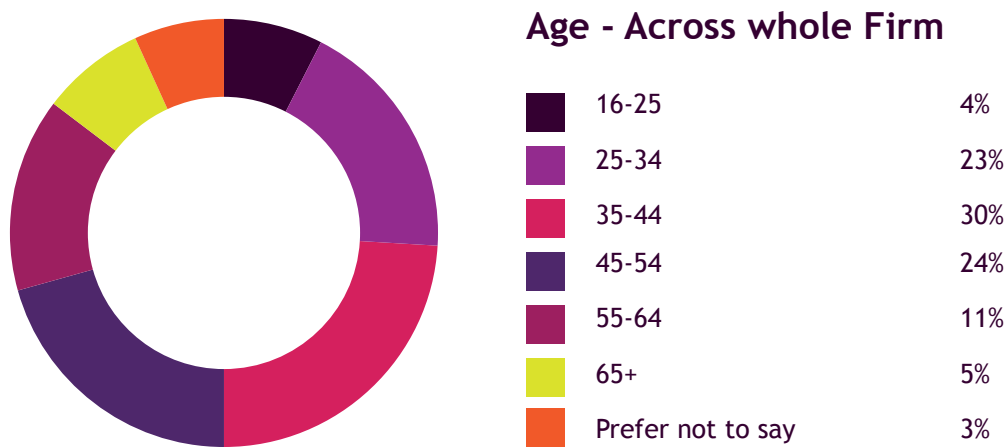


DIVERSITY AT
THRINGS LLP
2021

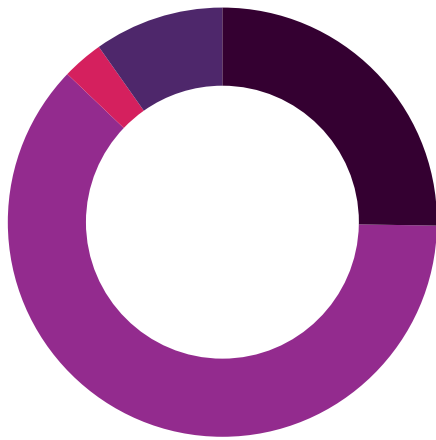
DIVERSITY AT THRINGS LLP

At Thrings we believe that Equality, Diversity and Inclusion is pivotal to the success and culture of the Firm. It's valued by our clients and our people.

The results of the 2021 diversity survey have been taken from a voluntary diversity survey in which 72% of our people completed the survey.



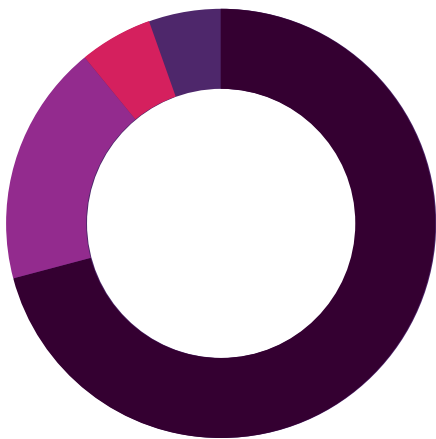
Age	Partner	Legal	Business services/ Support
16-24	0%	6%	3%
25-34	4%	36%	19%
35-44	30%	33%	27%
45-54	30%	15%	30%
55-64	30%	2%	15%
65+	0%	5%	7%
Prefer not to say	4%	3%	0%



Gender - Across whole Firm

Male	26.35%
Female	70.6%
Other Preferred Description	0.6%
Prefer not to say	2.99%

Age	Partner	Legal	Business services/ Support
Male	52%	30%	15%
Female	43%	68%	84%
Other Preferred Description	0%	0%	0%
Prefer not to say	4%	2%	1%

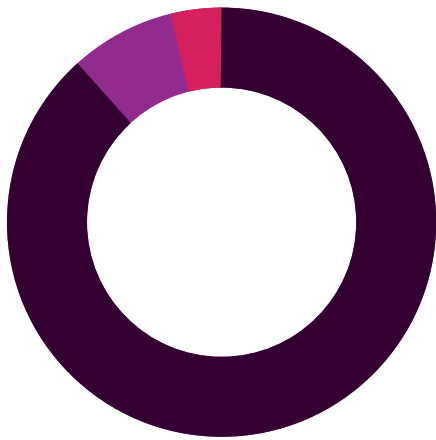


Social Mobility - Across whole firm




school attended between the ages of 11-16

State School	72%
Independent/Fee Paying	19%
Educated Overseas	4%
Prefer not to say	5%

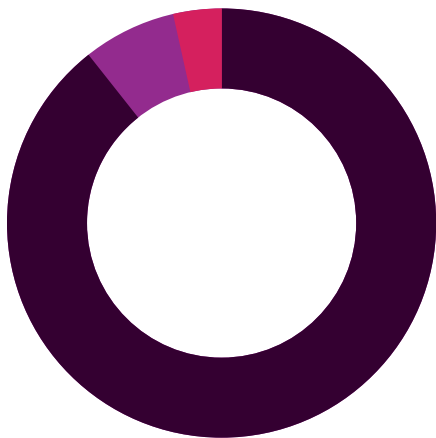
Age	Partner	Legal	Business services/ Support
State School	65%	64%	84%
Independent/Fee Paying	30%	27%	8%
Educated Overseas	0%	5%	5%
Prefer not to say	4%	5%	3%






Ethnicity - Across whole Firm

	Declared non-BAME	89%
	Declared BAME	6%
	Prefer not to say	3%

Age	Partner	Legal	Business services/ Support
Declared non-BAME	95%	88%	95%
Declared BAME	0%	11%	5.4%
Prefer not to say	4%	2%	0%










Sexual Orientation - Across whole Firm

	Heterosexual	88.62%
	LGBTQ+	7.79%
	Prefer not to say	3.59%

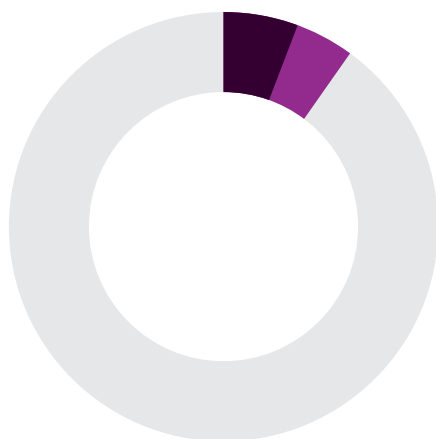
Age	Partner	Legal	Business services/ Support
Heterosexual	87%	89%	92%
LGBTQ+	9%	8%	7%
Prefer not to say	4%	3%	1%





Religion or Belief - Across whole Firm

	No religion or belief	45%
	Buddhist	1%
	Christian	45%
	Hindu	1%
	Muslim	1%
	Any other religion	1%
	Prefer not to say	6%

Age	Partner	Legal	Business services/ Support
No religion or belief	26%	50%	46%
Buddhist	0%	0%	1%
Christian	70%	38%	46%
Hindu	0%	3%	0%
Muslim	0%	2%	1%
Any other religion or belief	0%	2%	1%
Prefer not to say	4%	6%	4%



Disability - Across whole Firm

	Declared	2.8%
	Prefer not to say	2%

Age	Partner	Legal	Business services/ Support
Declared	0%	8%	4%
Prefer not to say	4%	2%	0%



Caring Responsibilities - Across whole Firm

- Primary carer for children under 18 31.74%
- Carer for someone with long term physical or mental health (disability or age) 8%