



TLT Diversity Data

July 2023

For what comes next
tlt.com



We're creating a diverse, open and inclusive culture where everyone is supported in their work, development and wellbeing. That's why we've placed equality and inclusion at the core of our strategy and are committed to delivering sustainable and meaningful change. We encourage everyone to be their whole self, to have a voice and to contribute.

About our data

The data contained in this report refers to data shared with TLT by employees and partners across TLT LLP and TLT (NI) LLP. The disclosure rate for each question is given. Data shown is excluding those who have not stated. Some datasets do not total 100% due to rounding. Where possible, TLT's diversity monitoring data has been used as this gives the clearest picture of diversity at TLT. For some datasets where disclosure is higher than TLT's own datasets, the results from the 2023 Solicitors Regulation Authority (SRA) biennial diversity survey have been used. Where applicable, this data is denoted with an *.



We encourage everyone to be their **whole self**, to **have a voice** and to **contribute**.

Our approach to Equality, Diversity and Inclusion



You can read more about our approach in our [Responsible Business Report](#)



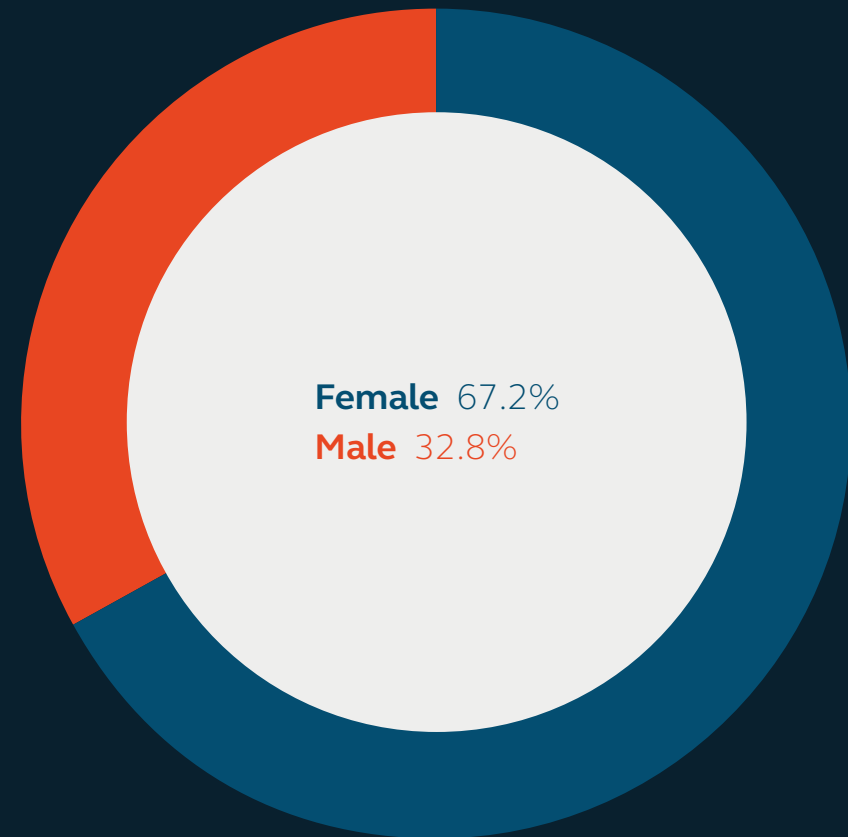
Our achievements

Click on each link below to find out more:

- TLT achieves **33% female partner target** two years early
- TLT reduces its **gender pay gap** to a **record-low**
- TLT receives double recognition for successes in **improving LGBTQ+ inclusivity**
- TLT recognised as a **Top 75 employer** for **social mobility**

