

FootAnstey 

Our Diversity Data

www.footanstey.com

Growing diversity and inclusion in our firm

Being diverse and inclusive is at the heart of our priorities and goes beyond our policies. It's something we consider across everything we do – from the way we encourage our people to reach their potential, right through to our values.

We want all our people to feel supported and heard, and we work hard to create a workplace that is inclusive, where our people feel welcome and valued, regardless of their background, identity, or circumstances. To do this we need to be proactive in creating an equitable workplace, where equality, diversity and inclusion is embedded within everything that we do.

Informing our approach

To inform our approach we collect diversity data from our people to understand our population, help to track our progress and tailor our future approach to attracting and recruiting talent from diverse backgrounds.



Shifting the dial

We have made positive progress in numerous areas over the past few years to help to develop a more equitable workplace.

We are working hard to develop and refine our approach to ensure we are continually shifting the dial and creating a workplace where everyone is welcome and belongs. We will do this through:



Talent attraction – we are committed to recruiting and retaining talented individuals from diverse backgrounds through positive action measures and measurable key performance indicators. We are developing processes and programmes such as our Achieve Vacation Scheme which seeks to support underrepresented individuals to gain access to a career in law.



Inclusive benefits – through our range of benefits, we are committed to supporting our people and helping them at various points in their lives – at work and at home. We are proud of our inclusive range of benefits which support people with their health, wealth, lifestyle and family – whatever challenges they face.



Celebrating and learning – our awareness calendar is a great way to celebrate and mark cultural days throughout the year. A way to connect our people, learn about different cultures, histories and identities and ensure we can play a more active role in future change as individuals and as a business. Our days are driven by our Connections groups and other passionate individuals within the firm.



Diversifying our leadership – we have made progress when it comes to reducing the gender gap in our leadership. We have more work to do but are proud that women now make up 36% of the partnership and 30% of our Board. To continue this progress, we have introduced our Future Leaders Programme, which seeks to support the progression of individuals into the partnership.

Highlights from our journey

2022

- | | |
|------------------|--|
| January | <ul style="list-style-type: none">• Deployed the RARE contextual recruitment system |
| April | <ul style="list-style-type: none">• Launched our Wellbeing Teams channel |
| June | <ul style="list-style-type: none">• Joined Stonewall Diversity Champions Programme• Implemented the provision of coaching to anyone taking a period of extended parental leave |
| September | <ul style="list-style-type: none">• Founded Islamic Connections – our first employee network• Launched our Wellbeing Programme of office activities including massages and yoga |
| October | <ul style="list-style-type: none">• Rolled out Menopause Connections• Signed Menopause Pledge• Signed up to the Halo Code |
| November | <ul style="list-style-type: none">• Created Asian Connections |

2023

- | | |
|-----------------|---|
| January | <ul style="list-style-type: none">• Started LGBTQ+ Connections |
| February | <ul style="list-style-type: none">• Founded African & Caribbean Connections |
| March | <ul style="list-style-type: none">• IWD event 'Supercharging your career through sponsorship – panel discussion' which focusing on progressing women's careers |
| April | <ul style="list-style-type: none">• Initiated our Future Leaders' Programme – a talent programme designed to give our future leaders the knowledge and skills needed to step into the role of Partner |
| May | <ul style="list-style-type: none">• Trained a further 16 Mental Health First Aiders for non-judgemental mental health conversations and signposting and introduced support for this team• Published our Gender Pay Gap report and conducted an in-depth analysis and modelling to understand it |
| July | <ul style="list-style-type: none">• Launch of fertility, menopause and period support, enhanced parental bereavement, enhanced prematurity leave and pay policies• Enhancement of our parental pay policies to six months full pay for maternity/adoption and two months for paternity leave |
| August | <ul style="list-style-type: none">• LGBTQ+ connections attended Plymouth Pride and funded the event's Safe Space |
| October | <ul style="list-style-type: none">• Launched Fertifa, our inclusive fertility, family forming and gender-based health benefit inclusive of lifetime allowance to further support our people's wellbeing• Announced Aspire, our new vacation scheme offering aspiring lawyers from underrepresented Black and Minority Ethnic backgrounds the opportunity to gain experience in the legal field |

