



KINGSLEY NAPLEY

# Responsible Business Report 2025

KINGSLEY NAPLEY  
WHEN IT MATTERS MOST

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# Welcome

Welcome to our 2025 Responsible Business report, which highlights some of the initiatives, partnerships and achievements which have helped shape our commitment to be a responsible business over the past year.

Our approach to responsible business is not about compliance. It is about creating a culture of responsibility and inclusivity that permeates every level of our organisation. It is a commitment reflected in our policies, our behaviours and our engagement with employees, clients, industry and communities.

Over the past year our DEI networks and responsible business groups have continued to go from strength to strength. As you will see on the following pages, ours is a firm where diverse perspectives can be shared and where everyone is valued for who they are and what they bring to our firm.

In particular, through our pro bono work we are striving to improve access to legal advice and undertook more than 7,000 hours of work for vital projects, including Amicus, which supports inmates on death row in the US, and the North Kensington Law Centre which assists survivors of the Windrush scandal.

Thank you to all our colleagues, clients and partners, who work with us every day to ensure we conduct our business in the right way and have a positive impact in all that we do.

The activities outlined in this report are clear proof of how collective and individual actions have the power to make a positive difference. We are proud of everything we have done, and continue to do, to ensure Responsible Business at Kingsley Napley simply means business as usual.

► Managing Partner Matt Meyer and  
Head of Responsible Business Linzi McDonald



## Our DEI Vision

# Advancing DEI at KN through strategic action

At KN we know that whilst building an inclusive and equitable culture is inherently the right thing to do, we also recognise it goes beyond moral obligation. It is a strategic advantage that fuels innovation, performance and sustainable growth.

By attracting and retaining talented individuals into our firm, we can build high-performing teams that deliver exceptional legal advice to our clients. We have a responsibility to improve inclusion at our firm to ensure a career here is open to everyone, and that Kingsley Napley is both reflective of society, and our client base.

Our focus is on establishing the foundations necessary to embed inclusive decision-making across the firm. By building the right structures, we aim to drive meaningful, sustainable change. We recognise everyone is an individual with unique needs, and we are committed to providing them with the support, resources and opportunities they need to grow and thrive at KN.

► Zainab Al-Farabi, Diversity, Equity & Inclusion Manager

Since our last report, we have refreshed our firmwide DEI strategy and rolled out inclusivity training firmwide, to provide the baseline understanding and expectations we have as a firm around inclusion. We welcomed new co-chairs and senior sponsors to some of our Network Groups and have been working on supporting our groups to enhance their impact across the firm. We are proud to showcase their progress and recent activity in this report.

We've made meaningful progress but we know sustaining momentum is essential. We remain committed to living our values of being a people-focused law firm, where no one's identity is a barrier to fulfilling their potential.



# Our networks and partnerships



Enable

# Making all abilities count

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.

20% of our colleagues tell us they consider themselves to have a disability of some form, or a neurodivergent condition. By being disability, neurodiversity 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 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.

► Catherine Bourne and Billy Downham, Co-Chairs of our Enable Network



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](#).

## Accessibility in the workplace

This year we launched our Reasonable Adjustments guidance which has been designed to make our working environment as supportive and comfortable as possible, especially for our colleagues with a physical or hidden disability.

## Educating ourselves

We organised a series of talks and blogs focusing on neurodiversity, which enabled colleagues to discuss how we can better understand the challenges faced by autistic and other neurodivergent colleagues and their families and provide the best possible support.



“

*I quickly became apparent to me that KN's culture is vastly different to any I have experienced previously. The Enable group is a clear demonstration of the firm's commitment to maintaining an inclusive attitude, and offering continued education surrounding disabilities. This reassured me to reach out to the firm to discuss potential reasonable adjustments following a recent further diagnosis. If it wasn't for the Enable Group, I don't think I would have taken this step."*

**Anonymous**

“

*I value being part of a network of colleagues who know what it is like to live with a health condition or neurodiversity. The ripple effect across the firm is palpable, and we are creating an open and supportive environment for all members of KN to shine at work."*

**Chloe Jacot, Associate**



## Social Mobility

# Improving socio-economic inclusion

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.

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

### Propelling potential

Each year we partner with the Social Mobility Foundation (SMF) to support their Aspiring Professionals Programme. We welcomed a cohort of work experience students who spent time with our practice areas, learning about the different areas of law and key skills required for a successful legal career.

In 2024 we held an internal webinar on Accent Bias in Britain, led by leading researcher Devyani Sharma of Queen Mary University. Devyani presented evidence-

based findings and offered useful guidance on best practice to tackle language-based discrimination in the workplace and beyond.