Sex

Disclosure rate – 100%

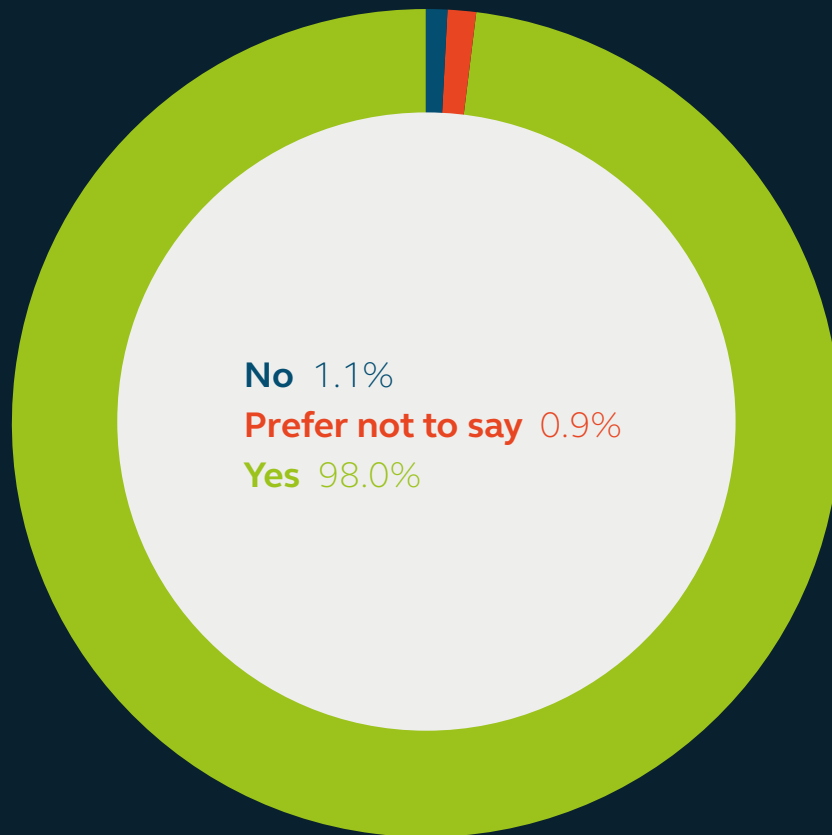


The above uses datasets that relate to binary sex. In addition to this, we capture gender identity and recognise some colleagues use alternative descriptions such as gender-fluid and non-binary, which may be their preferred descriptions.

LGBT+

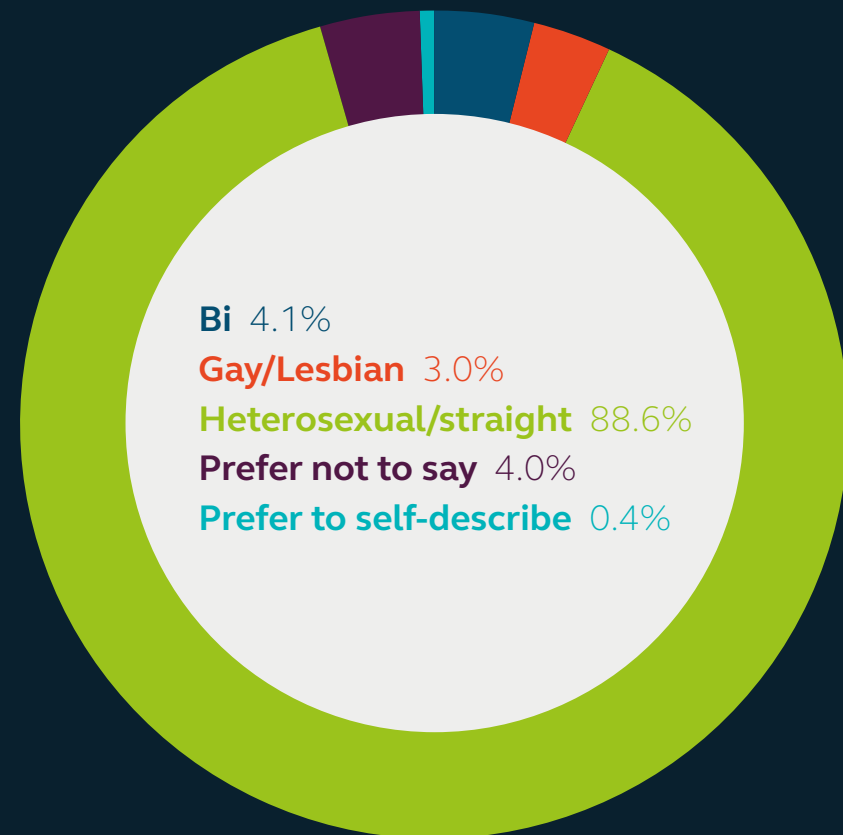
Is your gender identity the same
as sex registered at birth?*

Disclosure rate – 47%



What is your sexual orientation?