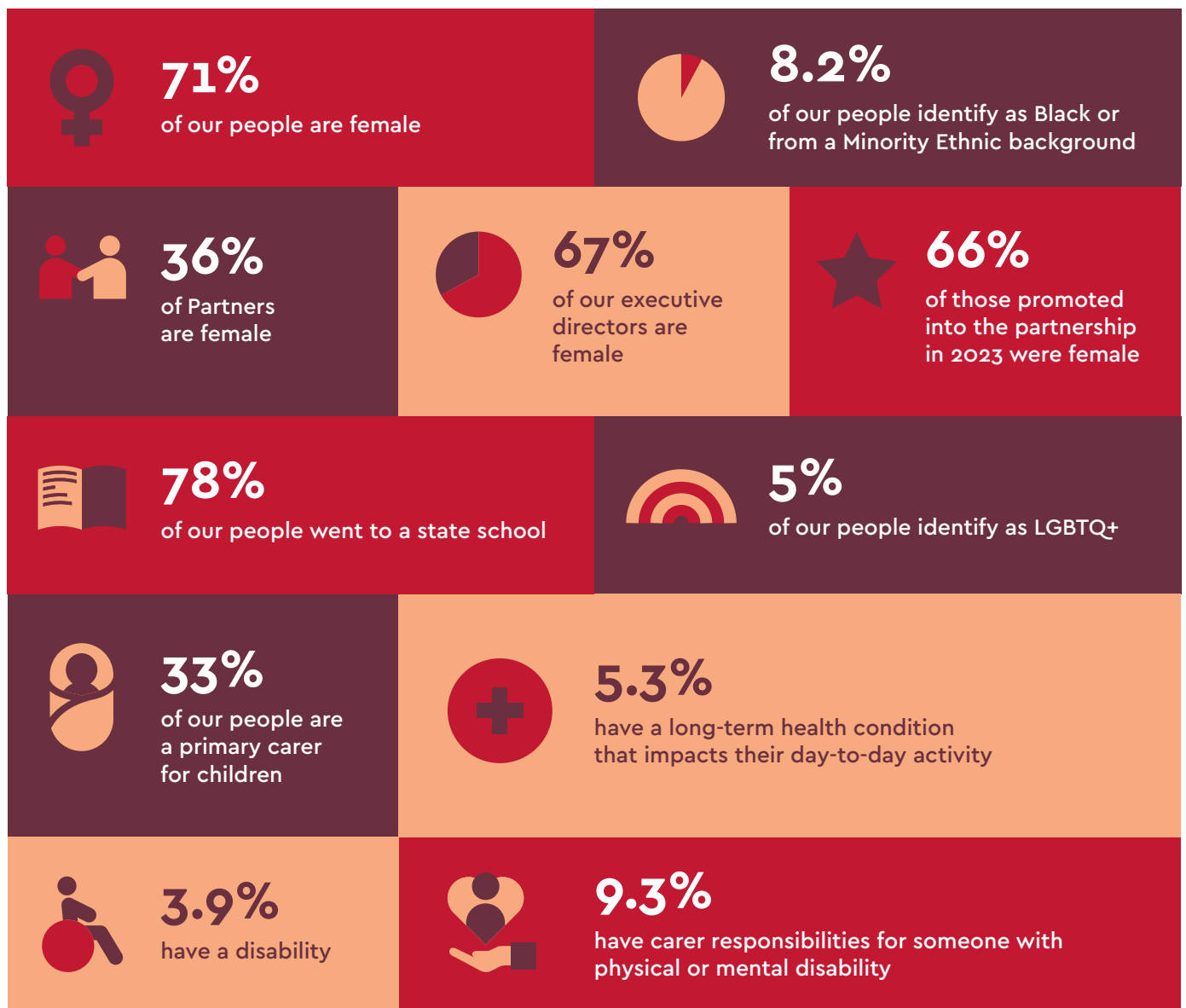
Our diversity data

This report shares a snapshot of data from June 2023 in line with reports produced for the Solicitors Regulation Authority every two years. To support our diversity and inclusion agenda, we also gather real time data and analyse this to inform our approach throughout the employee lifecycle.

