

# TANNERS SOLICITORS LLP

#### **DIVERSITY STATISTICS**

#### **ABOUT US**

- Tanners is an established law firm based in Cirencester, with 12 partners and 60 staff members overall.
- Tanners knows the value of selecting and hiring the right people, as it is critical to the firm's success now and in the future.
- Tanners is an equal opportunity employer, and is committed to a recruitment policy that ensures candidates are selected exclusively off merit and in accordance with the Equality Act 2010.
- The firm will only consider applicants who have the right to work and live in the UK.
- Every year our employees are asked to complete a questionnaire, the results of which are used to monitor and report on the diversity within our workforce. The most recent survey received an excellent response rate, 85% of our employees from Tanners responded.





### **DEMOGRAPHICS**

# Prefer not to say 16 - 24 8% 12% 55 - 64

45 - 54

10%

23%

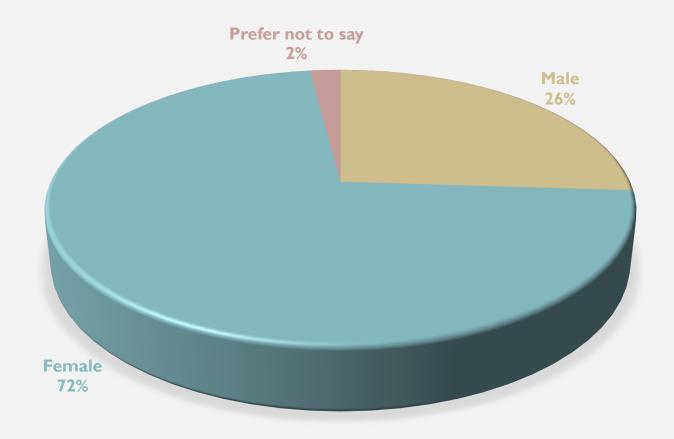


25 - 34 29%

35 - 44

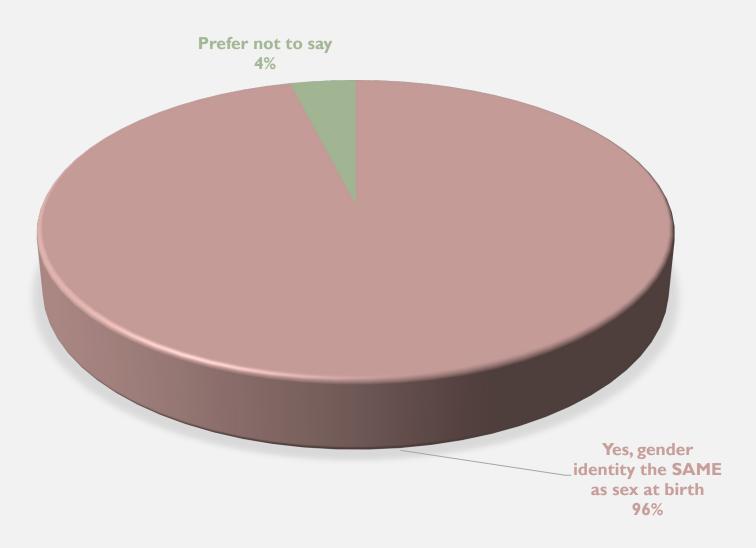
14%

#### **GENDER IDENTITY**



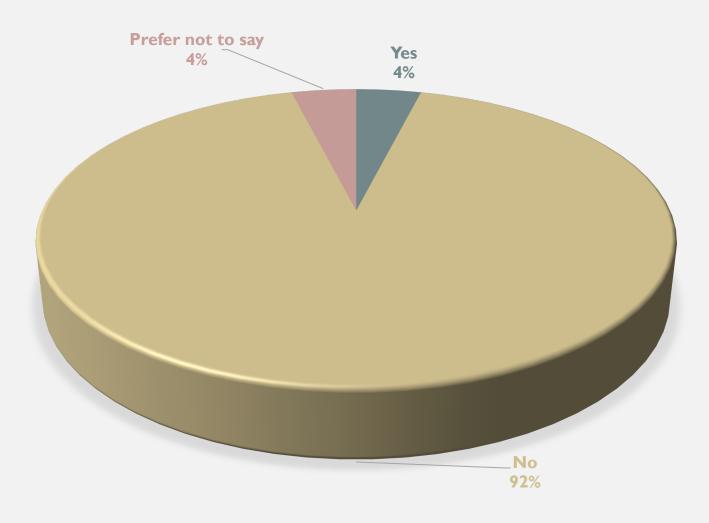