Disclosure rate – 85%



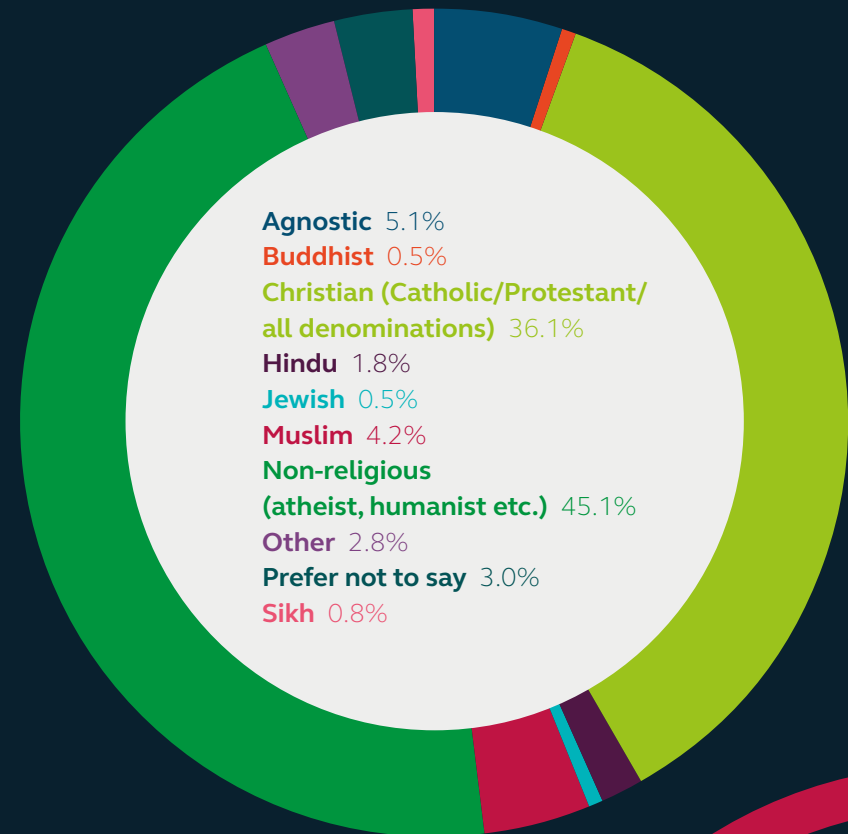
Ethnicity

Disclosure rate – 97%



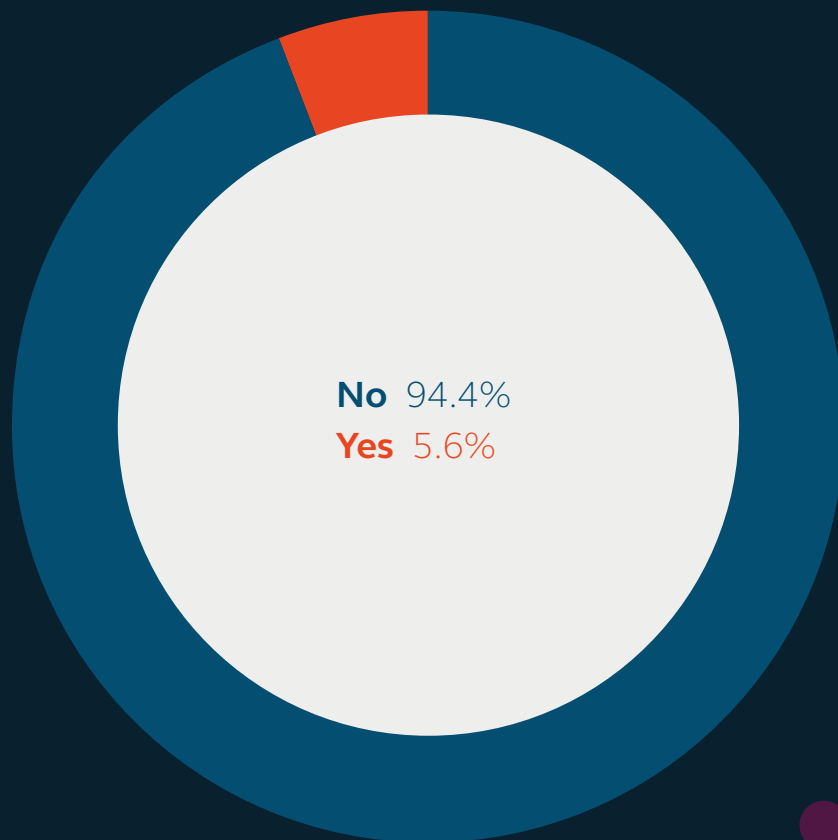
Religion and Belief

Disclosure rate – 82%



