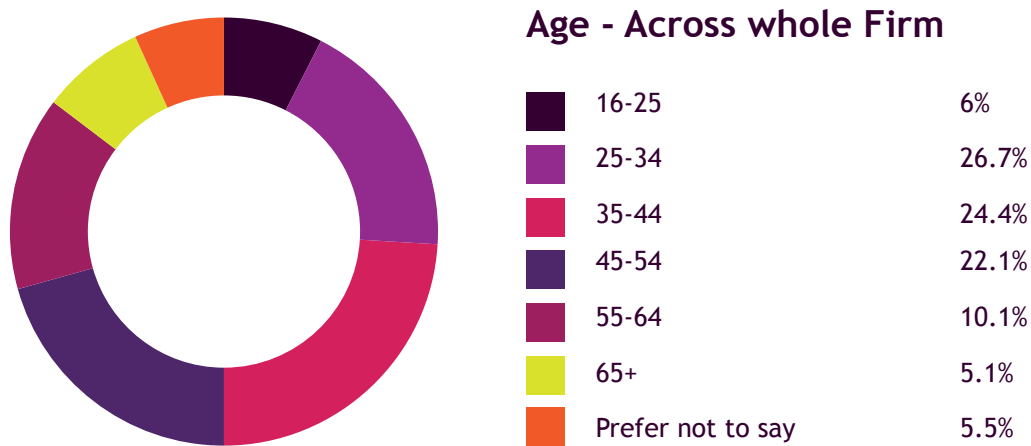


DIVERSITY AT
THRINGS LLP
2019

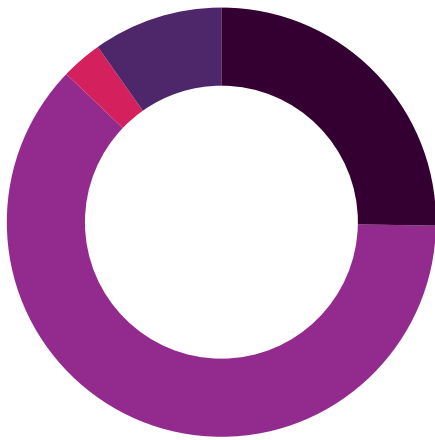
DIVERSITY AT THRINGS LLP

We know that diversity makes us stronger as a business, more attractive to our clients and as an employer. We continue to work on the diversity within our Firm in order to provide a culture that allows everyone to flourish.

The following results have been taken from a voluntary diversity survey conducted in June 2019. 75% of our people completed the survey.



Age	Partner	Legal	Business services/ Support
16-24	0%	7%	8%
25-34	5%	48%	18%
35-44	25%	25%	25%
45-54	40%	10%	26%
55-64	15%	1%	17%
65+	8%	5%	5%
Prefer not to say	8%	4%	1%



Gender - Across whole Firm

Male	25.8%
Female	69.1%
Other Preferred Description	1%
Prefer not to say	5.1%

Age	Partner	Legal	Business services/ Support
Male	58%	27%	12%
Female	38%	70%	87%
Other Preferred Description	0%	2%	0%
Prefer not to say	5%	1%	1%

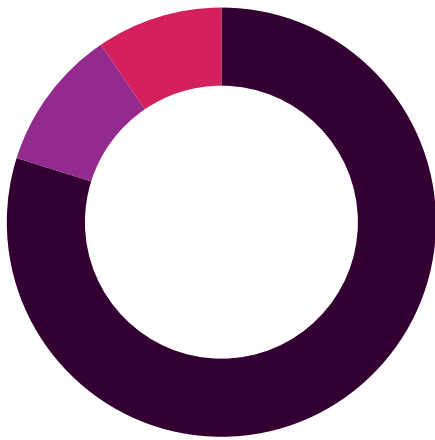


Social Mobility - Across whole firm




school attended between the ages of 11-16

State School	65%
Independent/Fee Paying	21%
Educated Overseas	5%
Prefer not to say	8%

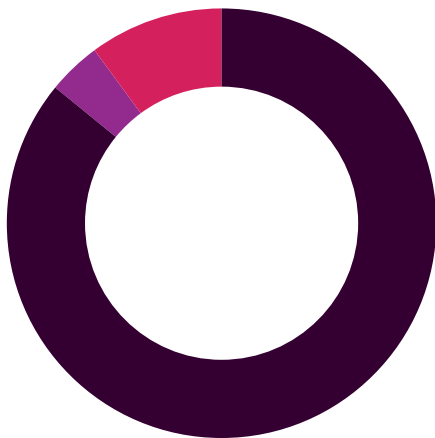
Age	Partner	Legal	Business services/ Support
State School	53%	65%	77%
Independent/Fee Paying	33%	26%	12%
Educated Overseas	2%	7%	5%
Prefer not to say	12%	2%	6%






Ethnicity - Across whole Firm

	British/English/Welsh/ Northern Irish/Scottish	82.5%
	Declared minority ethnic background	9.7%
	Prefer not to say	7.4%

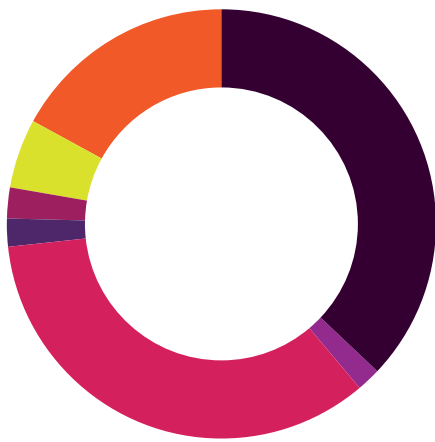
Age	Partner	Legal	Business services/ Support
British/English/Welsh/ Northern Irish/Scottish	83%	83%	87%
Declared minority ethnic background	7%	14%	8%
Prefer not to say	10%	3%	5%



Sexual Orientation - Across whole Firm

	Heterosexual	90%
	LGBT	2.8%
	Prefer not to say	7%

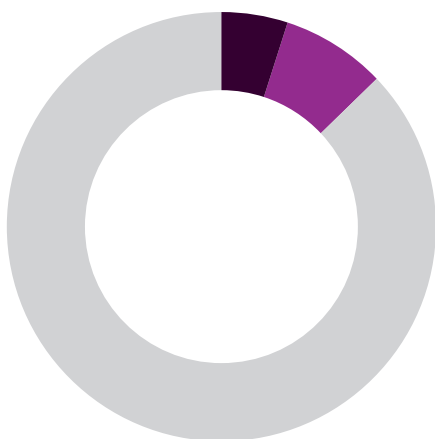
Age	Partner	Legal	Business services/ Support
Heterosexual	85%	93%	95%
LGBT	3%	5%	1%
Prefer not to say	13%	6%	4%



Religion or Belief - Across whole Firm

No religion or belief	40.1%
Buddhist	0.5%
Christian	45.6%
Hindu	1.4%
Muslim	1.4%
Any other religion	2.8%
Prefer not to say	8.3%

Age	Partner	Legal	Business services/ Support
No religion or belief	23%	51%	38%
Buddhist	0%	1%	0%
Christian	65%	33%	54%
Hindu	0%	3%	0%
Jewish	0%	0%	0%
Muslim	0%	2%	1%
Sikh	0%	0%	0%
Any other religion or belief	2%	3%	2%
Prefer not to say	10%	6%	5%



Disability - Across whole Firm

Declared	2.8%
Prefer not to say	5.5%

Age	Partner	Legal	Business services/ Support
Declared	0%	6%	1%
Prefer not to say	8%	2%	2%