

# Responsible Business Report 2024

**KINGSLEY NAPLEY**  
WHEN IT MATTERS MOST





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# Welcome

As we release our 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.

Our DEI networks and responsible business groups 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.

This report highlights the wide range of initiatives across the business that are helping to make a real difference.

In particular, the development of our DEI strategy, the energy of our employee networks, improvements in our day-to-day working practices and inclusive recruitment have all played a vital part in helping us to make strong progress.

► Managing Partner Linda Woolley  
and Senior Partner James Fulforth

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

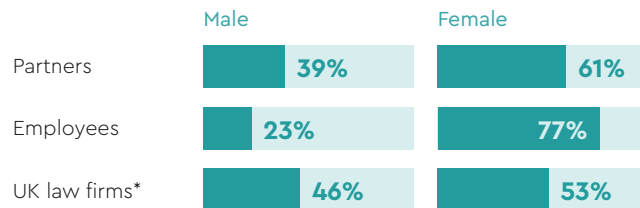
Indeed, it was no surprise, and the source of much pride, that we were once again named the best law firm to work for in London by Best Companies, the sixth time in a row we have taken that accolade.

As we look forward, 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.

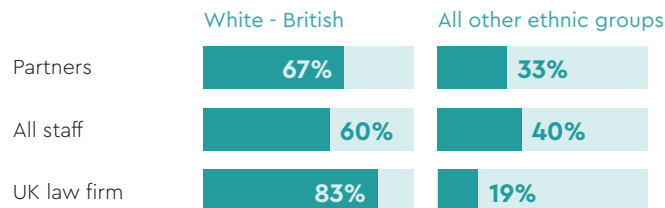


# How are we doing when it comes to diversity?

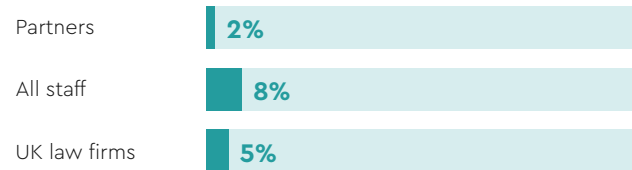
### Gender



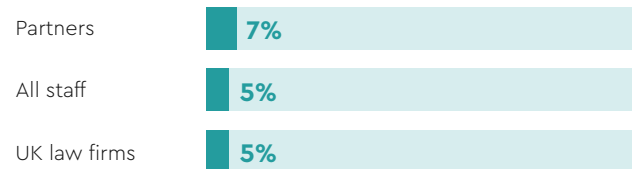
### Ethnicity



### Employees identifying as LGBTQ+



### Disability



**#1**

best law firm to work for in London according to Best Companies

**93%**

of staff feel proud to work for KN

**73%**

are happy with the balance between their work and home life

**16%**

of our staff work part-time

\*SRA Diversity Data tool 2023. Based on law firms with 50+ partners. Figures do not include those who prefer not to answer.



## Our Vision

# Embedding diversity, equity and inclusion across KN

We are not just focused on strengthening our diverse, equitable and inclusive culture because it is the right thing to do. It is also the source of real business value and the basis for our long-term success.

It helps us to bring, and keep, the best possible people into the firm. It helps us to build strong teams which will provide outstanding legal advice for our clients. And it means we can play our part in ensuring that the legal world is not the preserve of the few, but open to all.

Over the past year we have been working hard to refresh and relaunch our firmwide DEI Strategy. This brings together our core values, priority areas, key stakeholders and regulatory responsibilities to further embed progress and strengthen our culture. It's a strategy that underpins our ambition to be a great place to work, attracting and retaining talent wherever they come from and however they choose to live their lives.

In this report we share with you the progress we have made over the past year. While there is still much to do, we are confident and excited for our direction of travel and the enthusiasm of our colleagues to ensure these ideas become a reality.



# Our networks and partnerships

As you will read on the following pages, our networks play an important part in helping us to strength our culture and ensure equity of opportunity. They act as a sounding board for the firm, enabling us to better support our colleagues at every step of their career.





Enable

# Making all abilities count

Our objective is 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.

Many of our colleagues tell us they consider themselves to have a disability of some form or neurodiverse condition. By being disability, neurodiverse and mental health confident, we are able to access a wider talent pool and more diverse ways of thinking and innovating.

Our Enable Network plays a crucial role in increasing awareness and understanding, and helping us to ensure all our colleagues to reach their full potential.

