



Responsible Business Report 2023



KINGSLEY NAPLEY
WHEN IT MATTERS MOST

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Welcome

As we release our second annual Responsible Business report we have been reflecting that through our work as a law firm we can improve lives, reduce inequalities and truly make a difference.

That is why it is so important for us to ensure that, both inside and outside Kingsley Napley, we are as inclusive, sustainable and equitable as possible in everything that we do. And despite the many challenges that the past twelve months have brought, 2022 was another year of progress and achievement.

Among many notable initiatives, we were especially pleased to have achieved our ISO14001 accreditation, which reflects both our commitment to sustainability across every aspect of our work and the tremendous efforts of so many colleagues.

Our D&I Networks have continued to go from strength to strength and are woven into the very fabric of Kingsley Napley. As you will see on the following pages, ours is a culture where diverse perspectives can be shared, and where everyone is valued for who they are and what they bring to our firm.

A particular highlight this year was our new collaboration with Self Space, which is working to positively change the culture around mental health. We are the first law firm to work with Self Space and hope that our partnership will allow everyone at Kingsley Napley to overcome any challenges they may be facing and reach their full potential.

The enthusiasm we see every day across the firm for our Responsible Business agenda is undoubtedly a central driver of our continued growth and success. It enables us to recruit, engage and retain our people and nurture a culture of which we all want to be part.

Indeed, it was no surprise, and the source of much pride, that in 2022 we were once again named the best law firm to work for in London by Best Companies, the fifth time in a row we have taken that accolade.

As we look forward to 2023, we do so with every confidence that Kingsley Napley will continue to bring out the very best in our people, our society and the communities in which we live and work.

Stephen Parkinson
Senior Partner



Linda Woolley
Managing Partner

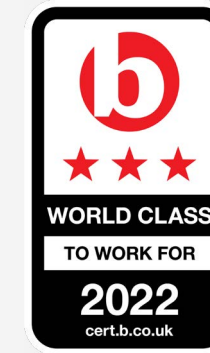


Our Year in Review

2022

Top Ranked

UK law firm (for the
5th year running)



200+
members of our
RB networks

77th

in the Stonewall
Top 100 employers
index



ISO14001

achieved for
our EMS



Winner

Best Independent
Law Firm (The
Lawyer Awards)

2nd

Brandusa
Tataru-Marinescu
prize awarded



The Law Society

£1,700

donated to primary
schools following
our diversity book
drive

64%

women
in our
workforce



41

appointments
supported by KNers
at the QM Legal
Advice Centre

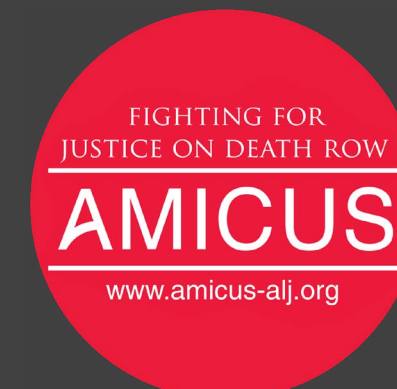
Launched

Assisted Conception,
Fertility Preservation,
and Other Fertility
Treatments' policy



£93,000

total charitable
donations



293

live murder cases
being monitored
by our pro bono
volunteers



Our Work

LGBTQ+ & Allies

Number of Members: 36

Our Objective:

We bring colleagues and allies together in a shared aim of creating an LGBTQ+ inclusive workplace and community, where we can all reach our full potential without fear of discrimination.

Melinka Berridge
Partner, Regulatory

Emily Elliott
Associate, Criminal



6 Meet Our Chairs

How we have made a difference in 2022

For the first time we were listed in the **Stonewall Top 100 Employers index**, ranking 77th. This is a very important achievement and recognition of the strides we have made to ensure everyone can bring their whole selves to work.



We held a '**Routes to Parenthood**' seminar together with our KN Families and R.E.A.C.H. networks in which our experts discussed the range of options available for LGBTQ+, same-sex and modern families.

This year, KNers were given the option to include their **pronoun/s** in their email signatures and on their web profiles.



We provided **Rainbow Laces** to all KNers and these have been used by our sports teams.

We introduced two new L&D courses for KNers to learn about **Pride-related history** and issues.