Our People & Culture team redesigned KN's career web pages to give a clearer overview of our recruitment process, so that applicants know exactly how to prepare for format, style and questioning techniques we use. This helps to clearly set out our expectations and remove that barrier to entry.

Finally, we marked Social Mobility Day in with a #ShareMoments breakfast. Colleagues gathered to share their own experiences and personal memories, and this was a powerful reminder of why our continued work matters so much.

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



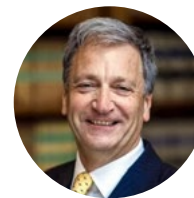
### Brandusa Tataru-Marinescu Award

Since 2021 we have partnered the Law Society to sponsor a Diversity Access Scheme (DAS) 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 DAS, 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 young people, Bethany Hall, Urwah Mailk, and Keira O'Connor, and we were delighted to that Bethany this year began her training contract with us.



“

*Your generosity demonstrates a commitment to creating a more equitable and inclusive legal profession and the impact of your support cannot be underestimated. Without the support of the DAS, they would not be in a position to continue to the final stage of their legal education and realise their career ambitions. Your support has made this possible.”*

**Richard Atkinson**, President of the Law Society of England and Wales

# Inclusivity and equity at the heart of KN

We aim to create an environment at Kingsley Napley where the LGBTQ+ community is visible, heard, and proud.

2024/25 was one of our most successful years yet and we have continued to raise awareness through a range of activities and initiatives focusing on different sexualities, identities and lived experiences. Through our work, we aim to educate, empower and most of all create a safe space for LGBTQ+ staff, and we are very proud to be doing so.

Here's some of the work we've been doing to make Kingsley Napley a truly inclusive place to work:

- Hosted various events, including a breakfast for Bisexual Awareness Week; a webinar on trans parenting with Marley Conte (known on social media as the "non-binary parent"); and a dance class during Mental Health Awareness Week.
- Our senior sponsor, Melinka Berridge was interviewed by The Lawyer as an LGBTQ+ Next Gen Leader.

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



- Written a range of blogs marking key dates and important issues, including Trans Day of Visibility and IVF inequality.
- Threw a Pride party, inviting our friends, peers and contacts for a celebration DJ'd by our network members.
- Worked with our People & Culture team to ensure our gender identity policy is up to date and inclusive.
- Distributed rainbow laces for as part of Stonewall's annual diversity in sport campaign.
- Screened 'Happiest Season', a festive, queer rom-com for the holiday season.
- Visited the Queer Britain museum for LGBTQ+ History Month.
- Raised money for Stonewall Housing running in the Hackney half-marathon.



“

*You are simply the best. Thank you so much for hosting us today for an extremely fruitful discussion.”*

**Nancy Hitzig**, Director of Programmes & Income, Stonewall



“

*Thank you for taking on the Hackney Half for us! We truly appreciate your incredibly support. All of the effort you've put into training and fundraising genuinely makes a big difference to the people we support.”*

**Kia Matanky-Becker**, Community and Events Fundraising, Stonewall Housing

# Supporting our black and 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 advises 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 2024, our work included:

- Partnering with the Windrush Justice Clinic at the North Kensington Law Centre to help support the victims with free legal advice and representation to help them secure just compensation for their loss and suffering.
- Holding a range of race fluency and conscious inclusion education sessions, including accent bias workshops.

- Using Hear My Name software: We know that correctly pronouncing a person's name is pivotal to their feeling of belonging and recognition. 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 including Mongrel by Hanako Footman and The Brotherless Night by V. V. Ganeshananthan.
- Celebrating key dates of religious or cultural importance, including South Asian Heritage Month, Black History Month and Chinese New Year.



## Helping a forgotten generation

In 2018, the UK government finally accepted that it had wrongly detained, deported and denied legal rights to the Windrush generation and other commonwealth citizens and their children.

Many have suffered significant hardship and the Windrush Compensation Scheme aims to provide fair and accessible compensation to the victims of the scandal, and provide free legal advice and representation.

The application is quite detailed, and many claimants do not have access to the technology and/or documentation they need to be able to progress their applications. Our Immigration team are working pro bono with the North Kensington Law Centre to assist claimants, many of whom would not be able to access compensation without expert legal assistance.

◀ 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.

