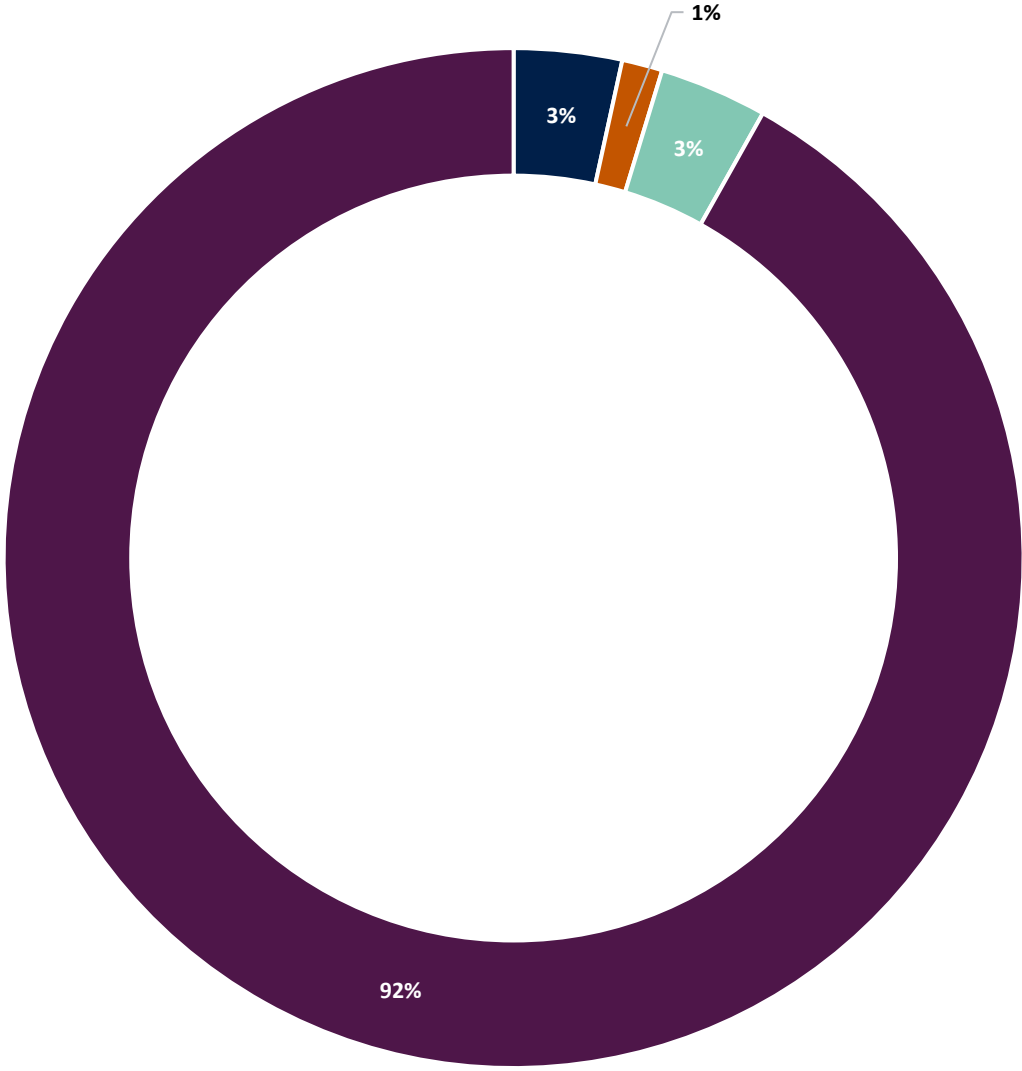


## By role



# Time spent on caring or parental responsibilities

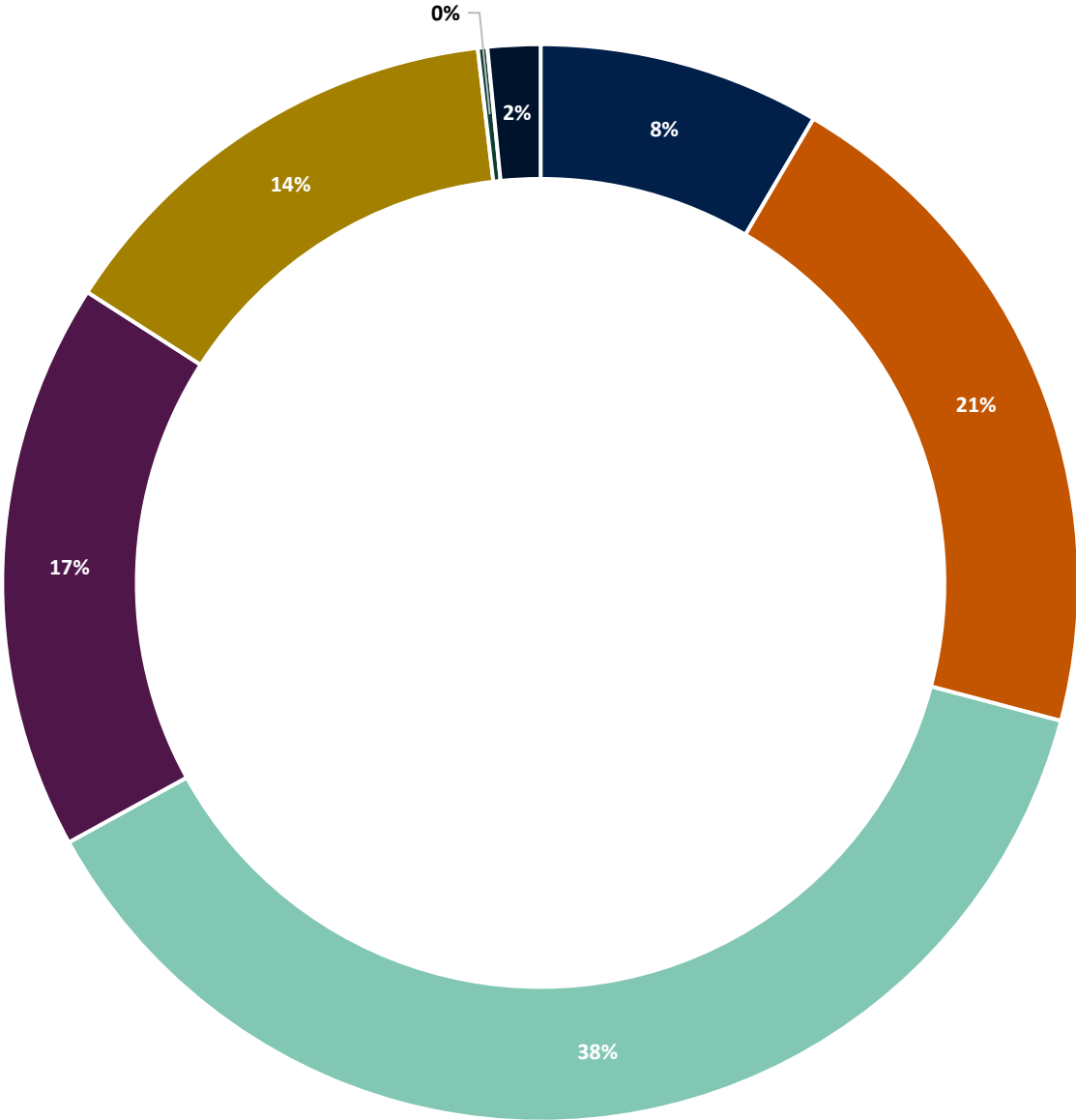
Firmwide