We promoted a number of important dates in the LGBTQ calendar:

- We held a wonderful **pride party** in our new offices.
- On **International Non-Binary day** we held a talk by Oscar Davies, the first out non-binary barrister.
- On **National Coming Out Day** we published an interview with Rachel Fuller from Switchboard.
- On **Transgender Day of Visibility** we held a film screening of 'Cowboys' and interviewed Phillippa Scrafton of Stonewall.
- During **LGBT History month** we held a lecture by leading queer historian Noreena Shopland, published a series of educational blogs highlighting queer artists and spoke on a panel about career progression in the legal sector.



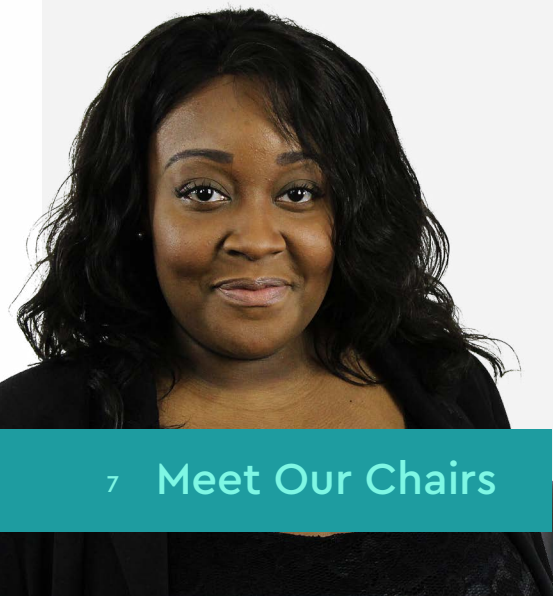
R.E.A.C.H. & Allies

Number of Members: 51

Our Objective:

We aim to ensure Kingsley Napley is a more inclusive and welcoming place for all employees regardless of race, ethnicity or cultural heritage – so that everyone can be themselves at work.

Shannett Thompson
Partner, Regulatory



Sean O'Beirne
Associate, Family & Divorce



7 Meet Our Chairs

How we have made a difference in 2022

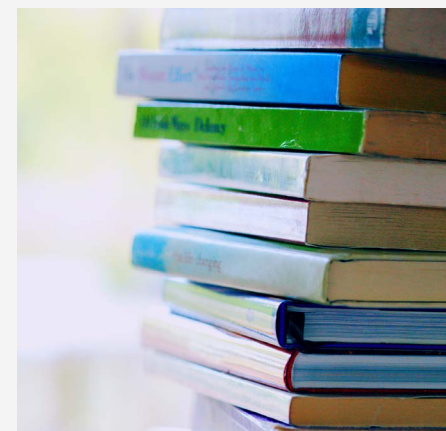
We are delighted to have supported the **Jack Leslie Campaign**, which has been tirelessly working to publicise the achievements of Jack Leslie, a footballer who was denied the opportunity to play for England in the 1920s because he was black. This year their aim of building a statue at Plymouth Argyle's ground finally came to fruition.



We raised £1700 in our **Diversity Book Drive** to buy inclusive books for primary school children in our local community.

We arranged a series of **lunch and learns** to educate KNers about colleagues' cultures and religions. These have so far focused on Sikhism, Judaism, Jainism and the Chinese new year.

Our **book club** continued to meet and discussed works by Elif Shafak, David Lammy, Sathnam Sanghera, Bernardine Evaristo, Imbolo Mbue and Matthew Syed.



Shannett was recognised by **Women 4 Africa** for her work representing women in the legal sector.



We marked Black History Month with a number of successful events:

- The **Meaning of Action** panel debate, held together with **The Black Barristers' Network**.
- A talk by the criminal barrister **Mark Robinson**.
- Two walking tours of London to see **locations of historic importance** to the black community.



KN Families

Number of Members: 44

Our Objective:

We aim to create a safe, inclusive community within KN to build connections and share resources, information and insights to support working parents and carers.



8 Meet Our Chair

Moira Campbell
Senior Associate, Employment

How we have made a difference in 2022

To coincide with **National Infertility Awareness Week**, we launched a new 'Assisted Conception, Fertility Preservation, and Other Fertility Treatments' policy, which provides paid time off for those undergoing, or accompanying someone undergoing, fertility preservation, assisted conception or other fertility treatment.

We once again held our annual **Santa's grotto** in our office, and over 200 children and parents enjoyed a wonderful day.



Our **mentoring and buddy scheme** was created to ensure those preparing for, or returning from, parental leave are fully supported.