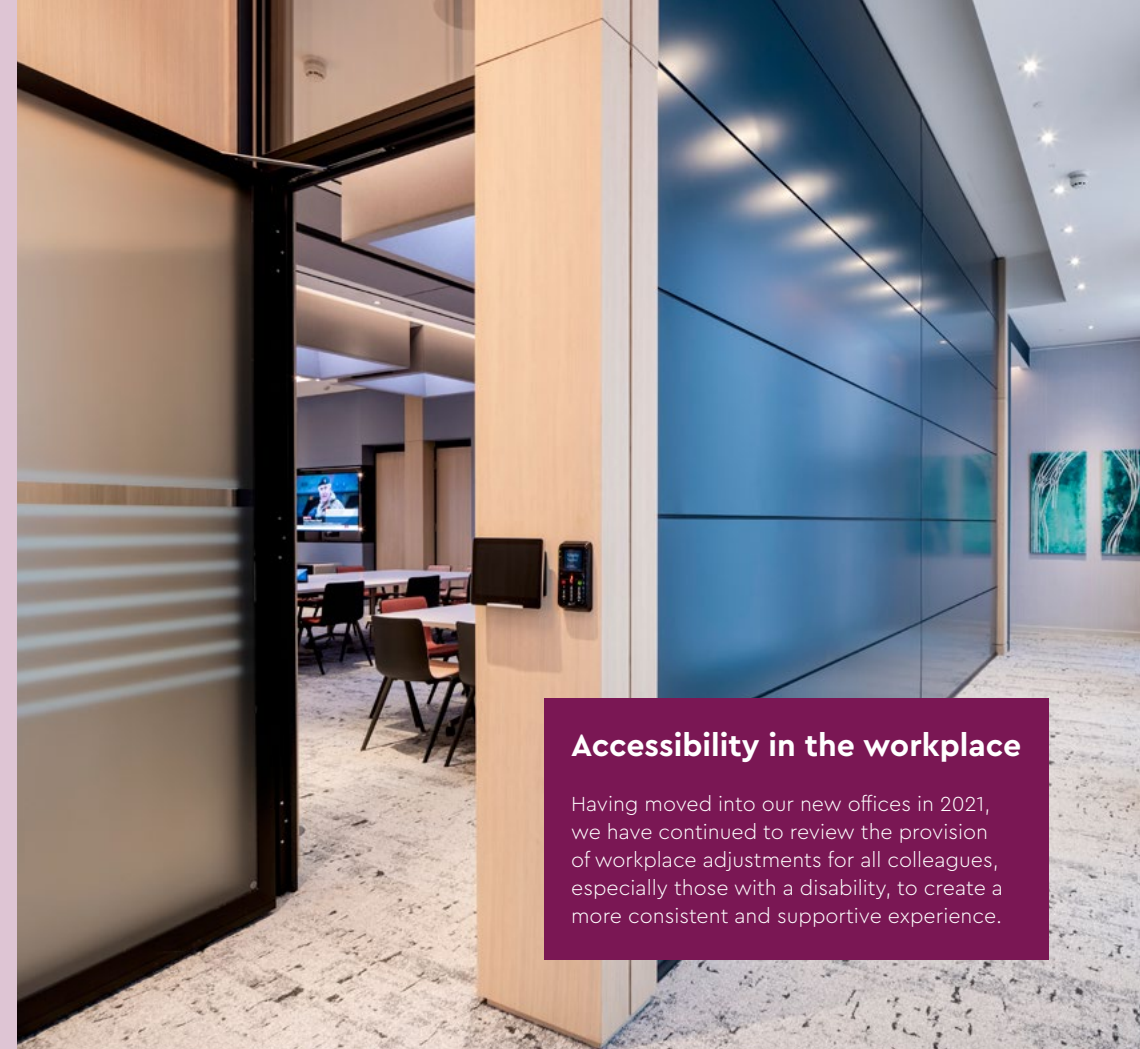
As part of the UK Government Disability Confident Committed scheme, we encourage applications from people with a disability, or a physical or mental health condition.



We have signed up to the Valuable 500 which requires us to make a commitment to one action - putting disability on the agenda. You can read our Valuable 500 Commitment [here](#).



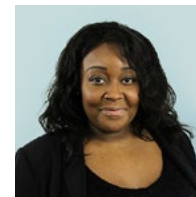
► Makya Stewart and Billy Downham, Co-Chairs of our Enable Network



## Accessibility in the workplace

Having moved into our new offices in 2021, we have continued to review the provision of workplace adjustments for all colleagues, especially those with a disability, to create a more consistent and supportive experience.

“



*Disability comes in many different forms, and I for one want to learn more about how I can assist my colleagues and the wider community to feel included without being othered. The Enable network has given me the opportunity to learn, ask questions and devise strategies to ensure KN is an inclusive place to be for everyone.”*

**Shannett Thompson**

## Social Mobility

# Improving socio-economic inclusion

Our Social Mobility Network aims to amplify the voices of our colleagues and works closely with our People and Culture team to help us better understand how we can make sure everyone thrives in our workplace.

We know that if we are to be a truly inclusive, equitable and diverse workplace, we must ensure that everyone, no matter their socio-economic backgrounds, is welcomed into our firm.

