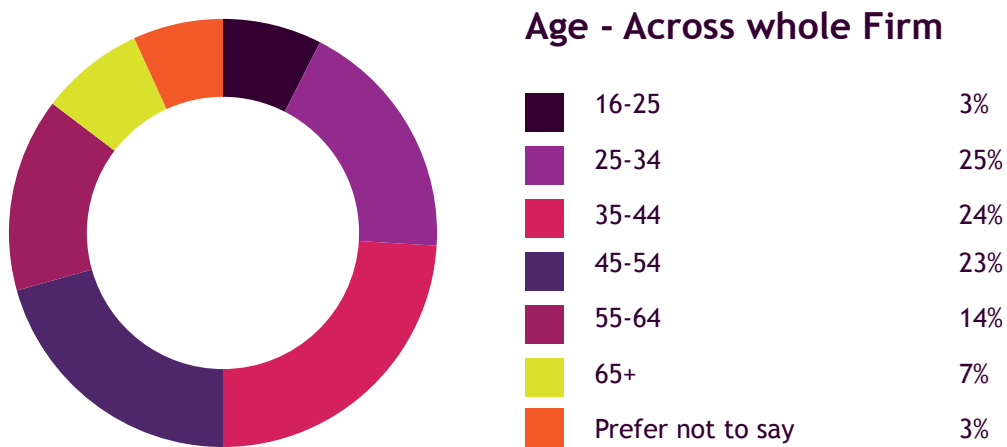


DIVERSITY AT  
THRINGS LLP  
2023

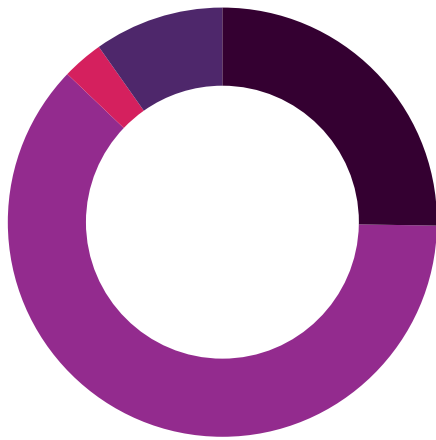
## DIVERSITY AT THRINGS LLP

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.

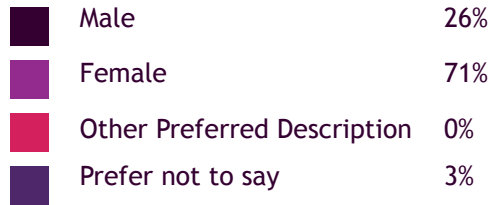
The results of the 2023 diversity survey have been taken from a voluntary diversity survey in which 76% (4% increase from 2021) of our people completed the survey.



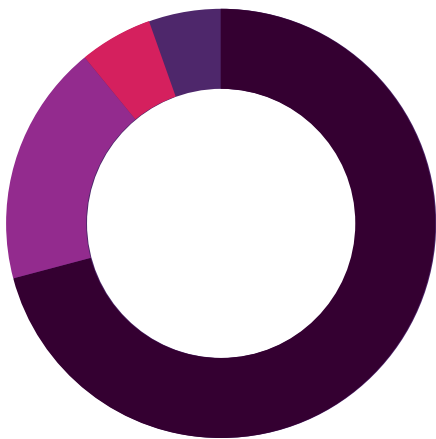
Age	Partner	Legal	Business services/ Support
16-24	0%	4%	3%
25-34	0%	43%	18%
35-44	25%	24%	21%
45-54	38%	15%	28%
55-64	38%	6%	20%
65+	0%	7%	9%
Prefer not to say	0%	2%	3%



## Gender - Across whole Firm

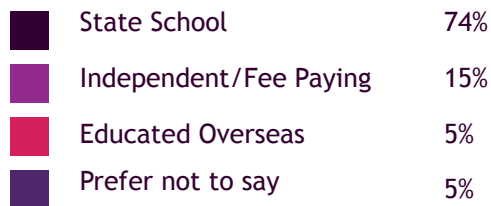


Gender	Partner	Legal	Business services/ Support
Male	69%	30%	11%
Female	31%	67%	88%
Other Preferred Description	0%	0%	0%
Prefer not to say	0%	2%	1%