During **Pregnancy Loss Awareness Month**, we continued to provide support and raise awareness through a campaign which included details of our policy providing 10 days' paid time off for anyone who has been affected by this, either directly or indirectly.

We organised coffee mornings to mark both **Mental Health Awareness Week** and our children's **return to school** in September.



We continued our partnership with **Worklife Central** which provides resources and support for working parents and carers.

We produced a **KN Cares** booklet to inform KNers with caring responsibilities how we can help support them.



To mark National Carers Day we held a lunch and learn with **Katherine Wilson from Carers UK**, who spoke about carers rights and how we can support those who have caring responsibilities. **Leena Lakhani** wrote a blog explaining how she balances her work with her need to care for her mother.

We were highlighted as an **example of best practice** for 'how work and family can work' by a parenting website.

Social Mobility

Number of Members: 54

Our Objective:

We aim to better enable social mobility through our attraction, recruitment and retention, so that people from a wide range of socio economic backgrounds have an equal opportunity to succeed and realise their potential.

Julia Bateman

Senior Practice Development
Lawyer, Criminal

Vanessa Rhodes

Partner, Real Estate

How we have made a difference in 2022

We are a Social Mobility Foundation **Employer Partner**. This allows us to work with the SMF to make a practical improvement in social mobility for young people.

**S_CIAL
MOBILITY
F_FOUNDATION®**

Highlights this year have included:

- Taking part in the **mentoring scheme** under the Aspiring Professionals Programme.
- Supporting individual students through the **Recruitment Success Service**.
- Offering assistance through the **Personal Statement Checking Service**.
- Welcoming four students for a week's **work experience** to learn more about a career in law.
- Entering the Social Mobility Foundation **Employers Index 2022** - an annual benchmarking tool. Being part of the #SMFIndex22 has helped us to understand what works with our current social mobility strategy and identify development areas to further champion socioeconomic diversity.
- **Removing the academic barrier** to entry for our training contract applications.

We partnered with the **Open University** to run training and education programmes for student lawyers who are looking for a change of career. This has included Skills-based workshops, overview of working in a law firm and 1-2-1 support.



We set up a **Business Services & Social Mobility** group and are looking to host an Open Day for Business Services in 2023.



The conversations I had at KN covered all paths into the profession and I feel much more informed about my chosen career. Something that stood out at KN is that it is clear that they hold their values close to their heart and being a responsible business is not just a check box for them."

Tafari

Work Experience Student



Enable

Number of Members: 29

Our Objective:

We aim to raise awareness of different types of disabilities (both visible and invisible) and to create a safe space for people to speak out about their disabilities.

Emily Fortune
HR Manager

Julie Norris
Partner, Regulatory



How we have made a difference in 2022

We held a series of events to coincide with important dates in the calendar.

For Disability History Month:

- We held a **coffee morning** to enable people to discuss what the month means to them.
- We also enjoyed an inspiring talk from **David Clarke**, who spoke about his life and career as a blind footballer playing for England.



During International Week of Deaf People:

- We arranged **British Sign Language (BSL)** taster sessions.
- Published a blog by **Julia Bhojoo** about the BSL Act.
- Emily Fortune hosted a discussion, including KN colleagues and Rebecca Mansell, CEO of the **British Deaf Association**, to consider how we can be more deaf aware and best support our colleagues.



For Autism Acceptance week:

- We created a dedicated page on our **intranet** with a range of resources to support colleagues.
- Hosted a webinar with **CareTrade**, a charity who address the lack of opportunities for autistic adults leaving school.
- Attended a training session with **Ambitious about Autism** to provide us with an introduction to autism and ensure we provide the right support and resources for our colleagues.



On World Lupus Day:

Makya Stewart and Amaliah Marmon-Halm spoke about their lived experiences with the condition and how they manage their symptoms in everyday life.



Charities & Community

Number of Members: 74

Total donated: £93,000

Our Objective:

To support, encourage and coordinate fundraising and volunteering within the firm and make a real difference to our chosen charities.

Bethan Owen

Partner and Head of Department,
Real Estate



How we have made a difference in 2022

We were delighted to award our second **Brandusa Taturu-Marinescu Award** for Diversity and Inclusion, in partnership with the Law Society, to Urwah Malik.



We donated significant funds for **Ukrainian refugees** through various employee fundraising initiatives.

Our charitable activities were recognised by **Best Companies** in the Giving Something Back Award.



Our annual charity quiz night raised over £600.

