

July 2023

THURSFIELDS DIVERSITY PROFILE

Collated by

HR Department

CARING RESPONSIBILITY

At Thursfields, 36% of colleagues have childcare responsibilities (compared to 33% sector wide)

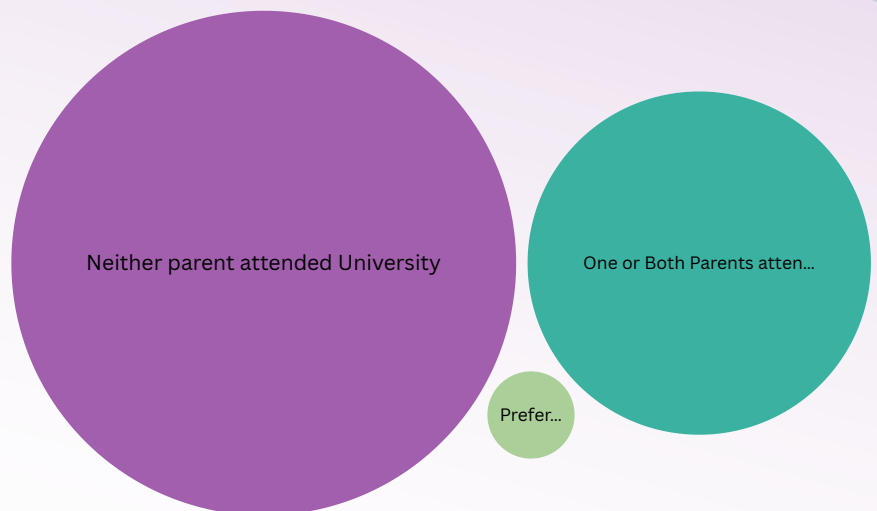
6% of Thursfields Colleagues are carers for someone with long term physical or mental illness caused by disability or age (compared to 8% sector wide).

SOCIAL MOBILITY

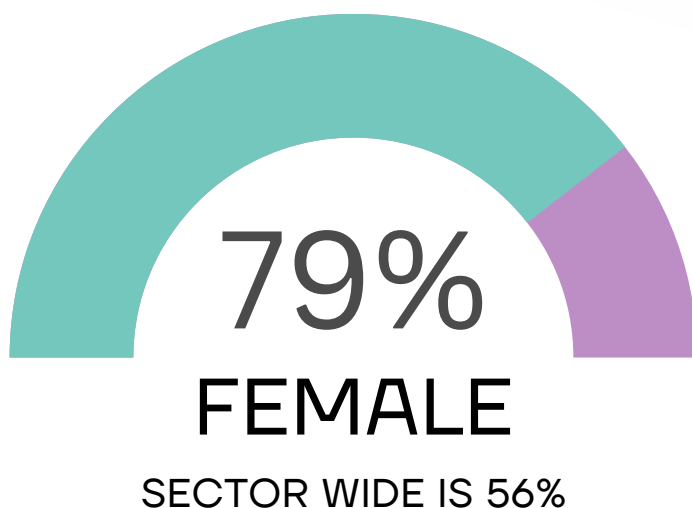
76% of Thursfields colleagues attended a State Funded School (compared to 63% sector wide)

At Thursfields, 51% of colleagues are from a professional socio-economic background (compared to 58% sector wide).