89% of our people have submitted their diversity data, however the completion rate varies by category and this is detailed further in the report. We therefore consider our data to form a robust representation of our workforce.

Data has been rounded to one decimal place.

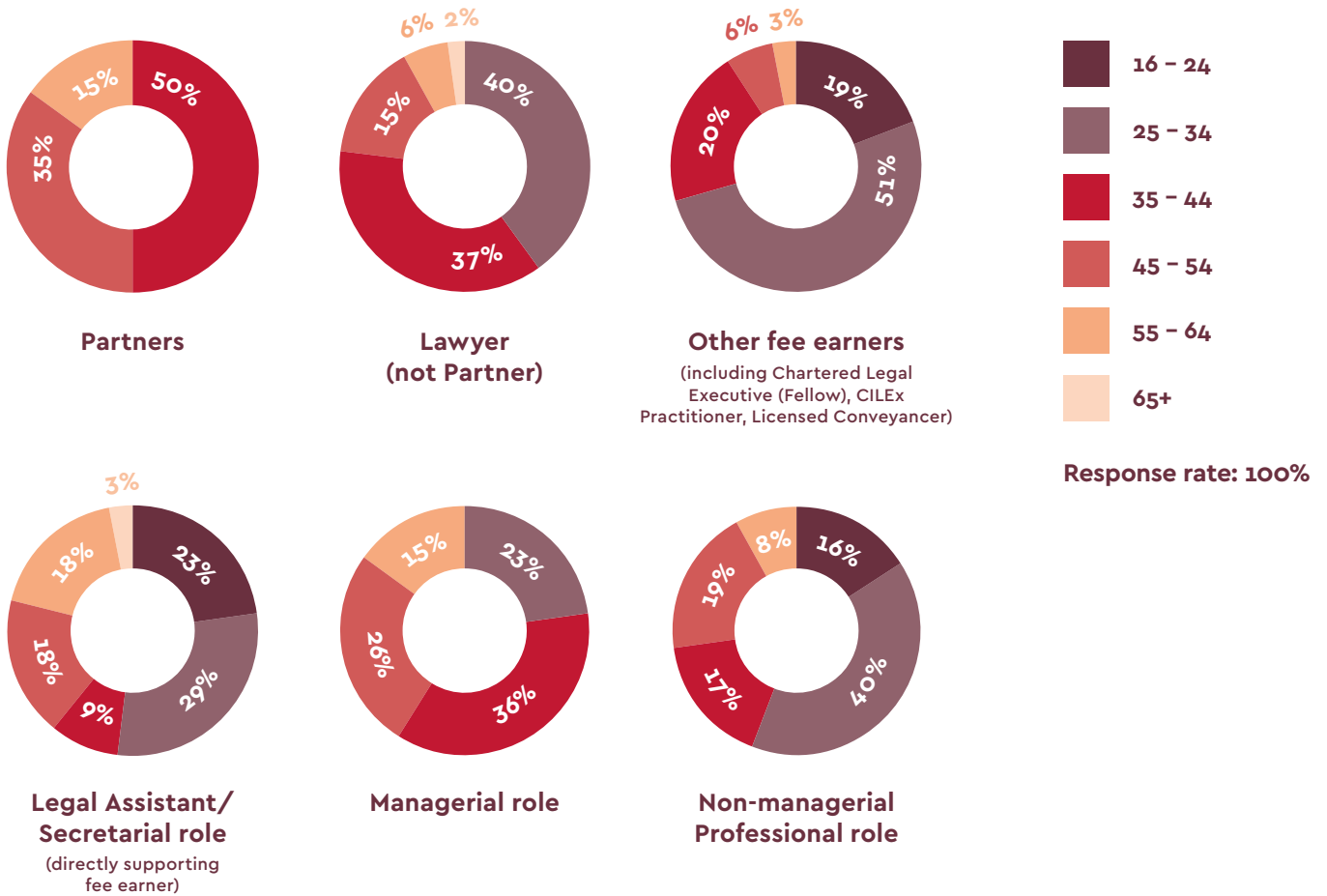
Our people – at a glance



Our people – in detail



Age



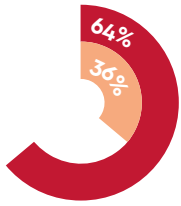
Sex

Response rate: 100%

Male

Female

Partners



Lawyer (not Partner)



Other fee earners

(including Chartered Legal Executive (Fellow), CILEX Practitioner, Licensed Conveyancer)

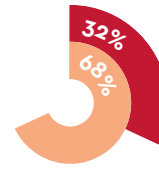


Legal Assistant/ Secretarial role

