

## Tyr diversity statistics

Every two years we collect, report and publish data on the diversity of our workforce. Our most recent data, collected in July 2023, is provided below.

### Diversity Statistics

#### Workforce by Job Role

Job Role	% of Staff
Partner	40%
Solicitor	28.6%
Other Fee Earner	11.9%
Role supporting Fee Earner	14.3%
Managerial Role	7.1%
IT/HR/other corporate services role	7.1%

#### Workforce by age

Age	% of Staff
16-24	11.9%
25-34	23.8%
35-44	38%
45-54	16.7%
55-64	4.8%
65+	4.8%
Prefer not say	

#### Workforce by gender

Gender	% of Staff
Male	40.5%
Female	57.1%
Other preferred description	
Prefer not to say	2.4%

**Gender identity is the same sex as registered at birth**

Yes	100%
No	

**Sexual orientation**

Bi	4.8%
Gay/Lesbian	2.4%
Heterosexual	92.8%

**Primary Carer for child(ren) under 18**

Yes	54.7%
No	40.5%
Prefer not to say	4.8%

**Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age**

No	Yes 1 – 19 hours a week
92.9%	7.1%

**Workforce by disability**

Yes	No	Prefer not to say
7.1%	90.5%	2.4%

**Day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months**

Yes, limited a little	11.9%
No	85.7%
Prefer not to say	2.4%

**Workforce by ethnicity**

White	Pakistani	Irish	Any other White background
90.4%	2.4%	2.4%	4.8%

### Religion or belief

No religion or belief	Christian	Buddhist	Muslim	Any other religion or belief
42.9%	50.0%	2.4%	2.4%	2.4%

### Social mobility

Education	% of Staff
State school (selective)	19%
State school (non-selective)	52.4%
Independent school	23.8%
Independent school (90% bursary)	2.4%
Educated outside of the UK	2.4%

### Work of the main/highest income earner in your household when you were aged about 14

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/mechanical engineer	26.2%
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	16.7%
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	9.5%
Technical and craft occupation such as: motor mechanic, plumber, printer, electrician, gardener, train driver	14.3%
Routine, semi-routine manual service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff	9.5%
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner	19%
Other, such as: retired, this question does not apply to me, I don't know	4.8%

Did either of your parents attend university by the time you were 18?

No, neither of my parents attended university	59.5%
Yes, one or both of my parents attended university	38.1%
Don't know/not sure	2.4%