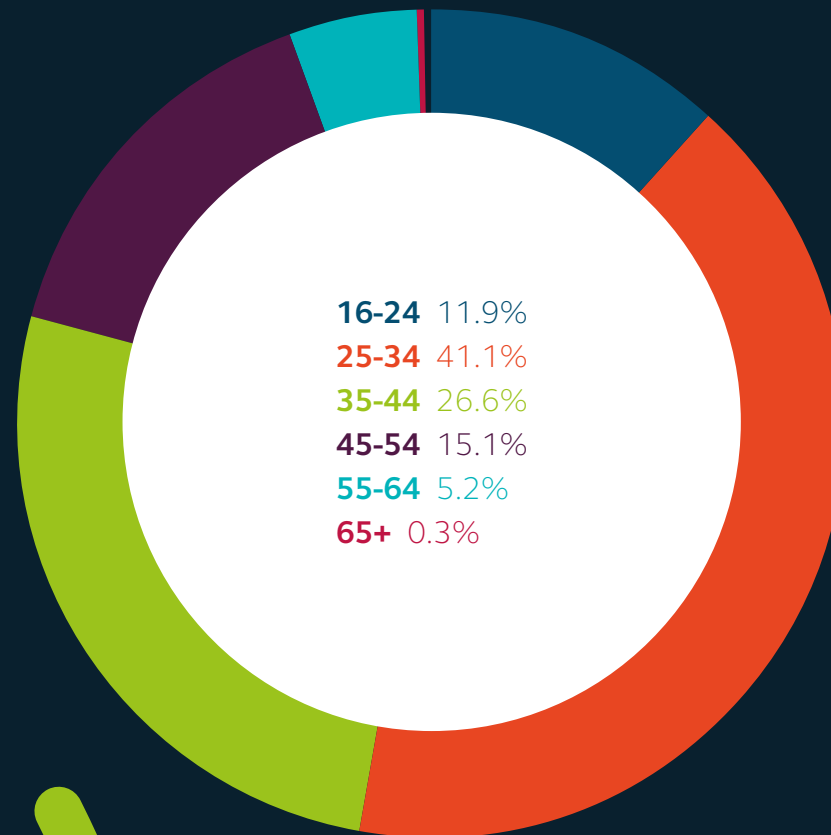
Disability

Disclosure rate – 81%



Age

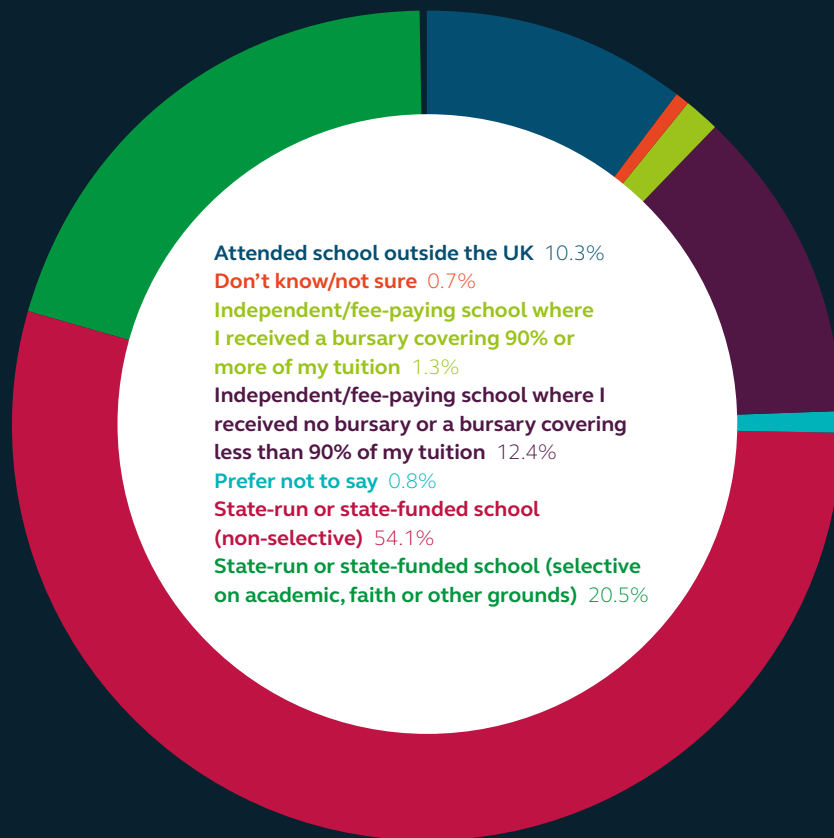
Disclosure rate – 100%



Social mobility

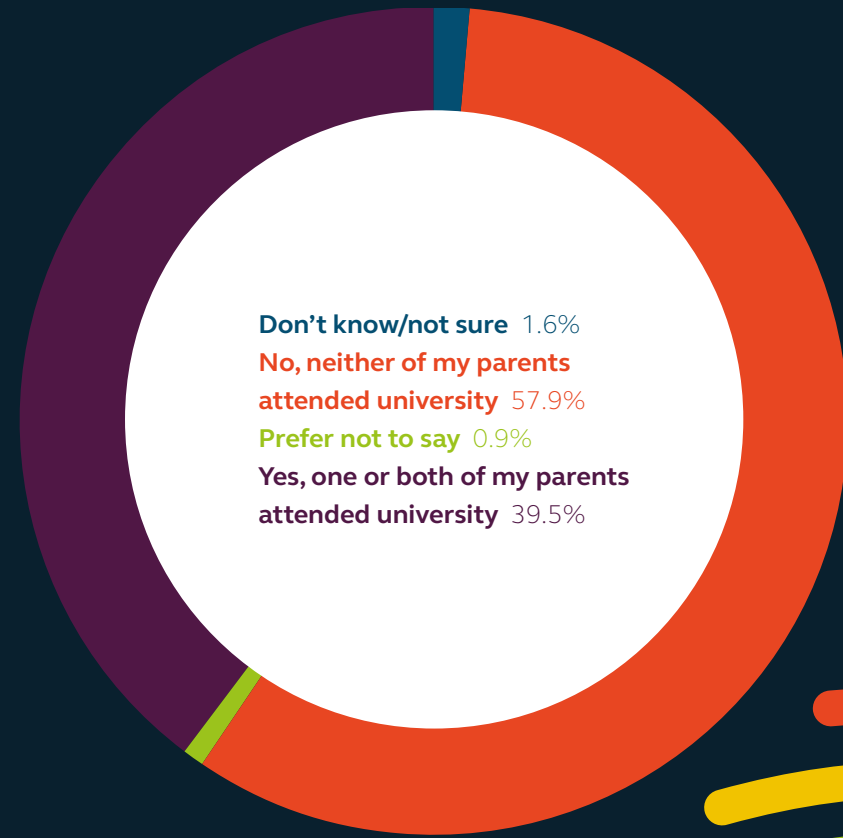
Type of school attended
between the ages 11-16?*

Disclosure rate – 47%



Did either of your parents attend
university and gain a degree (eg BA/BSc
or equivalent) by the time you were 18?*