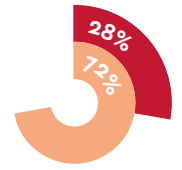
(directly supporting fee earner)



Managerial role



Non-managerial Professional role

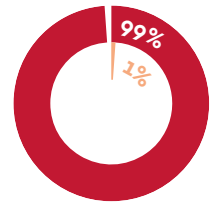
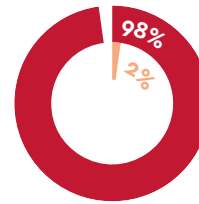
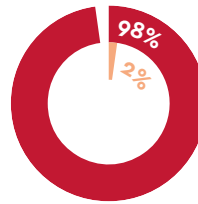
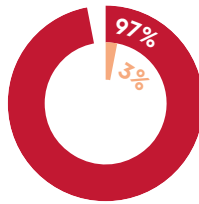
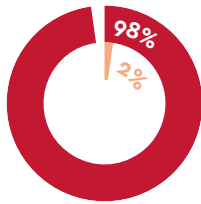
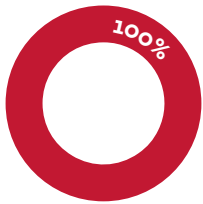


Gender identity

Response rate: 81%

Yes, gender identity the same as sex at birth

Prefer not to say



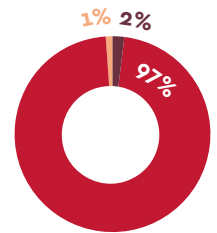
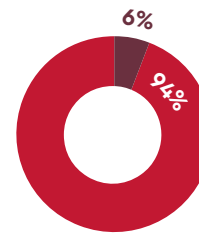
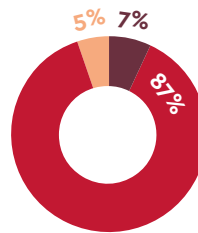
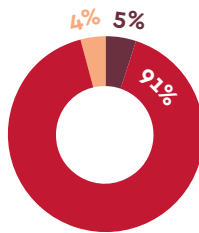
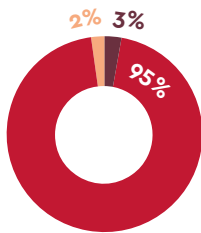
Disability

