

KINGSLEY NAPLEY
WHEN IT MATTERS MOST

Diversity data 2022



Kingsley Napley is committed to creating an inclusive culture where all of our colleagues can thrive. At KN we are ensuring DEI (diversity, equity and inclusion) is woven into everything we do and is clearly embedded into our policy, practice and culture; from the recruitment of new talent to how we engage with our clients.

Looking Back

Since our last survey in 2021, we have continued to take steps to increase the diversity of our firm, putting inclusion at the heart of everything that we do. The results from our annual equality and diversity survey form one part of our strategy and ensure that progress can be measured year on year in a meaningful way.

Our responsible business programme is driven by our people and overseen by the Responsible Business committee which meets regularly, putting issues of corporate social responsibility at the forefront of our discussions.

Just some of the work that we have carried out in 2022 included: being ranked for the first time in the Stonewall Top 100 Employers Index; supporting the Jack Leslie campaign and joining the LegalCORE network; introducing an assisted conception, fertility preservation and fertility treatment policy and a carers support booklet; marking Disability History Month and International Week of Deaf People with talks and panel discussions; offering our second Brandusa Tataru-Marinescu award in partnership with The Law Society and completing our first Social Mobility Foundation submission.

Full details of our diversity and inclusion activities can be found in this year's [responsible business report](#).

Kingsley Napley's Diversity Data was collected in September 2022.

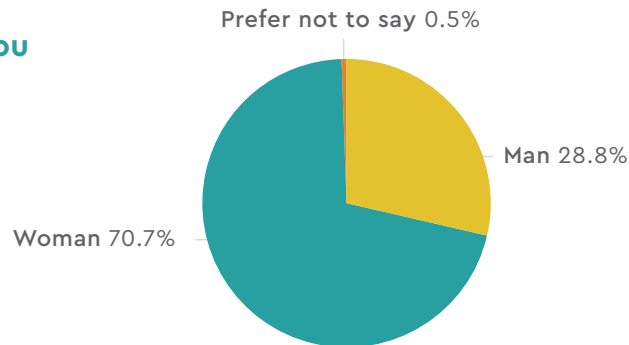
All data collected has been anonymised and any data which could lead to identification has not been published.

The data shown below in percentage format is a reflection of those who responded across all sections of the questionnaire. This was 87% of the firm, and we are pleased to see that the declaration rate has increased from 80% in 2021.

Our average 'no response' rate was 13% which should be taken into consideration when reviewing the statistics.

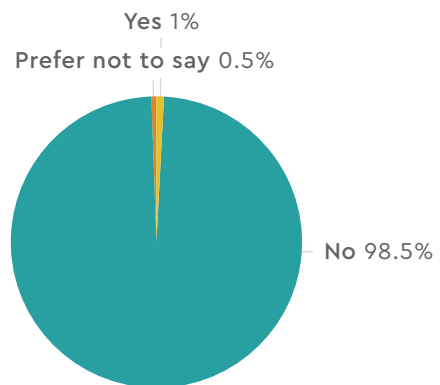
Gender Identity

Which gender do you identify with?



Are you trans?

Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe them...

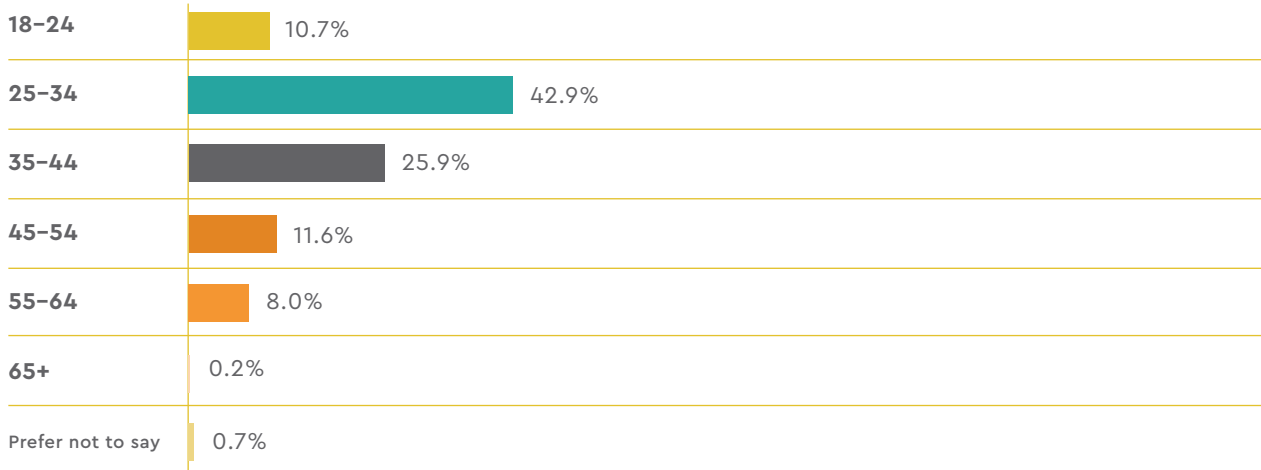


Gender as a percentage of all survey respondents' roles:

Role	Man	Woman	Prefer not to say	Total
Business Support	7.0%	9.4%	0.2%	16.7%
Business Support – Manager	3.4%	4.1%	0.0%	7.5%
Fee Earner Support	0.2%	1.7%	0.0%	1.9%
Non-Qualified Fee Earner	3.9%	15.7%	0.0%	19.6%
Prefer not to say	0.0%	0.0%	0.2%	0.2%
Qualified Fee Earner	8.0%	22.3%	0.0%	30.3%
Secretarial Services	0.2%	9.4%	0.0%	9.7%
Solicitor Partner	6.1%	8.0%	0.0%	14.0%
Total	28.8%	70.7%	0.5%	100.0%

Age

Which age category are you in?

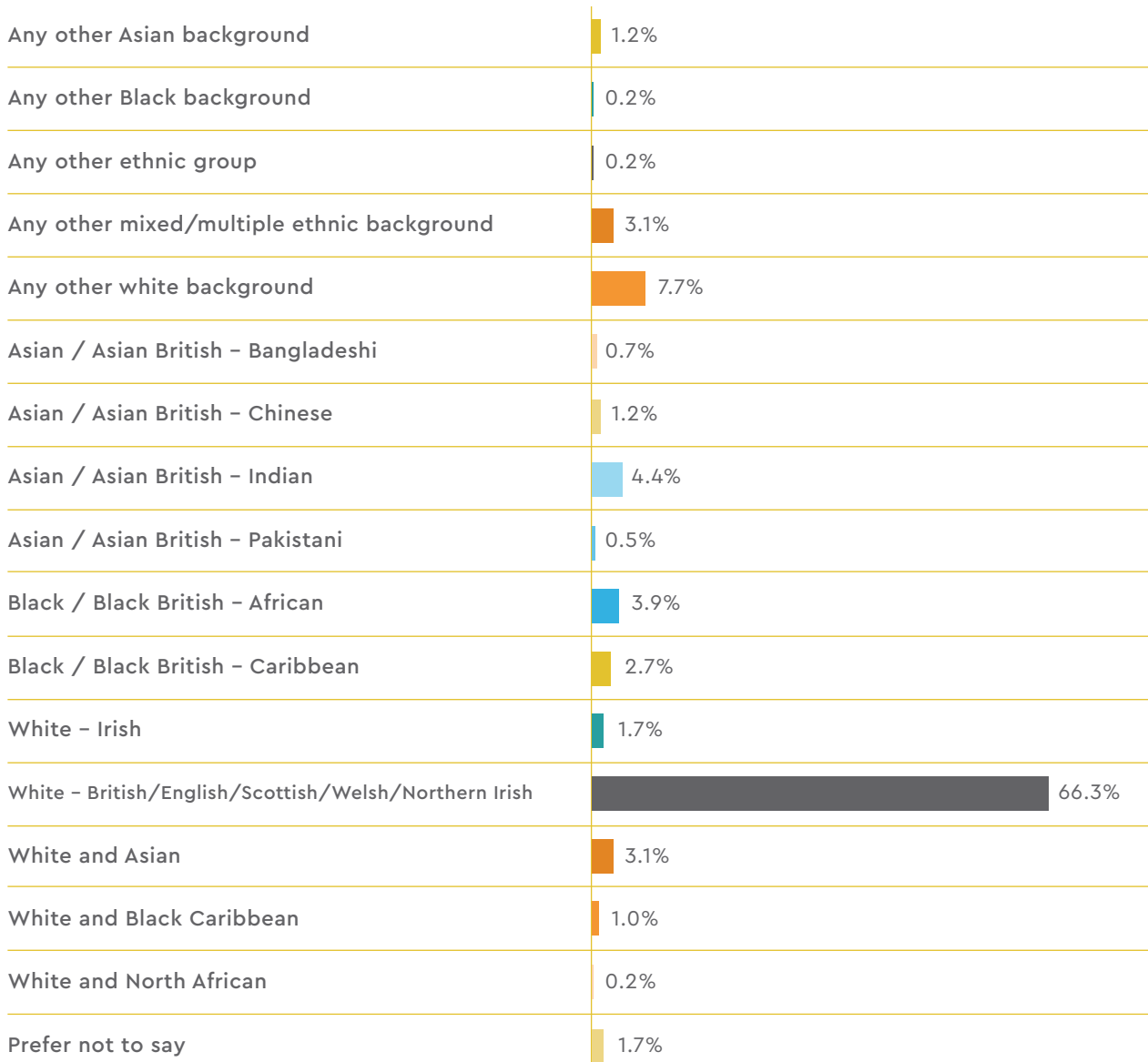


Age distribution as a percentage of all survey respondents' roles:

Role	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say	Total
Solicitor Partner	0.0%	0.0%	6.3%	5.1%	2.4%	0.2%	0.0%	14.0%
Qualified Fee Earner	0.0%	17.4%	10.7%	1.0%	1.2%	0.0%	0.0%	30.3%
Fee Earner Support	0.0%	0.0%	1.2%	0.5%	0.2%	0.0%	0.3%	1.9%
Non-Qualified Fee Earner	6.8%	11.6%	0.5%	0.5%	0.2%	0.0%	0.3%	19.6%
Business Support – Manager	0.0%	2.4%	3.4%	1.7%	0.0%	0.0%	0.0%	7.5%
Business Support	2.9%	7.3%	3.4%	1.0%	2.2%	0.0%	0.3%	16.7%
Secretarial Services	1.0%	4.1%	0.5%	1.9%	1.7%	0.0%	0.5%	9.7%
Prefer not to say	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%
Total	10.7%	42.9%	25.9%	11.6%	8.0%	0.2%	0.7%	100.0%