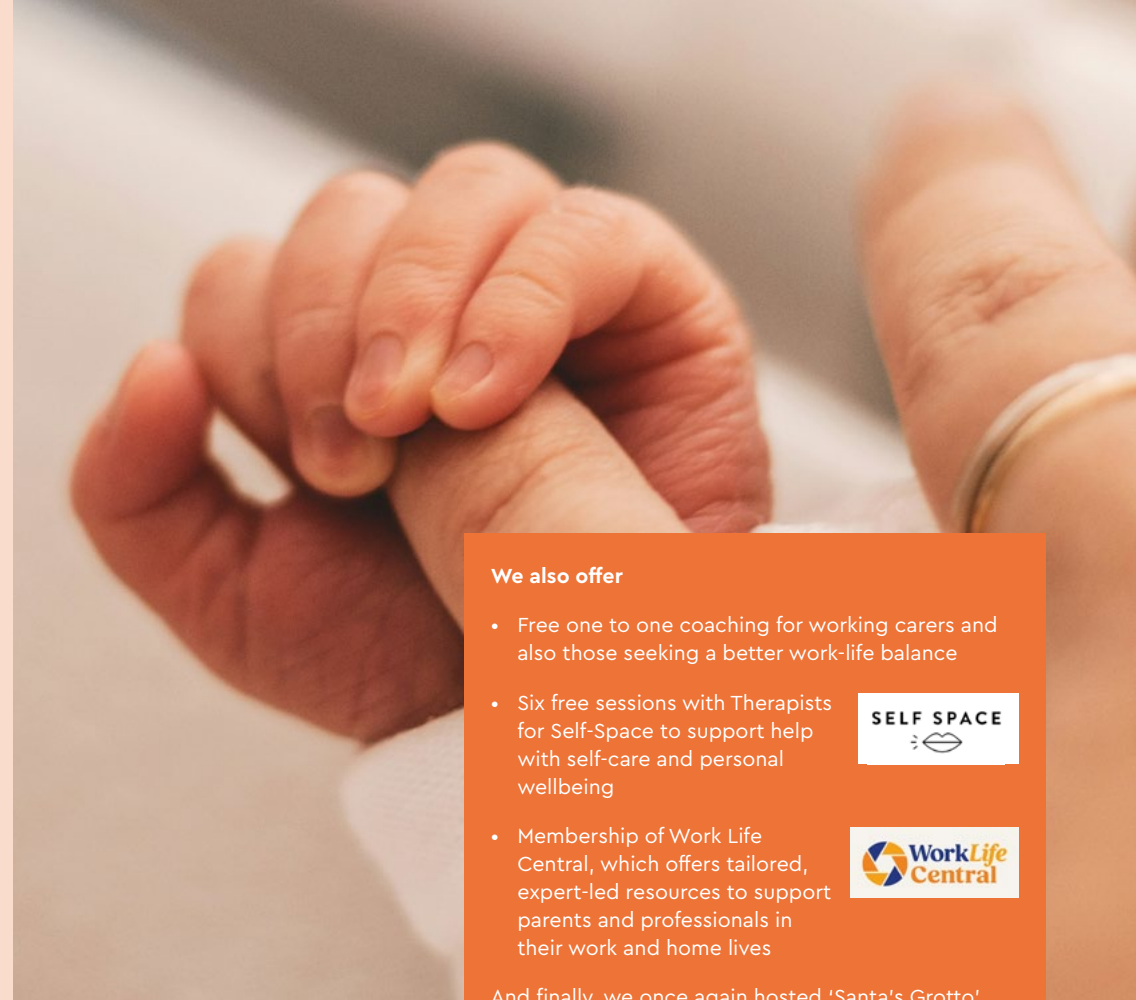
Balancing work and care – whether for children or other family members can be a real struggle, and we know many carers are tired, stressed and struggling to manage their own physical and mental health.

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

- **Agile working:** Our Agile Working policy allows colleagues to work the hours that is 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.
- **Enhanced time off for carers:** We now offer all employees up to five days paid leave per calendar year to provide care for dependents, such as children, parents and those with physical and mental health challenges.

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

- **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.
- **A pregnancy loss policy:** Providing 10 days' paid time off for all staff who are directly or indirectly affected by this tragedy.
- **Neonatal care leave and pay:** Parents of babies who are admitted into neonatal care are able to take 12 weeks paid leave in addition to their other family leave entitlements such as maternity and paternity leave. We pay all employees and partners of the Firm full pay for the first 6 weeks of any neonatal leave taken and then eligible for a further 6 weeks pay at a statutory rate.



## We also offer

- Free one to one coaching for working carers and also those seeking a better work-life balance
- Six free sessions with Therapists for Self-Space to support help with self-care and personal wellbeing
- Membership of Work Life Central, which offers tailored, expert-led resources to support parents and professionals in their work and home lives



And finally, we once again hosted 'Santa's Grotto' for our colleagues to enjoy with their children.