Response rate: 89%

Yes

No

Prefer not to say



Health impact on activities

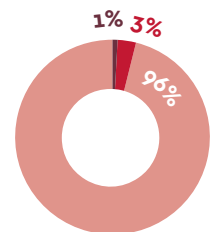
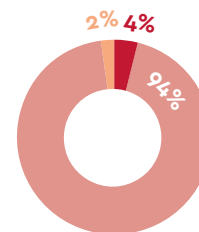
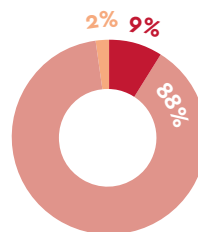
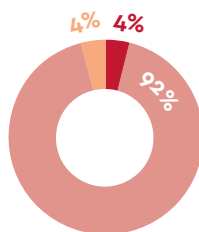
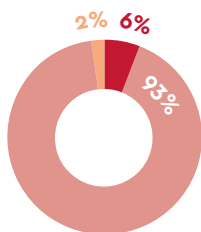
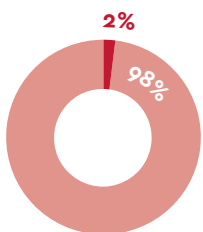
Response rate: 89%

Day-to-day activities limited a lot by a disability or health condition

Day-to-day activities limited a little by a disability or health condition

Day-to-day activities not limited by a disability or health condition

Prefer not to say



Partners

Lawyer (not Partner)

Other fee earners

(including Chartered Legal Executive (Fellow), CILEX Practitioner, Licensed Conveyancer)

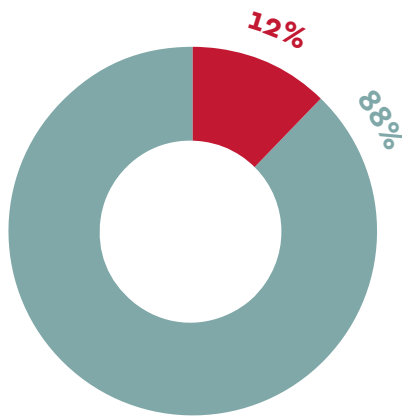
Legal Assistant/ Secretarial role

(directly supporting fee earner)

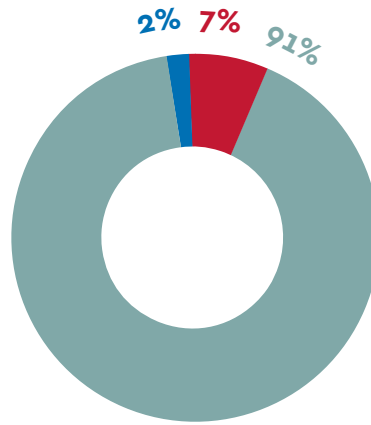
Managerial role

Non-managerial Professional role

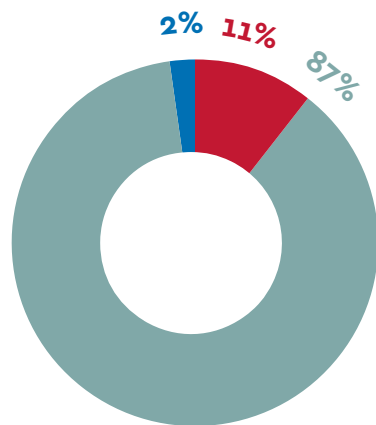
Race or ethnicity



Partners

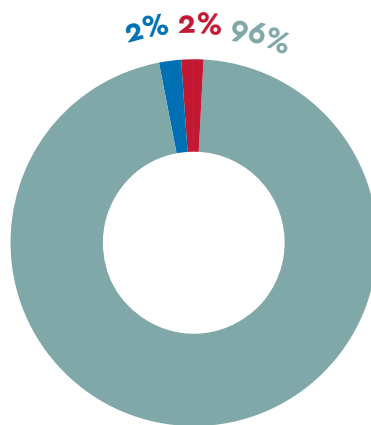


**Lawyer
(not Partner)**



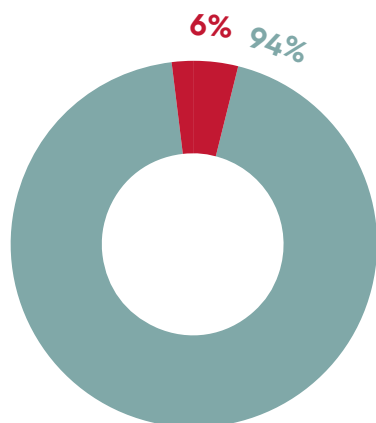
Other fee earners

(including Chartered Legal Executive (Fellow), CILEx Practitioner, Licensed Conveyancer)