In 2023/4 we again partnered with the Social Mobility Foundation to support their Aspiring Professionals Programme. We welcomed a cohort of work experience students who spent time with our different practice areas and lawyers and learnt about the types of skills they will need to succeed in the workplace.

Our lawyers have also been helping students across the UK by giving individual guidance on personal statements, which comprise part of their university applications. Many students lack this guidance, and this provides them with an invaluable opportunity to receive tailored feedback from someone who has studied a related subject.

In 2023 our People and Culture team removed any academic barrier to entry for our training contract applications, opening up the possibility of a legal career to anyone who has the right skills, experiences and aptitudes.

We also partnered with the OU run training and education programmes for student lawyers who are looking for a change of career and can bring a wealth of experience and insight.

► Maeve Keenan and Lauren Leigh, Co-Chairs of our Social Mobility Network



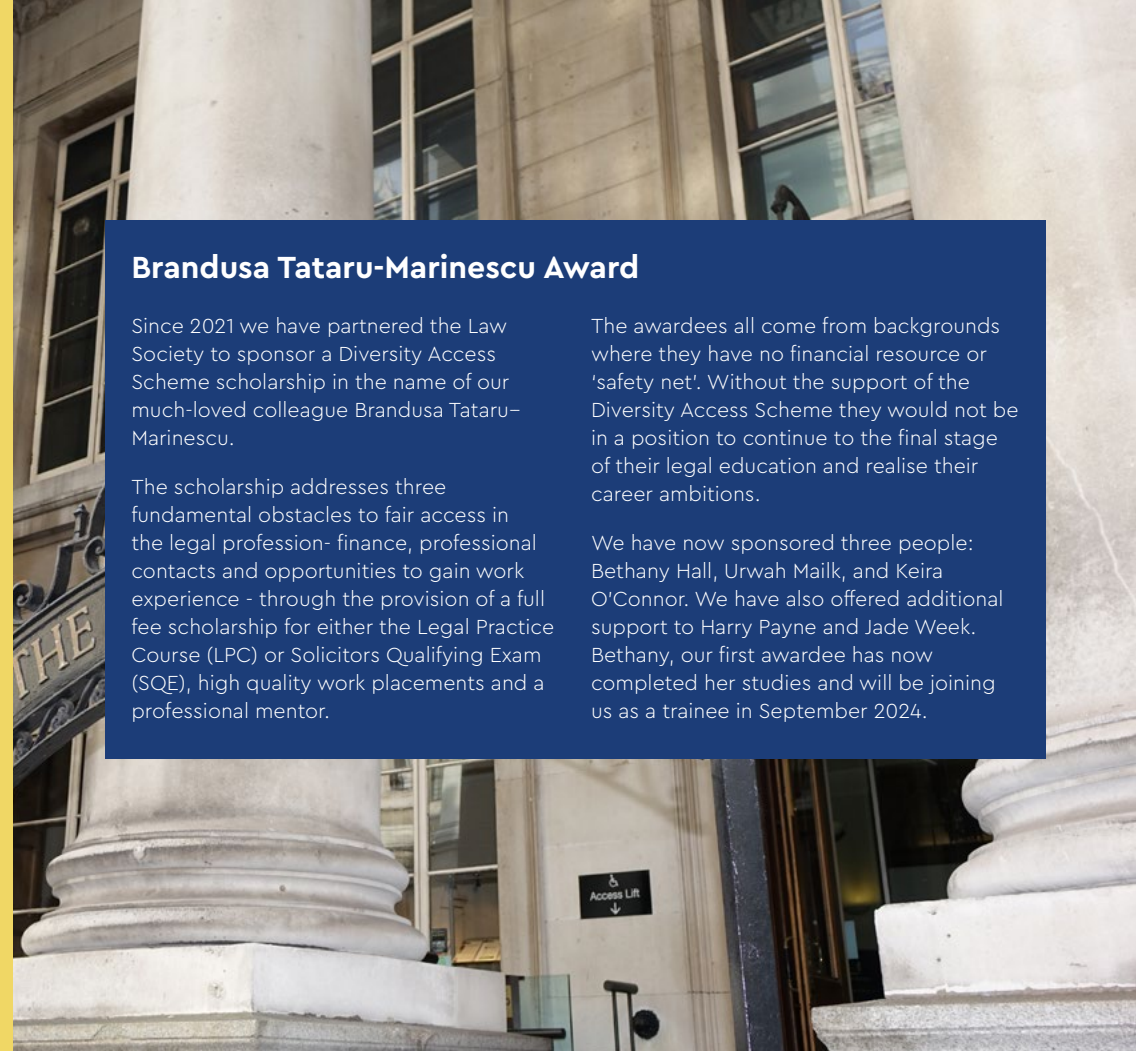
### Brandusa Tataru-Marinescu Award

Since 2021 we have partnered the Law Society to sponsor a Diversity Access Scheme scholarship in the name of our much-loved colleague Brandusa Tataru-Marinescu.