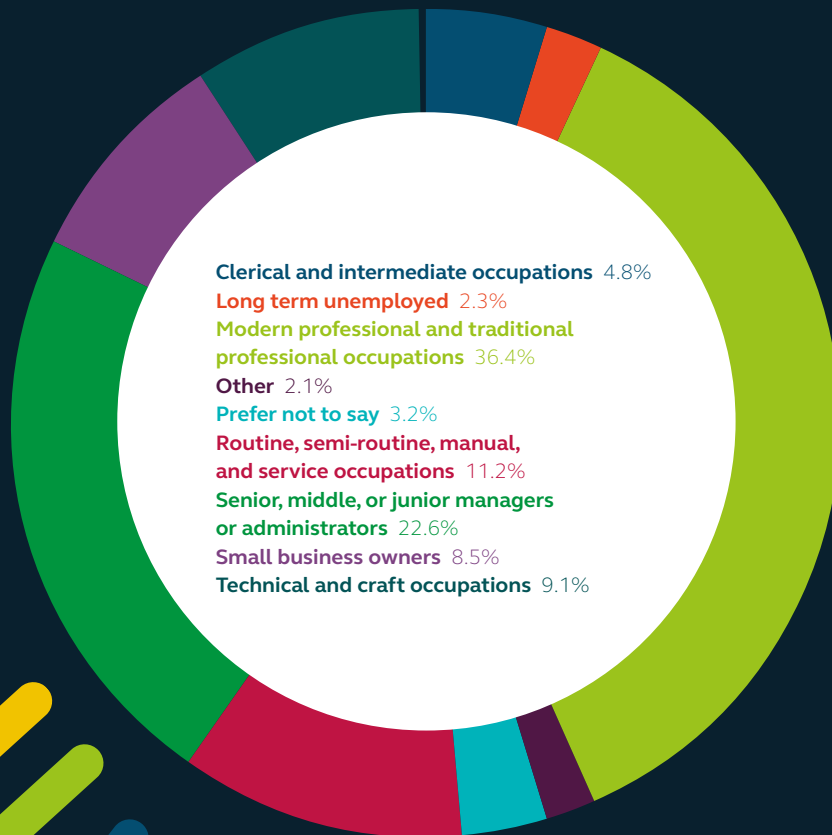
Disclosure rate – 47%



Social mobility

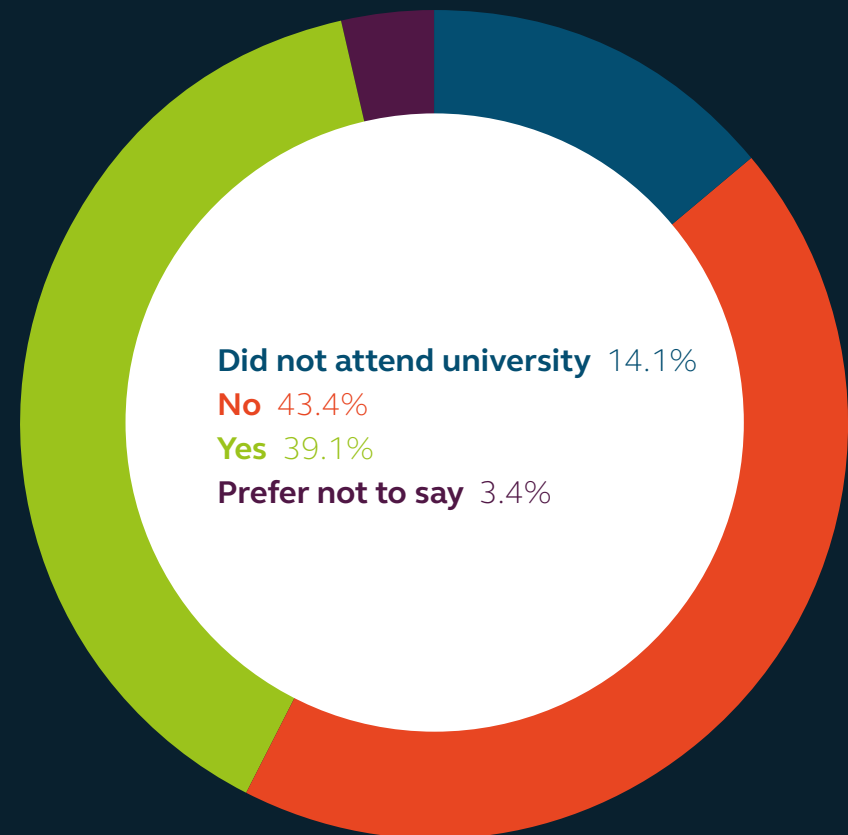
What was the occupation of your main household earner when you were about 14?*

Disclosure rate – 47%



Were you 1st generation to attend university?

Disclosure rate – 29%



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