■ 1-19 hours per week   ■ Over 20 hours per week   ■ Prefer not to say   ■ None

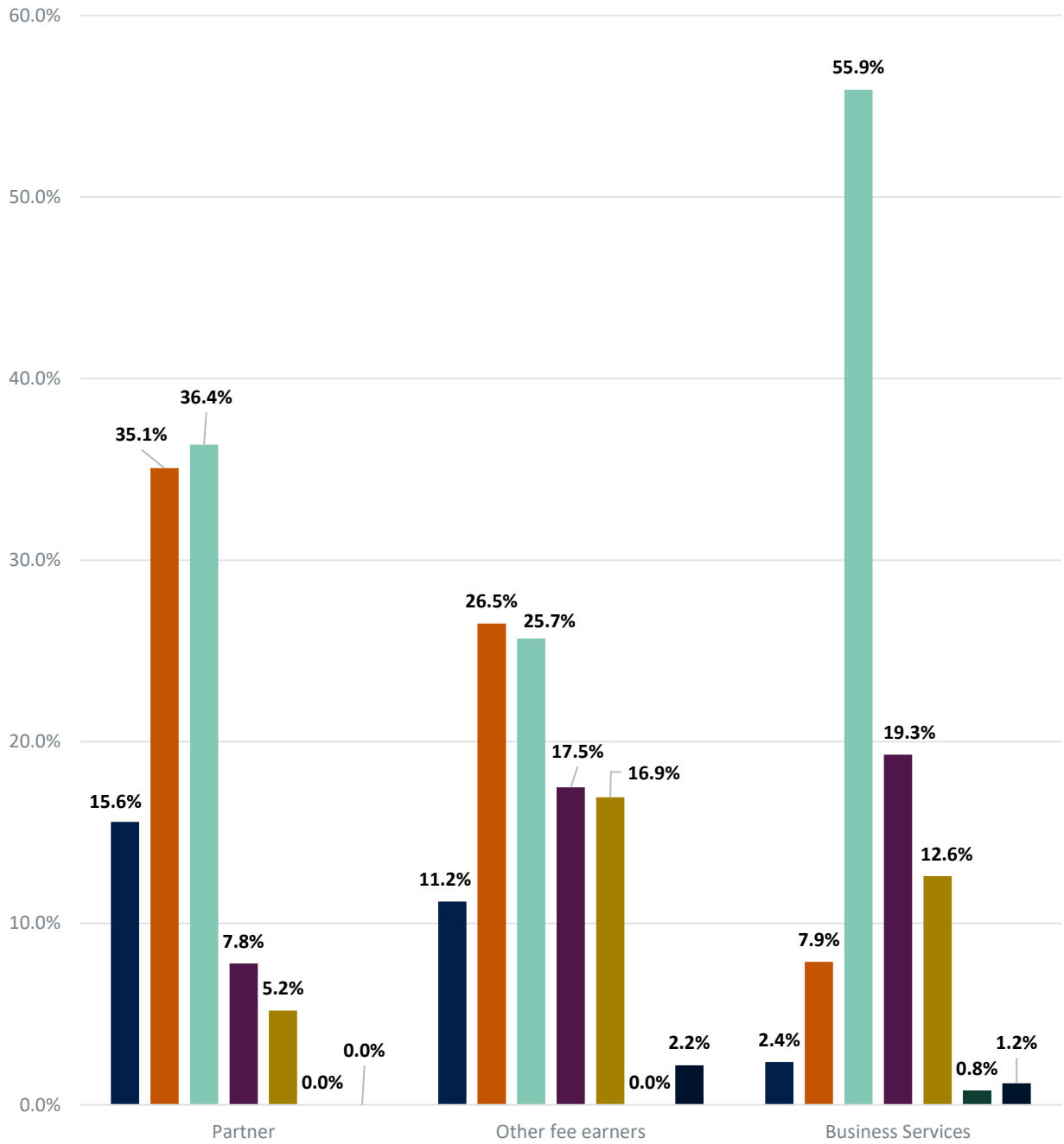
# Type of school attended

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