The scholarship addresses three fundamental obstacles to fair access in the legal profession- finance, professional contacts and opportunities to gain work experience - through the provision of a full fee scholarship for either the Legal Practice Course (LPC) or Solicitors Qualifying Exam (SQE), high quality work placements and a professional mentor.

The awardees all come from backgrounds where they have no financial resource or 'safety net'. Without the support of the Diversity Access Scheme they would not be in a position to continue to the final stage of their legal education and realise their career ambitions.

We have now sponsored three people: Bethany Hall, Urwah Mailk, and Keira O'Connor. We have also offered additional support to Harry Payne and Jade Week. Bethany, our first awardee has now completed her studies and will be joining us as a trainee in September 2024.



“



*I could only describe my mentorship experience with Kingsley Napley in one word, invaluable. Not only did it assist me with securing a training contract by outfitting me with all the tools I would possibly need to succeed, but it also provided me with a space to talk openly with people who understand how hard it is to enter the legal world."*

**Harry Payne**



# Visible, heard and proud

We aim to raise awareness and the profile of LGBTQ+ issues, not just at KN but also in the wider community, in the belief that everyone should be able to bring their authentic selves to work.

One of our priorities is to provide a safe environment, with visible role models at different levels of the firm, to ensure everyone has support and is able to raise any issues or concerns openly and honestly.

We also work with key decision makers to ensure we are formulating and reviewing policies and procedures to make our firm as diverse, equitable and inclusive as possible.

Here's some of the brilliant work our members have been doing over the last year:

- Written blogs which have been shared with colleagues and clients, including for Trans Day of Visibility and the anniversary of same-sex marriage
- Spoken at the University of Oxford's LGBTQ+ Society event, "LGBTQ+ Women in Law"
- Arranged theatre trips and screenings of films which explore some of the lived experiences of queer people
- Handed out rainbow lanyards to all staff for Pride month

- Developed LGBTQ+ specific webpages for our Private Client, Family and Immigration practices to showcase the work we can and are doing for our clients
- Provided pro bono advice to The Outside Project, London's LGBTQ+ Community Shelter, Centre and Domestic Abuse Refuge

## Switchboard

Switchboard is the national LGBTQIA+ support line which provides advice for anyone, anywhere in the country, at any point in their sexual and gender identity journey.

Switchboard relies on trained volunteers. However, it can be hard for a small charity to find suitable, affordable training spaces in central London, and so we were pleased to be able to help.



► Liam Hurren and Emily Elliott, Co-Chairs of our LGBTQ+ & Allies Network



“

We had a fantastic training day and could not have asked for a better host and venue. From the moment we walked into the building we were greeted with our own 'welcome' message that made us feel very included to be part of the KN family. Not only that but the staff member, Mr Gash, was also wearing a lanyard that was made out of the progressive pride flag as well as the trans flag, with a pronoun badge! The bathrooms were gender neutral and were also accessible. These might seem like small things, but to us as a charity these are big things. All these little touches make all our volunteers feel included and welcome.”

**Stephanie Fuller**  
CEO, Switchboard

# Supporting our ethnically diverse colleagues

Our REACH & Allies Network is working hard to help us ensure that we are able to attract and retain colleagues from every possible background, culture and religion.