We once again held our biannual campaign collecting items for **Hackney Foodbank**.

KNers took part in the **Wolf Run** and a memorial walk, raising over £2000.



Our charities for 2022-24



Dedicated to the prevention of suicide and the promotion of positive mental health and emotional wellbeing in young people.



A community outreach charity based in Tooting, supporting people of refugee and asylumseeking background who live in South-West London.

We built a **garden** and **safe reading space** for children at St Peter and St Paul Primary School in Clerkenwell.

We **transformed the garden** of a young girl with health challenges, in partnership with WellChild.

Our KN **Christmas Jumper Day** raised over £1,350 and included carols by the KN Choir, raffle tickets, mince pies and mulled wine.

We held our annual **Wrap Up London** coat drive to donate to the homeless in winter.

Pro Bono

Chargeable hours: **5400**

Committee: 46

Participants: 182 fee earners

- 34 Partners
- 77 Associates,
- 3 Legal Counsel
- 8 Paralegals
- 23 Trainees
- 12 Business Support Staff
- 2 Legal Support Staff

Linzi McDonald

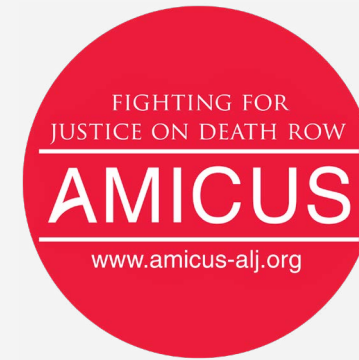
Pro Bono and Responsible
Business Manager



How we have made a difference in 2022

Providing AMICUS with legal expertise

Since 2015 we have worked with Amicus for over 5110 pro bono hours on death penalty cases and research projects.



We are currently helping the **Florida Centre for Capital Representation (FCCR)** to track live murder cases in the state. We currently have over 48 volunteers covering around 293 cases. The FCCR team rely on our monthly updates which help them to analyse for patterns such as race and the defendants' age to see how this can affect charges, trials and sentencing.

Assisting Afghan women in need

Our Immigration team, along with Jenner & Block, have been acting for a **female Afghan judge** after the Home Office refused her and her son entry into the UK.

We are currently building the appeal. We served the appellants' evidence in November, and the Home Office are reviewing the case.



Supporting the Queen Mary Legal Advice Centre

The centre is located in the Borough of Tower Hamlets, one of the most diverse and deprived boroughs in London.

Since 2016, KNers have been volunteering at the centre, initially to help people with criminal matters they faced, and most recently with their family and contentious probate and trust issues.

In the last academic year 2021/22 our lawyers provided **41 supervised appointments** – 22 Criminal, 8 Family and 11 Wills and Probate, (about 10% of all appointments at the clinic). This works out at approximately 370 hours of pro bono support.



Environment & Sustainability

Number of Members: 55

Our Objective:

We are committed to finding ways to minimise the environmental impact of our work and promoting sustainability in everything we do.

Iain Miller

Partner, Regulatory



How we have made a difference in 2022

We have created an EMS (environmental management system) in line with **ISO 14001** requirements. In November we secured the accreditation which will allow us to measure, and therefore reduce, our carbon footprint with the goal of reaching net zero.



We implemented a **sustainable procurement programme** to make sure our suppliers all operate in an environmentally friendly way.

We launched a new employee benefit in partnership with Tusker enabling KNers an easy route into **electric motoring** via a salary sacrifice scheme.



We arranged a webinar with Jen Gale, author of "**The Sustainable(ish) Living Guide**", who showed us the small steps we can realistically take to deal with the climate crisis without feeling overwhelmed by the scale of the challenge.

Katherine Tyler, Marcia Longdon, and Eurydice Cote took part in the **Dream for Trees** project in which nearly 4,000 trees were planted to create a mini forest in Ickleford/Hitchen.



Wellbeing

Number of Members: 33

Our Objective:

To maintain a culture where everyone's wellbeing is considered and supported, allowing everyone in the firm to realise their full potential.

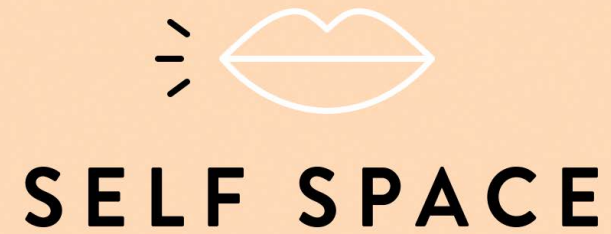
Jemimah Cook
HR Director

Vicki Tavener
Head of HR



How we have made a difference in 2022

We launched a new partnership with **Self Space**, (their first with a law firm) to offer a personalised therapy service for all colleagues. We also arranged two workshops focused on navigating burnout and everyday mental health maintenance.