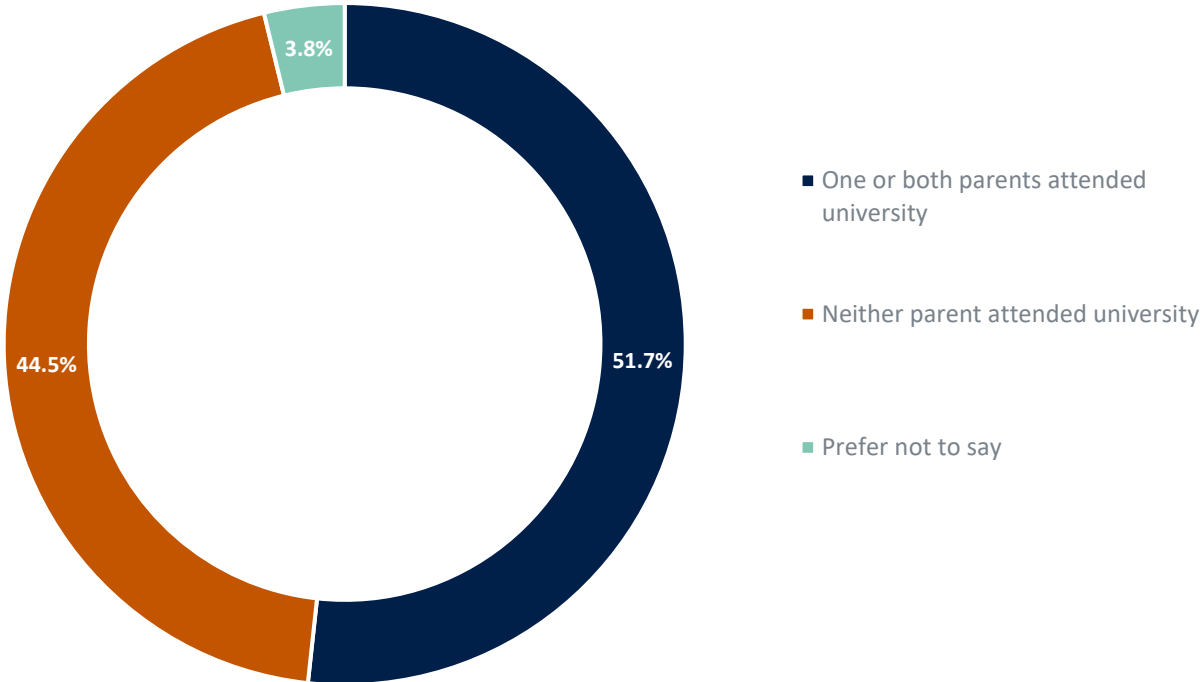
## By role



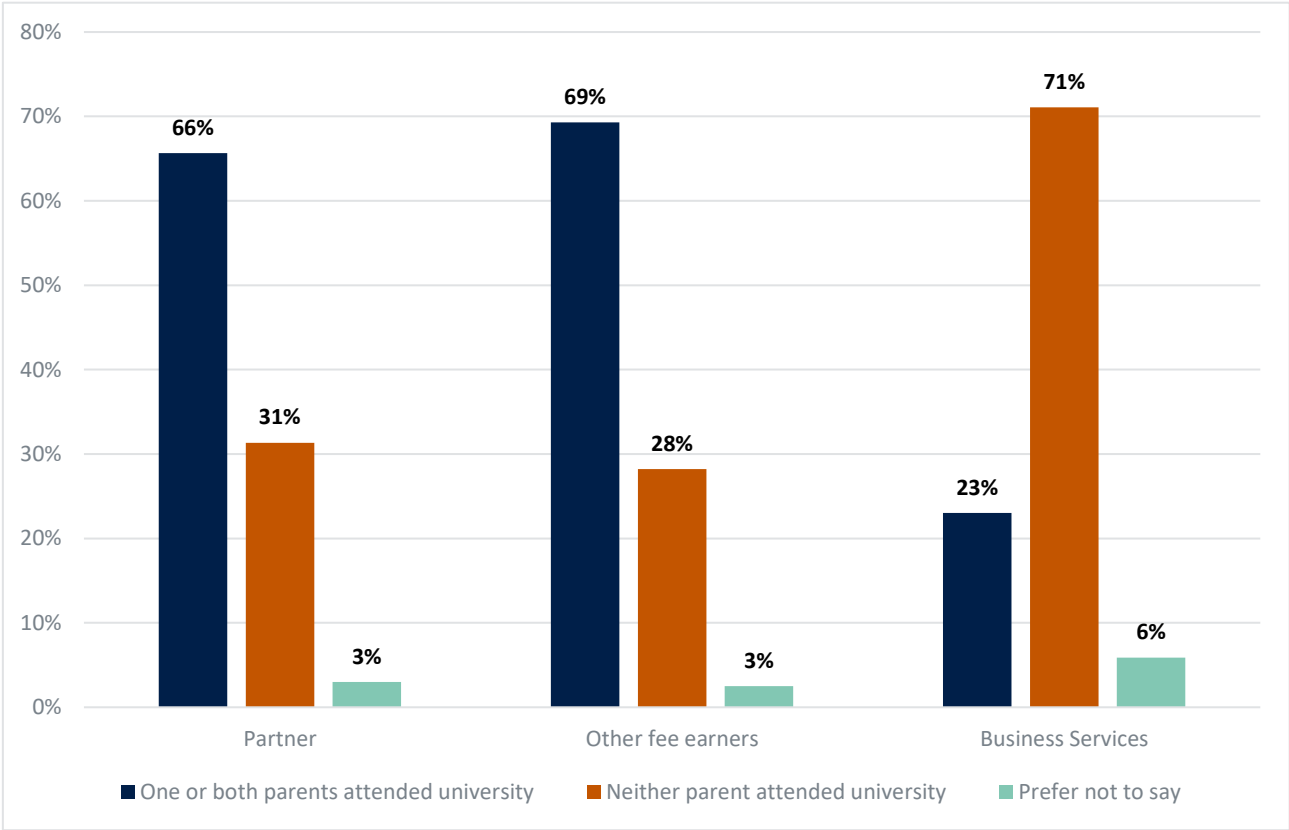
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- UK state run or funded school (selective on academic, faith or other grounds)
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- Other
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# Parents attended university