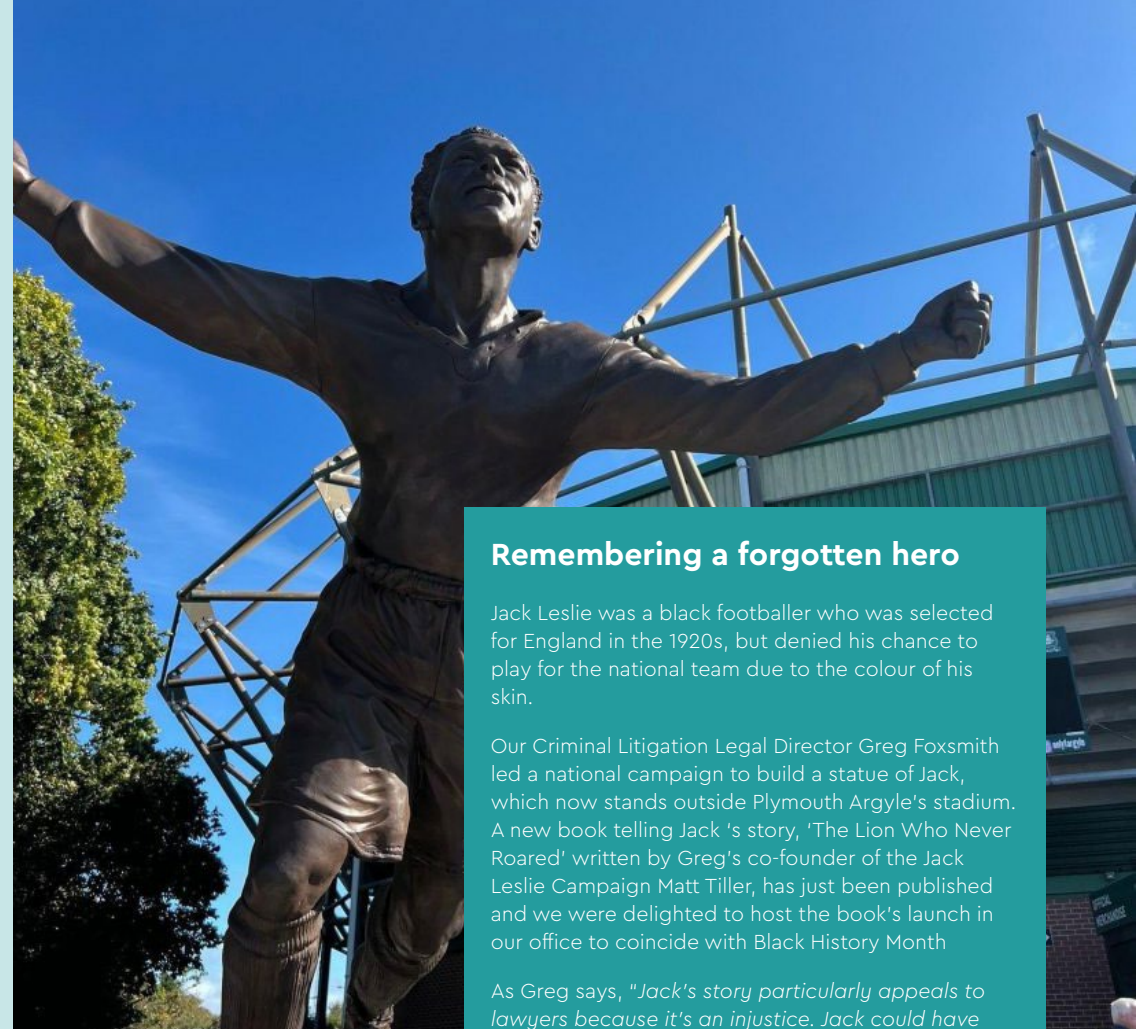
As with all our people-related initiatives, we are always asking ourselves 'are we doing enough?', while knowing that we can always do more.

The REACH network is focused on advising the business in how best to develop diverse talent pipelines, as well as providing all colleagues with the tools and support they need to succeed and progress.

### In 2023, our work included:

- Partnering with the Black Barristers Network and Black Men in Law Network to host networking and career development seminars for all those who work in the legal profession
- We also hosted and spoke at the REACH Next Generation Summit, helping teenage girls to reach their potential and to give advice about how they can pursue their career goals

- Using Hear My Name software: we know that correctly pronouncing some names can sometimes pose a challenge for people and so we have given access to the NameDrop software, which can be added to our firm email signatures. This is visible on any email sent, regardless of the email being sent internally or externally
- Our REACH Book club continues to meet regularly, and this year the novels discussed included. All the Houses I've Ever Lived In and The Go-Between
- Celebrating key dates of religious or cultural importance, including South Asian Heritage Month, Black History Month and Chinese New Year



### Remembering a forgotten hero

Jack Leslie was a black footballer who was selected for England in the 1920s, but denied his chance to play for the national team due to the colour of his skin.

Our Criminal Litigation Legal Director Greg Foxsmith led a national campaign to build a statue of Jack, which now stands outside Plymouth Argyle's stadium. A new book telling Jack's story, 'The Lion Who Never Roared' written by Greg's co-founder of the Jack Leslie Campaign Matt Tiller, has just been published and we were delighted to host the book's launch in our office to coincide with Black History Month

As Greg says, "Jack's story particularly appeals to lawyers because it's an injustice. Jack could have been the first black footballer to play for England, and while I'm amazed and appalled by the story, and even more amazed and appalled that I did not know about it at all."

"The campaign has taken quite a lot of time but Kingsley Napley has been enormously supportive. They put in a significant amount of money into the campaign at the start when I needed a boost."

◀ Shannett Thompson and Diva Shah,  
Co-Chairs of our REACH & Allies Network





# Balancing professional and personal lives

Our KN Families network aims to create an inclusive community for those who have parental and caring responsibilities. To build connections and share resources, information and insights to support working parents and carers.

Balancing work and care – whether for children or other family members can be a real struggle, and we know many carers are tired, stressed and struggling to manage their own physical and mental health.