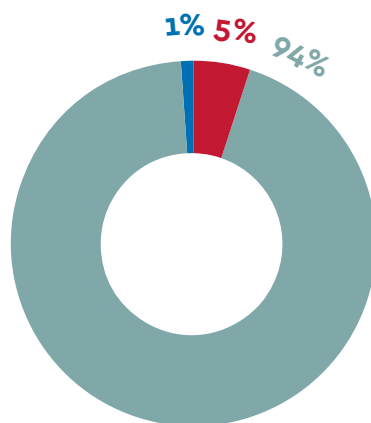


**Legal Assistant/
Secretarial role**

(directly supporting fee earner)



Managerial role

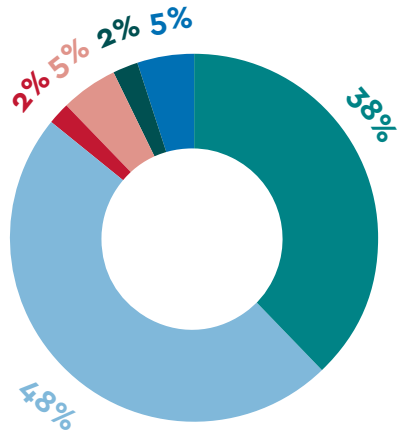


**Non-managerial
Professional role**

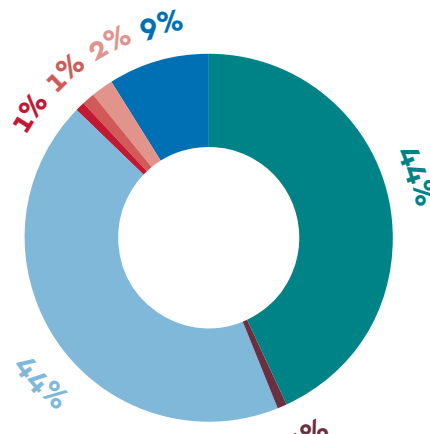
- **Minority Ethnicity**
 - African
 - Any other Asian background
 - Any other Black, Black British, or Caribbean background
 - Any other ethnic group
 - Any other Mixed or multiple ethnic background
 - Arab
 - Bangladeshi
 - Caribbean
 - Chinese
 - Indian
 - Pakistani
 - White and Asian
 - White and Black African
 - White and Black Caribbean
- **Majority Ethnicity - White**
 - British, English, Welsh, Scottish, or Northern Irish
 - Gypsy or Irish Traveller
 - Irish
 - Roma
 - Any other White background
- **Prefer not to say**

Response rate: 89%

Religion or belief



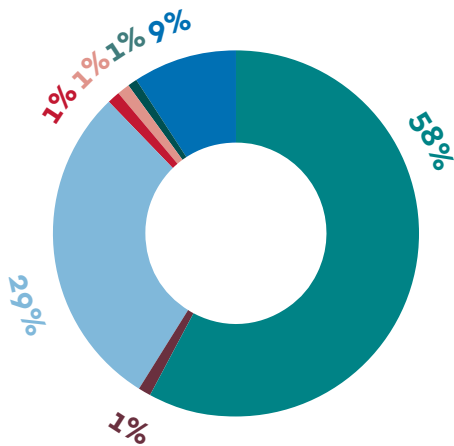
Partners



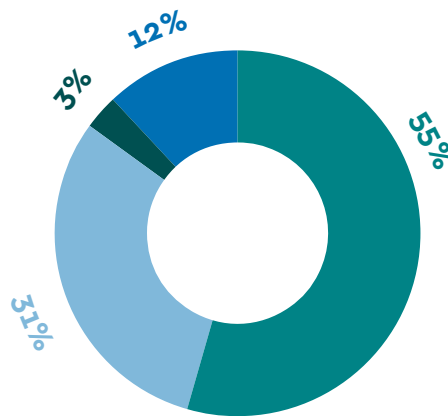
Lawyer
(not Partner)