# IS THE GENDER YOU IDENTIFY WITH THE SAME AS YOUR SEX REGISTERED AT BIRTH?



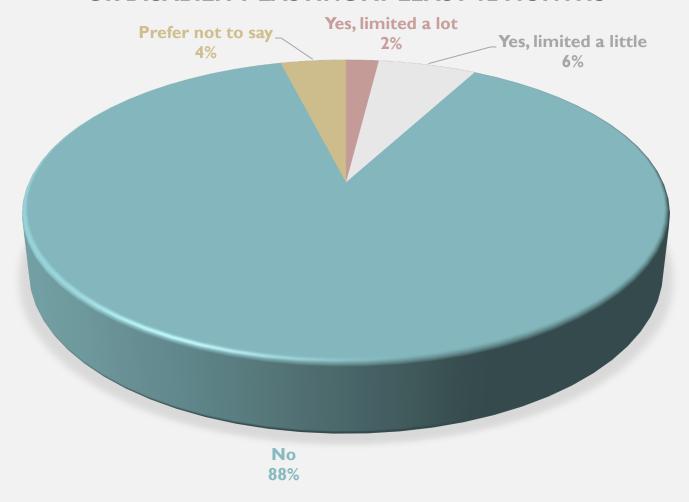


#### **DISABILITY (ACCORDING TO EQUALITY ACT)**

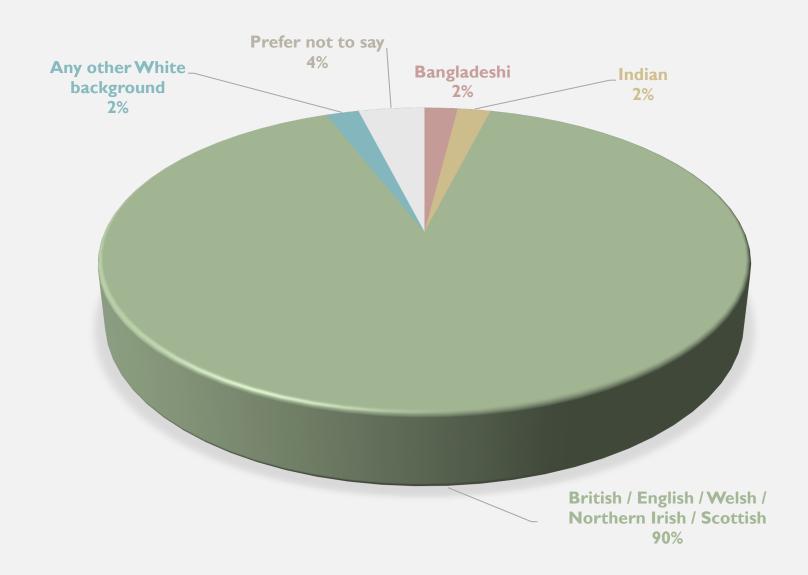




# DAY-TO-DAY ACTIVITIES LIMITED DUE TO HEALTH PROBLEMS OR DISABILITY LASTING AT LEAST 12 MONTHS

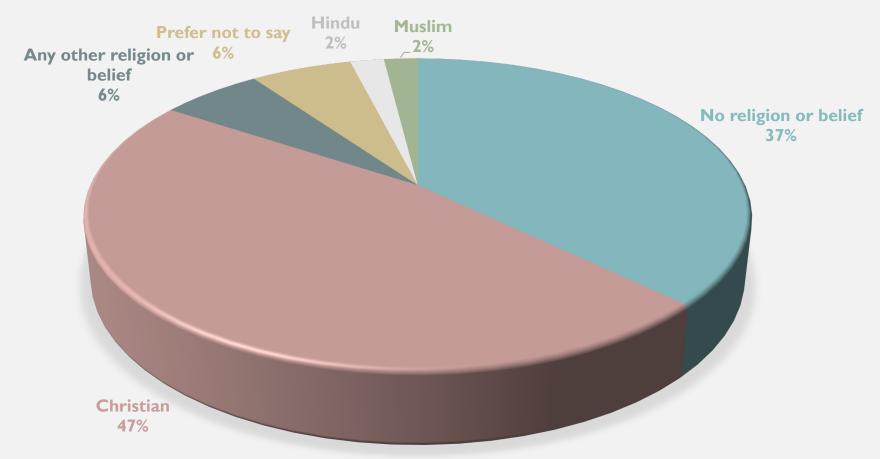


#### **ETHNICITY**



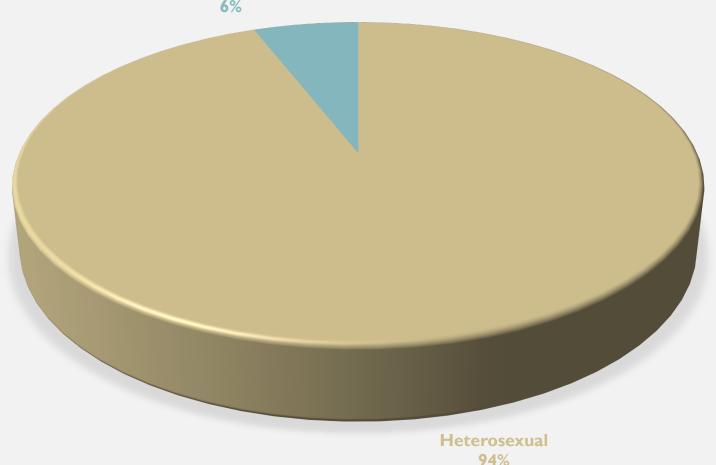


#### **RELIGION OR BELIEF**



#### **SEXUAL ORIENTATION**

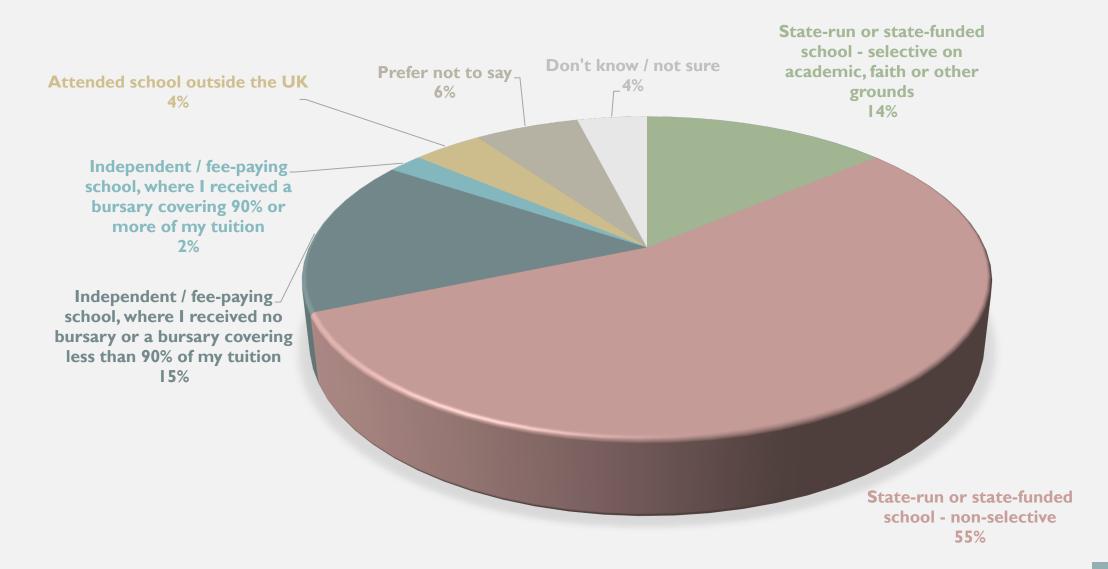
Prefer not to say 6%



94%

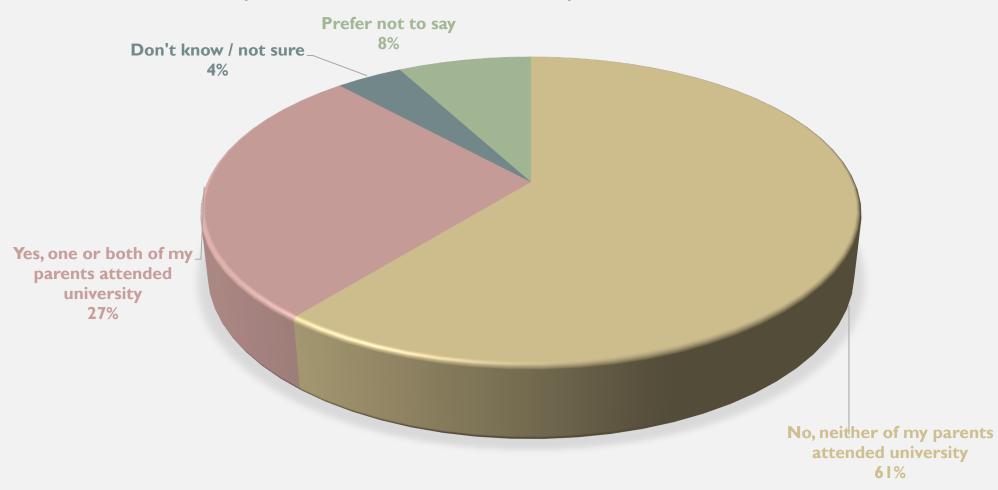


#### **SCHOOLTYPE FROM 11-16**



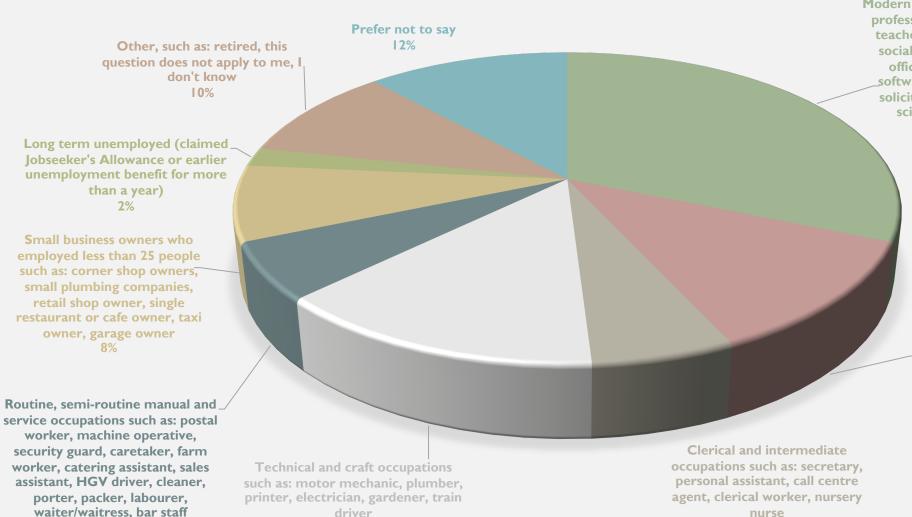