We are looking at every way that we can support our colleagues who are carers, and some of these include:

- **Enhanced time off for carers.** We now offer all employees up to five days paid leave per calendar year to provide care for dependants, such as children, parents and those with physical and mental health challenges

- **Paternity.** To reflect the diverse family structures and shared caring responsibilities we have significantly enhanced our paternity pay and leave so that new dads can take eight weeks full pay over the course of the first year of their child's life
- **Pregnancy loss policy.** Providing 10 days' paid time off for all staff who are directly or indirectly affected by this tragedy

► **Hannah Eales and Richard Clayman**, Co-Chairs of our KN Families Network



“

*The new enhanced paternity leave policy gave me the opportunity to spend invaluable time with my son that wouldn't otherwise have been available. The time I took at the end of my wife's maternity leave also allowed her to focus on her return to work. The new policy represents an important step in supporting fathers pushing for an important, but difficult to achieve, balance between career and parenting.”*

**Patrick Alexander**, Associate



## Pro Bono

# Making a real difference

Our pro bono work is wide reaching and reflects our firm's core values.

We have a long history of pro bono work for those in need. Our colleagues give their professional expertise and experience to a range of local and international charities, community groups and not for profit organisations.

In 2023:



**4,862**

chargeable pro bono hours



**197**

fee earners taking part



**150+**

one-off pieces of advice

► Linzi McDonald,  
Chair of our Pro  
Bono Network



### Amicus

Amicus helps secure equal access to justice for those facing the death penalty in the United States.

Our work for them involves their 'Florida project', which keeps track of all live first-degree murder cases in Florida. It uses a database which records cases based on judicial circuits that we need to check and update on a monthly basis. Our volunteers are given specific circuits to monitor and update every month.

*"The most interesting part of the Amicus training was when we focused on a case study... His attorney discussed their strategies to humanise him in court, explained their goals and techniques and also thoroughly described the whole process of representing someone, selecting evidence, selecting juries, interviewing witnesses, family members and more."*

– Jacklyn Widjaja, Senior Paralegal



The Queen Mary  
Legal Advice Centre



### Queen Mary Legal Advice Centre

Queen Mary Legal Advice Centre is a student law centre providing free legal advice services for members of the public and Queen Mary University staff and students. Our volunteers offer expertise and mentoring to the student lawyers in a range of matters including criminal, family, wills and probate law.

*"QMLAC is a brilliant programme, mentoring law students is rewarding, KNers can get valuable client-interaction experience, and reviewing the drafting of a student is such a great way to gain more experience of the law and to improve on your own drafting skills."*

– Tom Surr, Trainee



### Z2k

Z2K works with Londoners experiencing complex benefits and/or housing issues that are causing financial hardship and crisis. We have been working with Z2k since 2017, and currently over 50 KNers help vulnerable members of society to appeal welfare benefits refusals. In 2023 we secured over £193,000 for z2k clients in benefit payments.

*"Z2K is an incredible programme of work which allows you to fight injustice and use your legal experience to give back to someone that would otherwise be, as one client described it to me, 'lost at sea' in the system. I have hugely benefitted from dealing with a range of clients from all backgrounds, and with varying needs and abilities and being provided the opportunity to build my skills in the areas of client care, interviewing, drafting and representing clients at Tribunal."*

– Charlotte Jeanroy, Trainee



## Charities & Community

# Giving back

As a firm, we believe we have a responsibility to contribute to the charities and the community where we live and work. And, as an employer, we encourage our people to give something back.

During 2023 we donated that £68,570 to a variety of charity, including our two charity Partners Caras and Papyrus, and participated in numerous volunteering days.



### In addition, we have:

- Provided breakfast at Whitechapel Mission and collected clothes for distributing to their visitors
- Reading poetry for pupils at St Peter's & St Pauls School
- Abseiled down the ArcelorMittal Orbit at the Olympic Park
- Organised lunchtime walks in aid of a charity
- Donated over £1000 and boxes of food to the Hackney Foodbank
- Made donations to various charities nominated by numerous employees
- Participated in triathlon to raise money for our charity partners



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

With our support, CARAS provided support to new-arrival asylum seekers across South London.



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



*Kingsley Napley's support has been invaluable, allowing us to expand our programming in a manner that delivers more powerful outcomes for young people and adults, and has increased our organisational resilience and reputation. We are so grateful for your support - thank you."*

**Jamie Charnock**  
CARAS



◀ Bethan Owen,  
Chair of the Charities  
& Community Network





## Wellbeing

# Be well, work well

It's natural that everyone experiences ups and downs – both in life and at work. That's why it is so important that we are there to help our colleagues, whenever they need it

Our focus is on creating a healthy workplace that prioritises wellbeing and allows everyone to take good care of themselves. So we offer a range of benefits, resources and facilities to ensure we provide the best possible advice and support.

### Everyday flexibility

Everyone at Kingsley Napley is free to make their own decisions about how and where they can best work every day, while at the same time ensuring that our office remains the firm's centre of gravity.

We simply ask people to be in the office two to three days a week, and consider what is the most effective way to work for them, their clients and their colleagues.