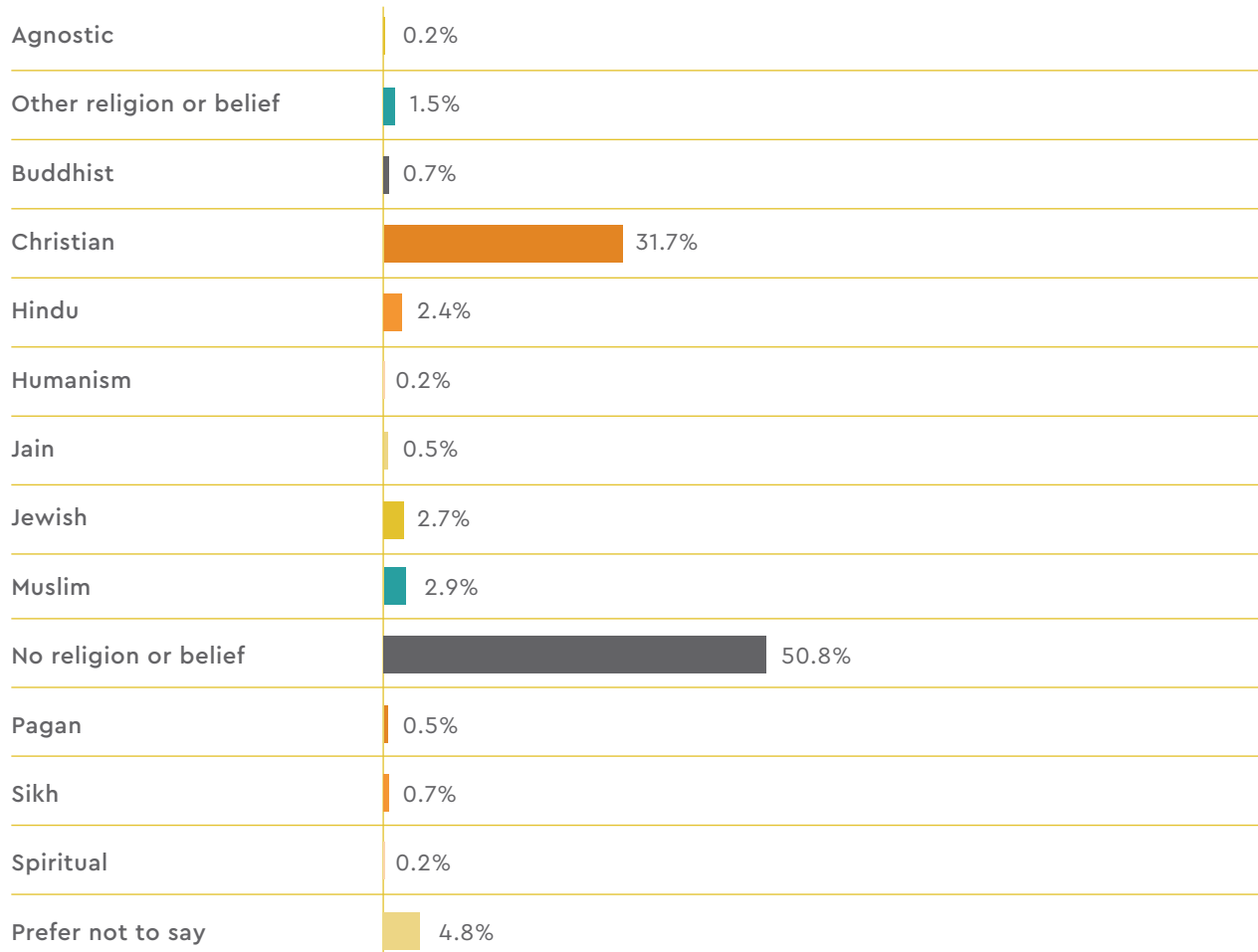
Ethnicity

Ethnicity as a percentage of all survey respondents:



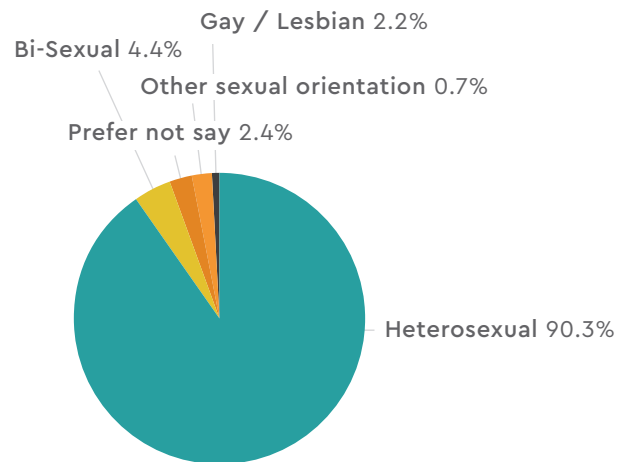
Religion or Belief

Religion or belief breakdown as a percentage of all survey respondents:



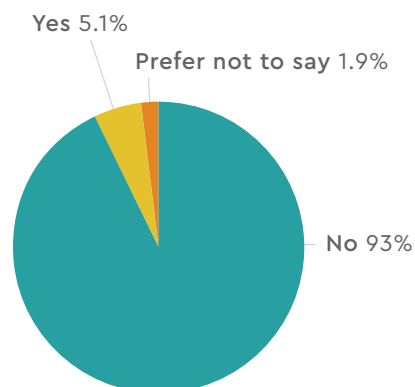
Sexual Orientation

Sexual orientation of all members of Kingsley Napley:

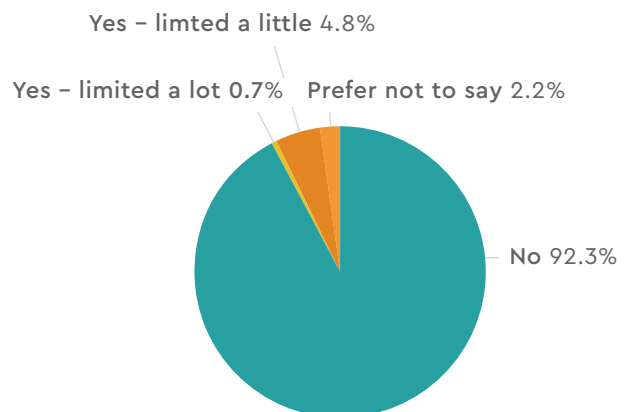


Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

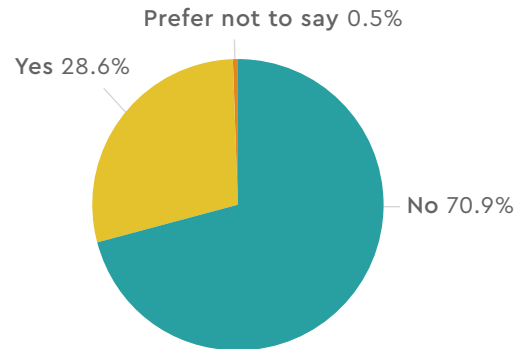


Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



Caring Responsibility

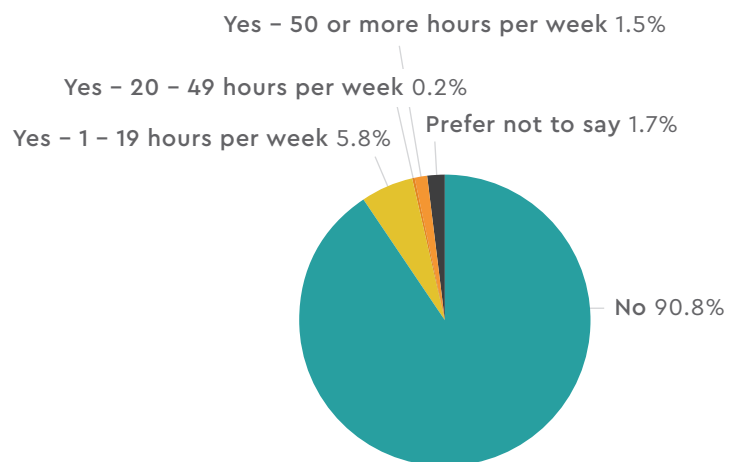
Are you a primary carer for a child or children under 18?



Primary child caring responsibilities of all members of Kingsley Napley by gender:

	Man	Woman	Prefer not to say
Yes	8.7%	19.%	0.0%
No	20.1%	50.6%	0.2%
Prefer not to say	0.0%	0.2%	0.2%

Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

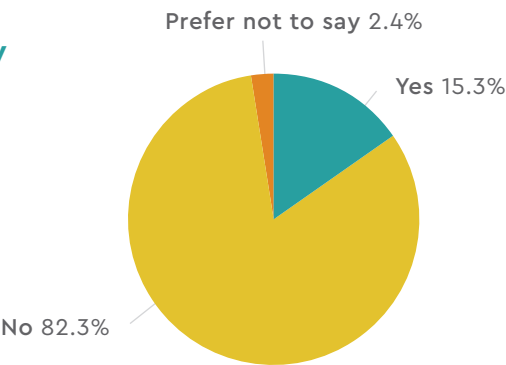


Socio-Economic Background

What type of school did you mainly attend between the ages between the ages 11 and 16?

Attended school outside the UK	7.5%
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	1.9%
Independent/fee-paying school	18.9%
State-run or state-funded school (non-selective)	48.9%
State-run or state-funded school (selective on academic, faith or other grounds)	21.1%
Don't know/not sure	0.5%
Prefer not to say	1.2%

Were you eligible for school meals at any point during your school years?



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

Yes, one or both of my parents attended university	46.0%
No, neither of my parents attended university	51.6%
Don't know / not sure	0.5%
Prefer not to say	1.9%

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

Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	5.4%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	2.2%