For **Grief Awareness Week** we provided a range of mental health resources and our Private Client team produced a guide to help colleagues and clients navigate the legal processes when they suffer a death in the family.

To celebrate **National Bike Week**, we offered all KN staff a free bike service and safety check.



We offered **flu jabs** for everyone at KN.

Our weekly **yoga** and **pilates** classes continued to be well attended by KNers.



As did our discounted monthly **beauty treatments** and free **chair massages**.

We introduced **free breakfasts** through the winter months.



Our pensions provider Hargreaves Lansdown ran a number of **financial wellbeing** workshops and 1-2-1s to provide support and advice during the cost of living crisis.

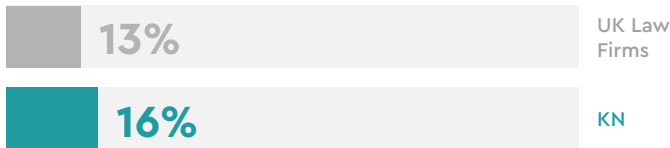
Our '**Summer in the City**' early Friday finishes were once again very popular.

Our Progress

We're committed to ensuring diversity across every key measure, and are pleased with the progress we've made so far. But there is no room for complacency, and we will continue to do everything we can to meet all our diversity targets.

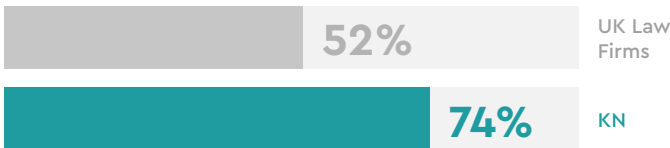
Ethnicity

Black and minority ethnic lawyers in law firms

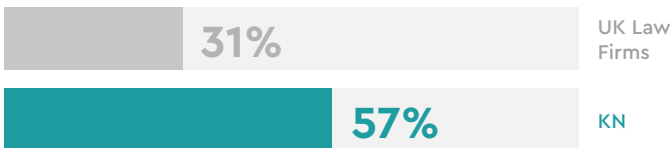


Gender

Women lawyers in law firms (QFE)

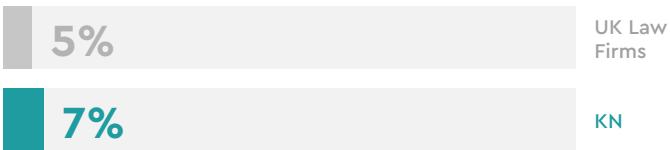


Women Partners



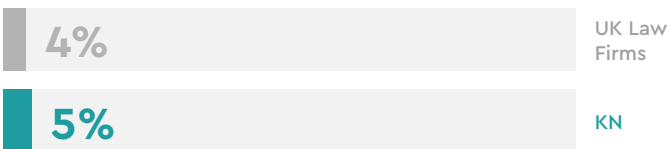
Sexual Orientation

Employees identifying as LGBTQ+



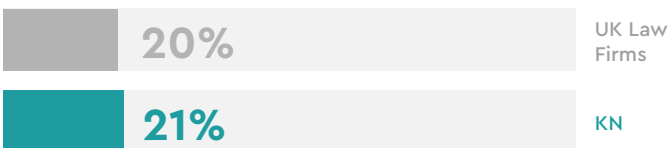
Disability

Employees declaring a disability

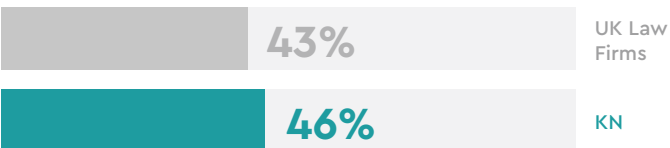


Social Mobility

Employees who attended fee paying school



Has a parent with degree-level qualification





www.kingsleynapley.co.uk

info@kingsleynapley.co.uk

+44 (0)20 7814 1200

DX22 Chancery Lane



Kingsley Napley LLP



LEADING FIRM

2022



Kingsley Napley LLP, 20 Bonhill Street, London, EC2A 4Dn

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