### Physical and mental health

Nothing is more important than our health, and all KNers are able to access a range of resources, advice and support. We offer full private medical care, a Virtual GP service, 24/7 employee assistance programme helpline, as well as free winter flu jabs and mole checks. In addition, we also offer free cycle repairs to get people back on their bikes.

We have also partnered with Self Space to provide all KNers six free sessions with a qualified therapist or counsellor while our a network of mental health first aiders can provide support and listening ear.



Work | Life  
CENTRAL

► Vicki Godfrey and  
Jemimah Cook, Co-Chairs  
of our Wellbeing Network



### Work that works for you

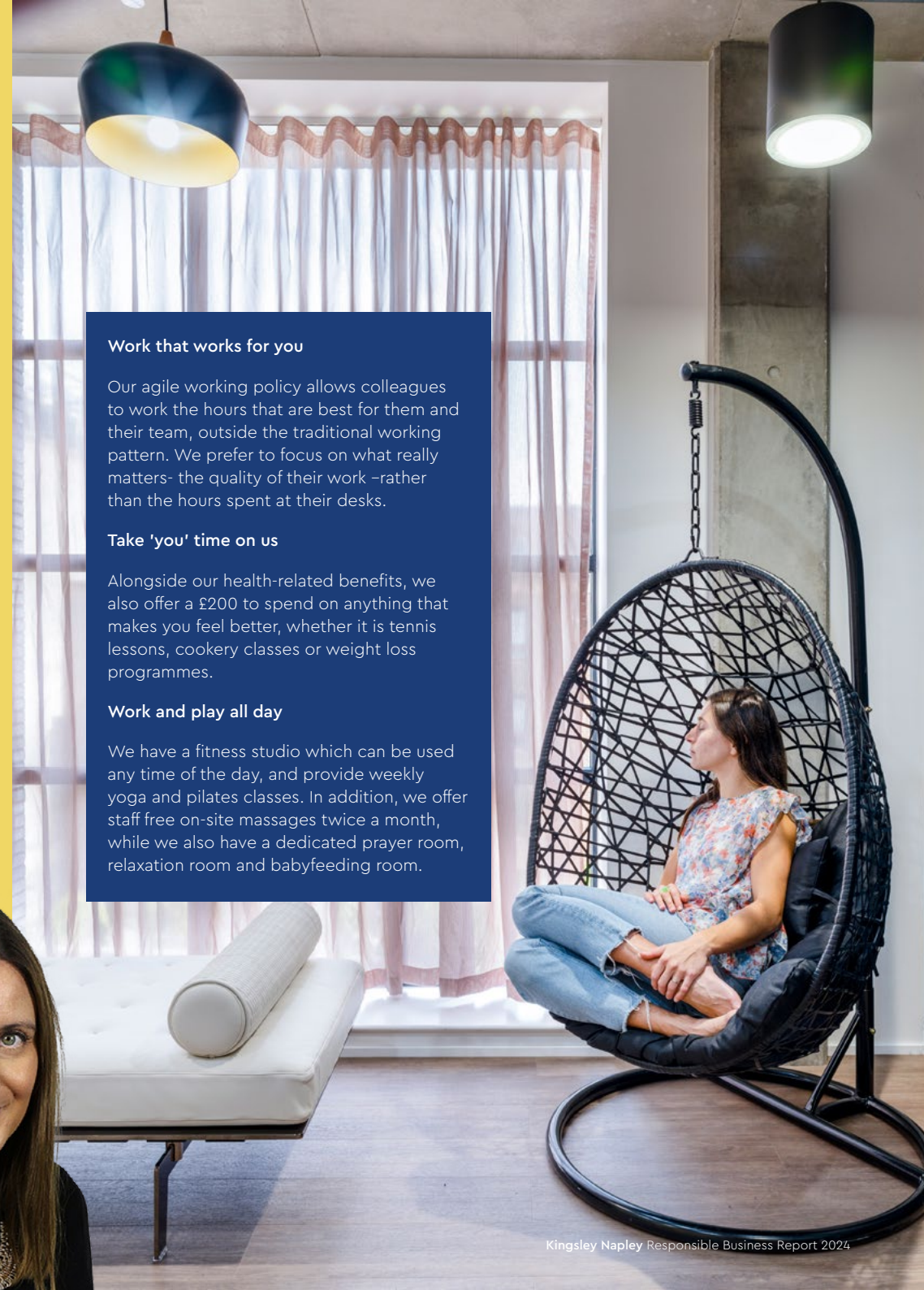
Our agile working policy allows colleagues to work the hours that are best for them and their team, outside the traditional working pattern. We prefer to focus on what really matters- the quality of their work –rather than the hours spent at their desks.

### Take 'you' time on us

Alongside our health-related benefits, we also offer a £200 to spend on anything that makes you feel better, whether it is tennis lessons, cookery classes or weight loss programmes.