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.	40.0%
Routine, semi-routine, manual, and 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.	7.5%
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.	18.9%
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.	10.7%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	8.5%
Other, such as: retired / this question does not apply to me / I don't know	9.0%
Prefer not to say	4.4%

Looking ahead

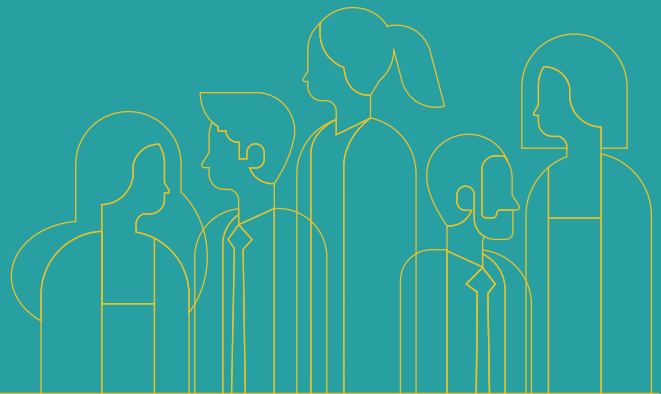
At Kingsley Napley, we are committed to fostering an environment where people can be their true selves. We know that a diverse workforce has many benefits, including greater innovation and creativity, and happier and more engaged teams, and we will continue to work hard to make sure that we recruit the best talent, regardless of background. Diversity, Equity and Inclusion is firmly on the agenda for the next year, with plans to develop a strategy where this data will further inform future interventions, and tell the beginning of a compelling story about life at Kingsley Napley.

We have already made progress to protect our future and are pleased that we have maintained the same levels across all categories since 2021.

Our main objective is to unlock our potential through greater collaboration, efficiency and diversity. We are early on in our data journey, and whilst this is a good start, we know we have a long way to go.

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