“



*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, communal groups and not for profit organisations.

In 2024:



**7,711**

chargeable pro bono hours



**60**

new cases



**244**

fee earners taking part

► Linzi McDonald,  
Head of Responsible  
Business



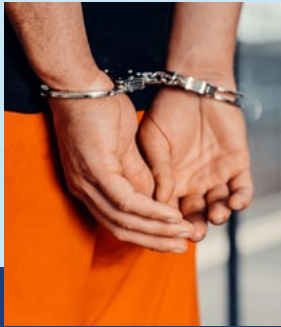
### Amicus

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



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, Associate



### School's Consent Project

The SCP sends lawyers and postgraduate law students into schools to educate young people about consent and key sexual offences. Through workshops they use engaging games and exercises to address misconceptions and promote healthier interactions among students.

*"The workshop provides essential education in an engaging and accessible way and provides students with a safe space to ask questions. It is incredibly fulfilling to be part of an initiative relating to something I am passionate about, but it has also been a great way to build upon my public speaking skills and improve my confidence."*

– Zenia Birring, Associate

## Charities & Community

# Giving back

As a firm, we believe we have a responsibility to give something back to the local communities where we live and work. And, as an employer, we encourage our people to play their part – not just to help others but for what it does for them in return.

During 2024 we donated over £70,000 to a variety of charities, including our two charity partners New Horizon Youth Centre and The Listening Place.



### New Horizon Youth Centre

The NHYC supports young people in London who are homeless or unsafe in London. Our colleagues not only raise money, for the charity, but also create wellbeing packs for their service users.

"It's not just about handing out supplies, it's about affirming that their needs matter. It's through the fantastic support of Kingsley Napley and your volunteers that we're able to provide these young women with the support they need in their journey out of homelessness."



**Chloe Rowbotham,**  
New Horizon  
Youth Centre

► **Bethan Owen,** Chair  
of the Charities &  
Community Network



### The Listening Place

The Listening Place provides regular, face-to-face support so that people can talk openly about their suicidal feelings.

With our support, it assists around 2000 people every month who need their assistance, from three sites across London.

"The Listening Place does vital work in supporting people with suicidal feelings across London, and that mission deeply resonates with me. I'm proud that KN's support has helped TLP to open a fourth site, which is in East London, to provide even more appointments for visitors."



**Tom Surr,**  
Associate



### In addition, we have:

- Worked with Wellchild to transform a garden into a safe space for a child and their family to use and enjoy  
*"Helping Hands projects like this really do make a difference to people's lives and support from volunteers and companies like Kingsley Napley make it possible for us to offer this vital work to children with complex medical needs and their families"*  
**Kieran Cullen,** Wellchild
- Supported a number of microbusinesses in developing countries through Lendwithcare
- Donated money and boxes of food to the Hackney Foodbank
- Created and distributed wellbeing packs for homeless women at the New Horizon Youth Centre
- Donations to various charities nominated by KN employees
- Collected coats to donate to WrapUp London
- Raised money and awareness on behalf of Health charities such as Cancer Research UK and Dementia UK



# Our planet, our commitment

Our Environment & Sustainability Group helps us to address our environmental impacts, drive efficiencies and reduce 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.

All our environmental management controls are designed with the international environmental management system (EMS) standard ISO 14001 in mind. We are continuing to establish our EMS, ensuring that environmental controls are integrated into key business decision making processes.



► Louise Hodges,  
Chair of our Environment  
& Sustainability Group



### In 2024/5:

- We launched a range of studies, including a double materiality assessment and a carbon footprint measurement exercise to help us continue to measure our carbon footprint and reduce carbon emissions.
- We were signatories to a range of sustainability-related initiatives, including the Legal Sustainability Alliance, the Environmental Law Foundation and Greener Litigation Pledge.



## Wellbeing

# Be well, work well

We take a holistic approach to wellbeing, and see it as something that is integral to who we are and the way we work.

Our focus is on creating a happy, healthy and engaged workplace, and wellbeing is an important part of that, so we prioritise providing the best possible benefits, resources and facilities for our people.

### 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.

SELF SPACE

Work | Life  
CENTRAL

► Vicki Godfrey,  
Chair 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.



“

We are proud to have been the first law firm to partner up with Self Space, further enhancing our commitment to prioritising our people's mental health and wellbeing. Since launching the partnership in 2022, we have seen a strong uptake in engagement, with almost 40% of our firm members registering to access Self Space's services.