# DID EITHER OF YOUR PARENTS ATTEND UNIVERSITY AND GAIN A DEGREE (E.G. BA/BSC OR EQUIVALENT) BY THE TIME YOU WERE 18?





## WORK OF MAIN/HIGHEST INCOME EARNER IN YOUR HOUSEHOLD WHEN YOU WERE ABOUT 14?



13%

6%

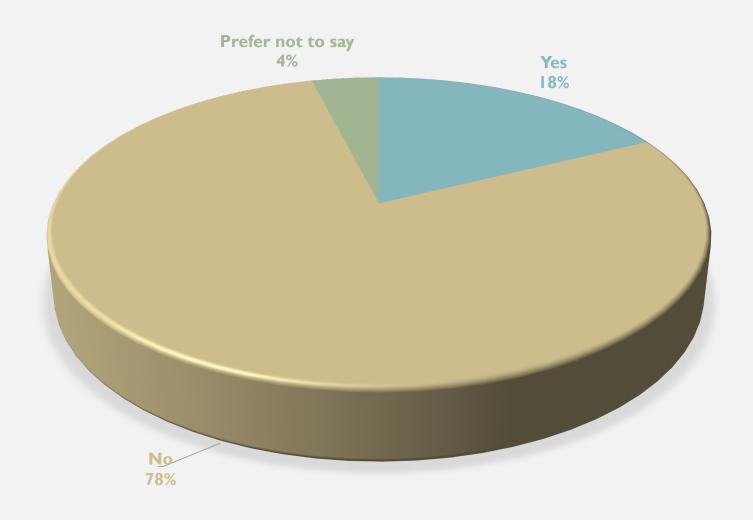
Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanic 31%

Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager

6%



#### PRIMARY CARER FOR A CHILD UNDER 18?





#### TIME SPENT PROVIDING UNPAID CARE FOR THOSE WITH LONG TERM PHYSICAL OR MENTAL ILL HEALTH CAUSE BY DISABILITY OR AGE