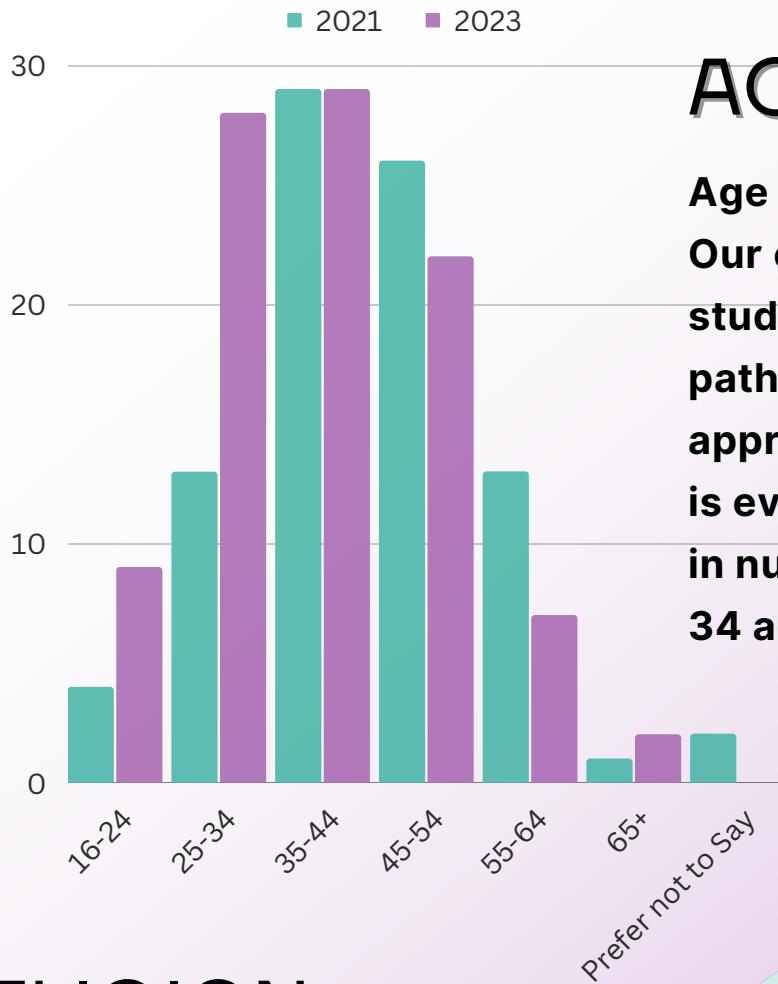
67% OF FEE EARNERS ARE FIRST GENERATION UNIVERSITY STUDENTS



GENDER AND GENDER IDENTITY



Sector wide, 0.9% of respondents identify as a gender different to that assigned at birth. This figure is 0% at Thursfields against a nationwide demographic of 0.5%. Gender including gender identity are areas we seek to continuously improve upon through education and representation, to ensure neither are barriers to progression at our firm.