## Firmwide

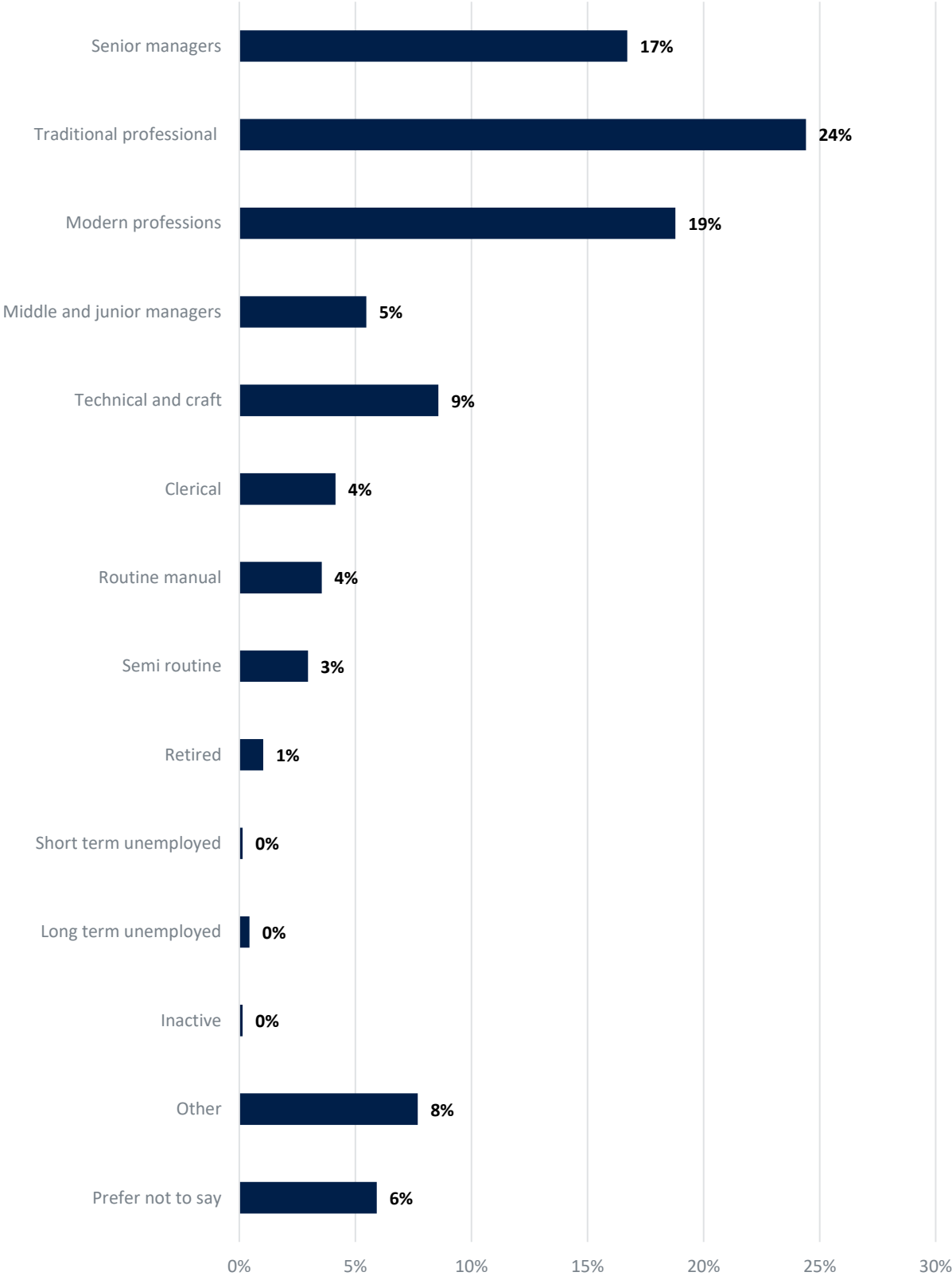


## By role

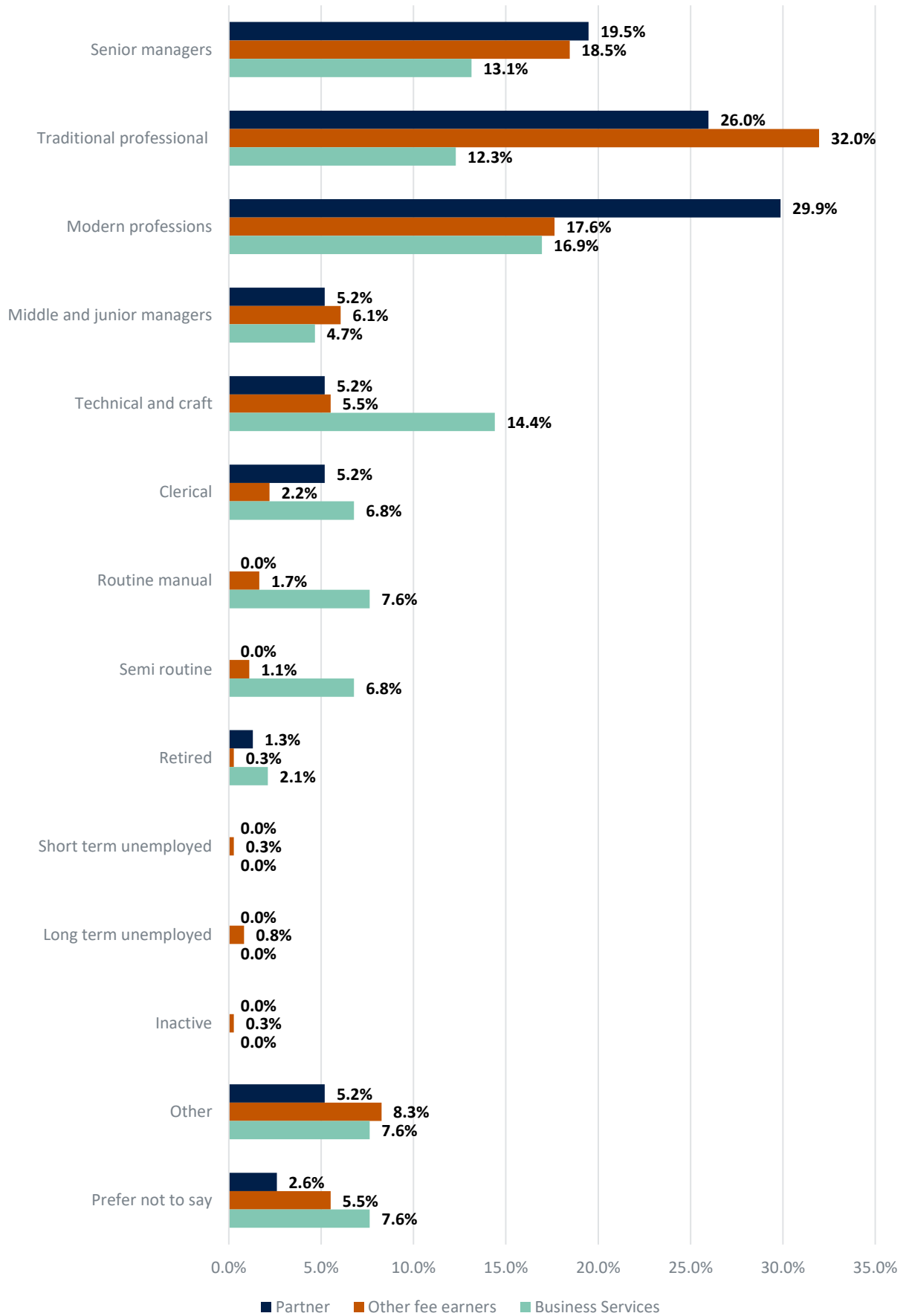


# Occupation of main household earner when respondent was aged 14

## Firmwide



## By role





## Notes

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

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