### Work and play all day

We have a fitness studio which can be used any time of the day, and provide weekly yoga and pilates classes. In addition, we offer staff free on-site massages twice a month, while we also have a dedicated prayer room, relaxation room and babyfeeding room.





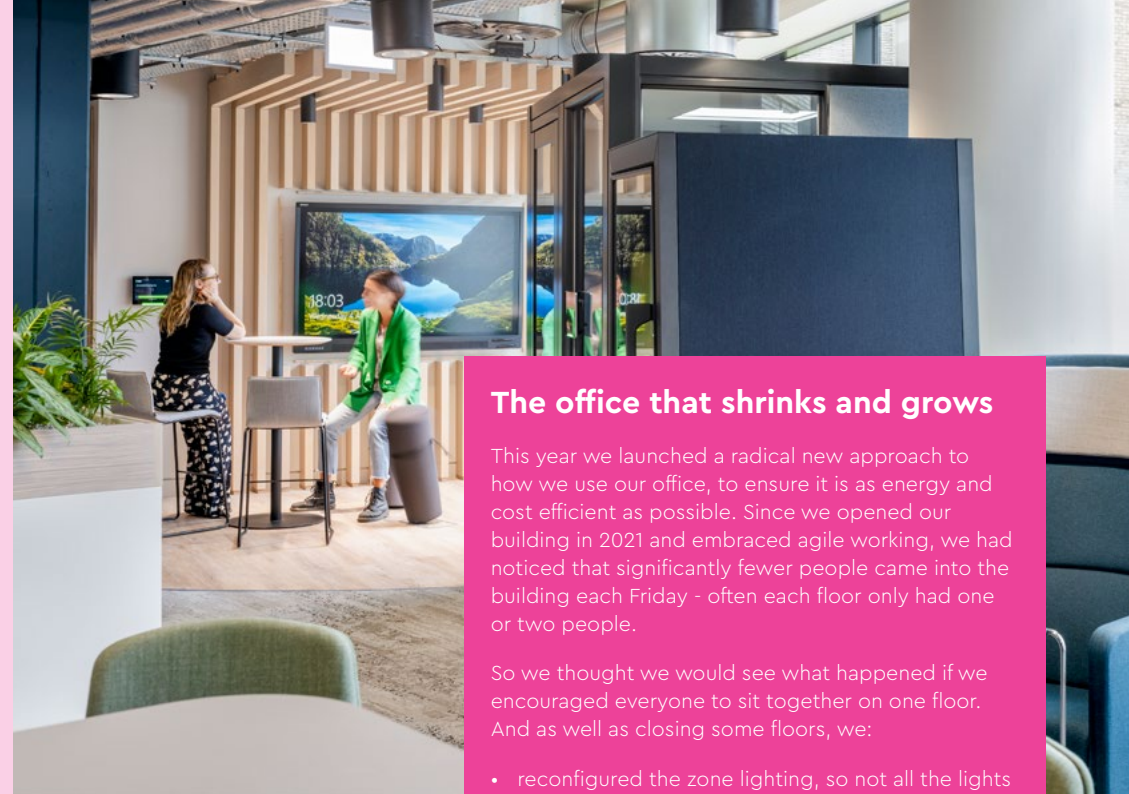
# Our planet, our commitment

Our Environment & Sustainability Group is responsible for addressing our environmental impacts, driving efficiencies and reducing our carbon footprint.

Since we moved into our brand new office in 2021, which itself is rated BREEAM 'excellent', we have been continually committed to developing and operating effective energy systems, processes and appropriate standards.

- We have been ISO 14001 accredited since 2022, which will allow us to measure, and therefore reduce, our carbon footprint with the goal of reaching net zero.
- Our suppliers are all required to demonstrate their environmental credentials, policies and procedures as part of our sustainable procurement programme.
- We have brought in a new business travel partner to enable employees to book lower carbon travel options and help the firm better measure and reduce our carbon emissions.

► Louise Hodges, Chair of our Environment & Sustainability Group



### The office that shrinks and grows

This year we launched a radical new approach to how we use our office, to ensure it is as energy and cost efficient as possible. Since we opened our building in 2021 and embraced agile working, we had noticed that significantly fewer people came into the building each Friday - often each floor only had one or two people.

So we thought we would see what happened if we encouraged everyone to sit together on one floor. And as well as closing some floors, we:

- reconfigured the zone lighting, so not all the lights switched on when someone enters the floor
- adjusted the sensors and default settings
- changed the plant times to align with our office hours

The results were clear and instantaneous.

**11%**

reduction in  
carbon emissions

**12%**

reduction in gas/  
electricity use

Just as importantly, the office felt busier and livelier, and everyone who came in said that they greatly enjoyed meeting people who they may not have otherwise spoken to. The project received considerable media coverage and has since been replicated by a number of other businesses.





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