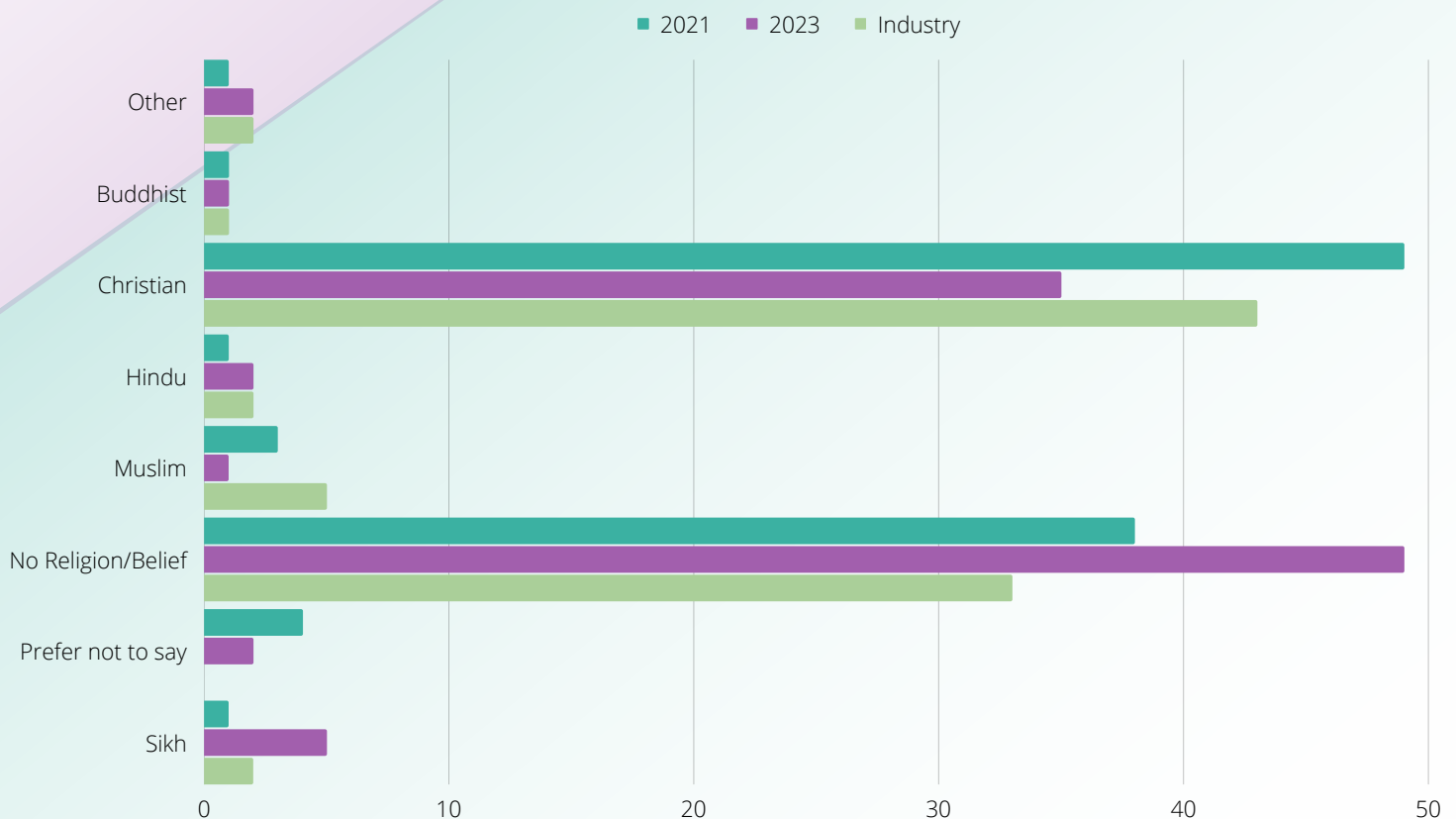


AGE

Age of our colleagues 2021 v 2023. Our commitment to developing students by creating alternative pathways to qualification such as apprenticeships and paralegal roles, is evidenced by the notable increase in numbers of colleagues in the 16-34 age range.

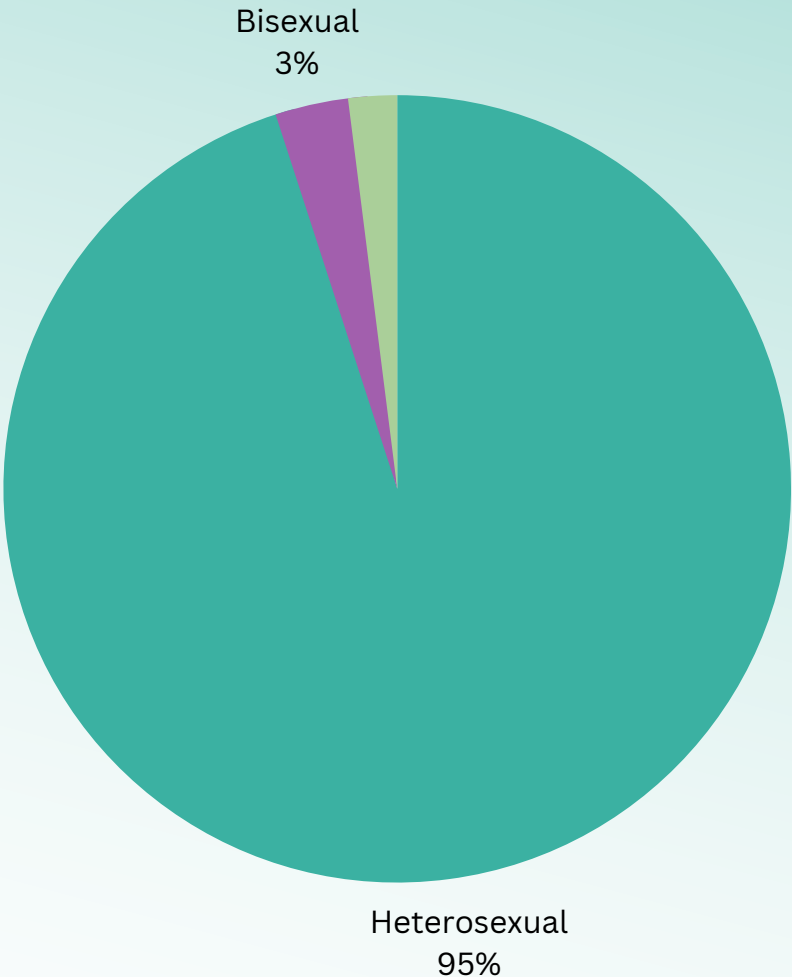
RELIGION

Industry averages for Diversity of religion vs that of our colleagues 2021 and 2023