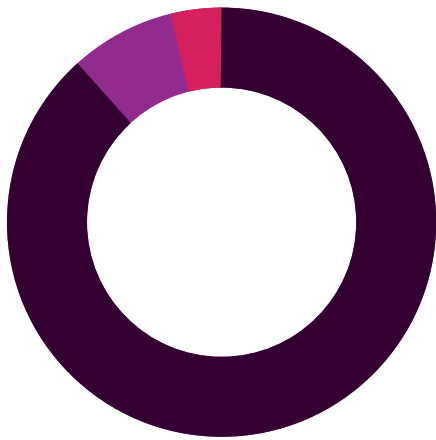


## Social Mobility - Across whole firm

school attended between the ages of 11-16



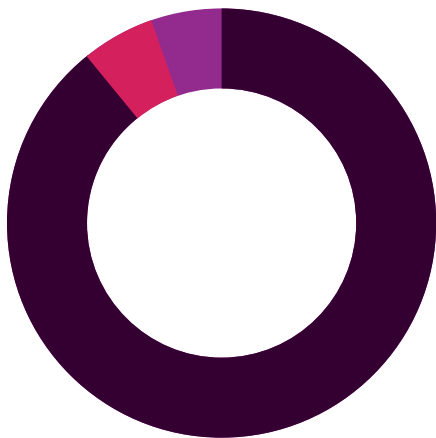
Age	Partner	Legal	Business services/ Support
State School	50%	73%	84%
Independent/Fee Paying	38%	19%	5%
Educated Overseas	0%	4%	8%
Prefer not to say	13%	3%	0%



## Ethnicity - Across whole Firm

<span style="display:inline-block; width:15px; height:15px; background-color:#330033; margin-right:5px;"></span> Declared non-BAME	91%
<span style="display:inline-block; width:15px; height:15px; background-color:#800080; margin-right:5px;"></span> Declared BAME	6%
<span style="display:inline-block; width:15px; height:15px; background-color:#e91e63; margin-right:5px;"></span> Prefer not to say	3%

Age	Partner	Legal	Business services/ Support
Declared non-BAME	94%	91%	93%
Declared BAME	6%	6%	6%
Prefer not to say	0%	2%	0%



## Sexual Orientation - Across whole Firm

<span style="display:inline-block; width:15px; height:15px; background-color:#330033; margin-right:5px;"></span> Heterosexual	88%
<span style="display:inline-block; width:15px; height:15px; background-color:#800080; margin-right:5px;"></span> LGBTQ+	6%
<span style="display:inline-block; width:15px; height:15px; background-color:#e91e63; margin-right:5px;"></span> Prefer not to say	6%

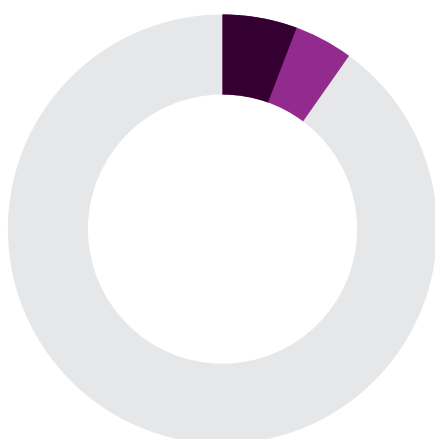
Age	Partner	Legal	Business services/ Support
Heterosexual	94%	92%	89%
LGBTQ+	0%	4%	6%
Prefer not to say	6%	3%	4%



## Religion or Belief - Across whole Firm

No religion or belief	45%
Buddhist	0%
Christian	45%
Hindu	1%
Muslim	1%
Any other religion	1%
Prefer not to say	7%

Age	Partner	Legal	Business services/ Support
No religion or belief	6%	51%	48%
Christian	88%	38%	47%
Hindu	0%	1%	0%
Muslim	0%	1%	0%
Any other religion or belief	0%	2%	1%
Prefer not to say	6%	7%	4%



## Disability - Across whole Firm

Declared	7%
Prefer not to say	6%

Age	Partner	Legal	Business services/ Support
Declared	0%	10%	6%
Prefer not to say	6%	4%	1%



## Caring Responsibilities - Across whole Firm

- Primary carer for children under 18 33%
- Carer for someone with long term physical or mental health (disability or age) 12%