This proactive approach to mental health has had an incredibly positive impact across the firm, helping to normalise conversations around wellbeing and providing accessible, and flexible support to our people.”

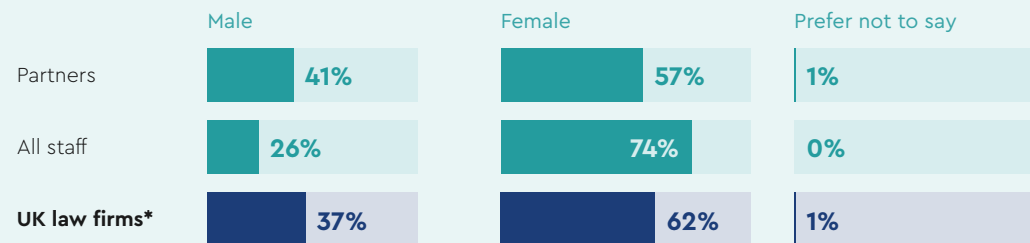
**Vicki Godfrey**, Chair, Wellbeing Network



# Our progress

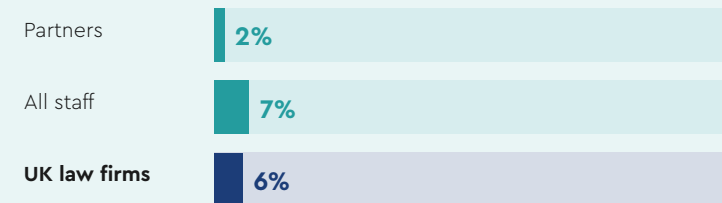
# Our progress

## Gender

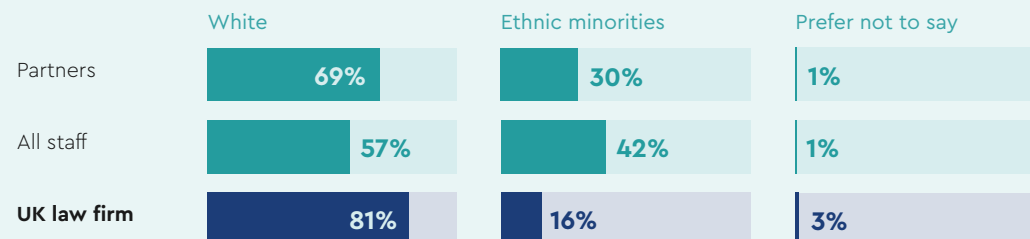


## Sexual Orientation

Employees identifying as LGBTQ+

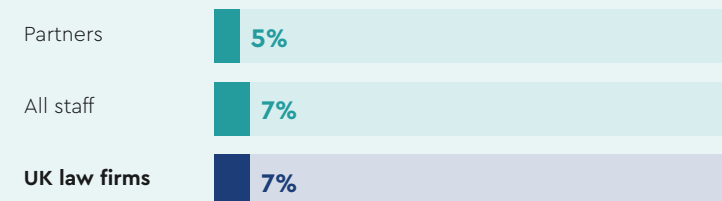


## Ethnicity



## Disability

Employees identifying as having a disability



\*SRA Diversity Data 2025. Represents all staff at law firms with more than 50 partners

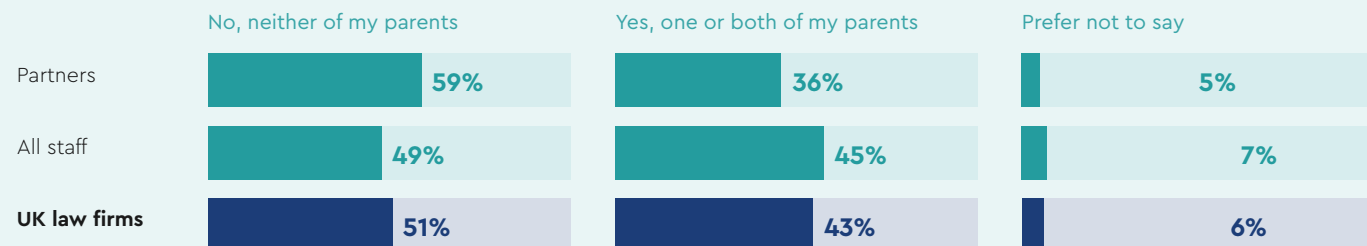
# Our progress

## Socio-Economic

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



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





**Kingsley Napley LLP, 20 Bonhill Street, London, EC2A 4DN**

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