SEXUAL ORIENTATION

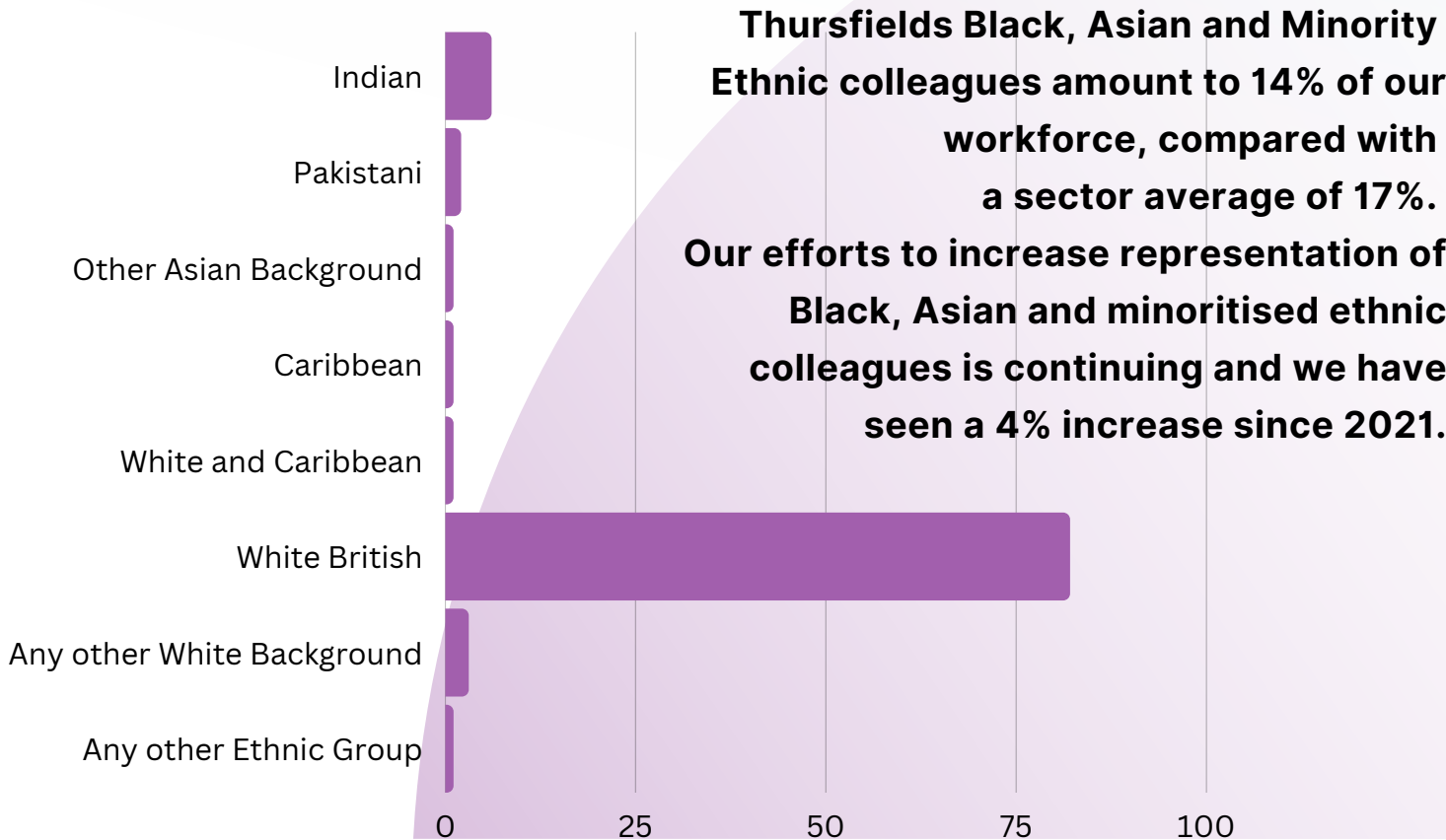
3% of colleagues at Thursfields identify as LGBTQ+, (compared to 3.8% sector wide). 2% of colleagues prefer not to disclose their sexual orientation.



DISABILITY

At Thursfields, 9% of colleagues consider themselves to have a disability under the Equality Act 2010 (compared to 5% sector wide)

ETHNICITY



SUMMARY OF DATA

Thursfields continue to see groundbreaking gender levels, coupled with a neutral gender pay gap.

Our efforts in ED&I have seen steady growth in racial diversity and we are committed to increasing and improving these numbers through education, recruitment and inclusion initiatives. Thursfields will be publishing an Ethnicity Pay Gap report in 2023.

Social Mobility is important and we have partnered with local Universities to create a Widening Participation Scheme to give students from lower social economic backgrounds access to legal work experience and employment.

We are hiring an increased number of entry level talent and creating apprenticeships and alternative pathways to law. The numbers of first generation graduates and the fact that almost 80% of our colleagues attended a UK State School, demonstrates our commitment to dismantling societal barriers to progression and our intentional practice of hiring from a wide, more diverse talent pool.

3% of Thursfields colleagues are comfortable to declare that they identify as LGBTQIA+. As an organisation, we remain committed to creating an inclusive culture, and encouraging authenticity in this space, including Gender Reassignment.

Thursfields are carers and the data shows a significant number of colleagues are carers for children and disabled relatives. Our agile and flexible working practices and listening culture allow colleagues to have a healthy work-life balance.

Participation in our survey has increased by 25% evidencing that our colleagues feel confident and comfortable to share details about their whole-selves, authentically. Our goal is to achieve an 100% uptake to ensure our results are reflective of our demographic as a whole.

It is evident from Thursfields Diversity Survey results that good work has been happening at the firm regarding Equality and Diversity, and this is a journey we are excited to continue.