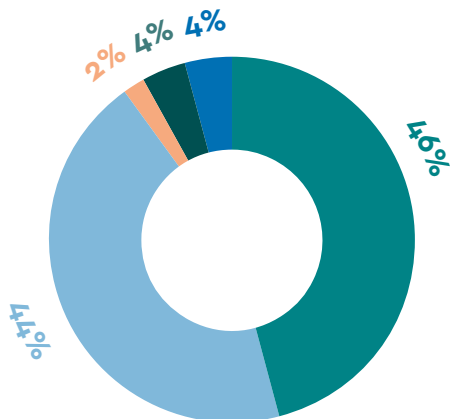
Response rate: 88%



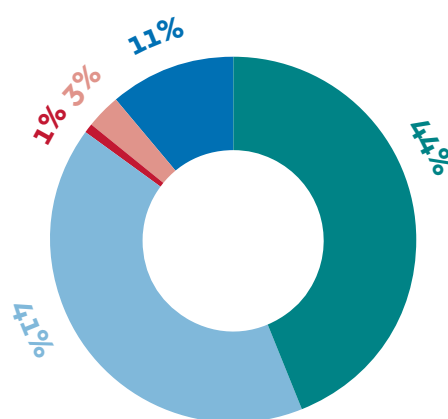
Other fee earners
(including Chartered Legal Executive (Fellow),
CILEX Practitioner, Licensed Conveyancer)



Legal Assistant/
Secretarial role
(directly supporting fee earner)

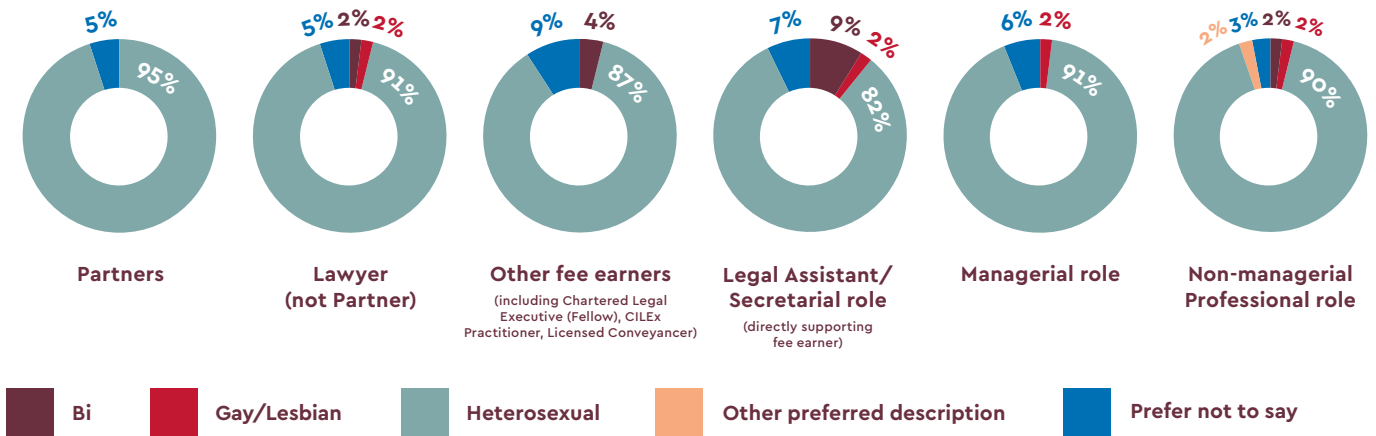


Managerial role



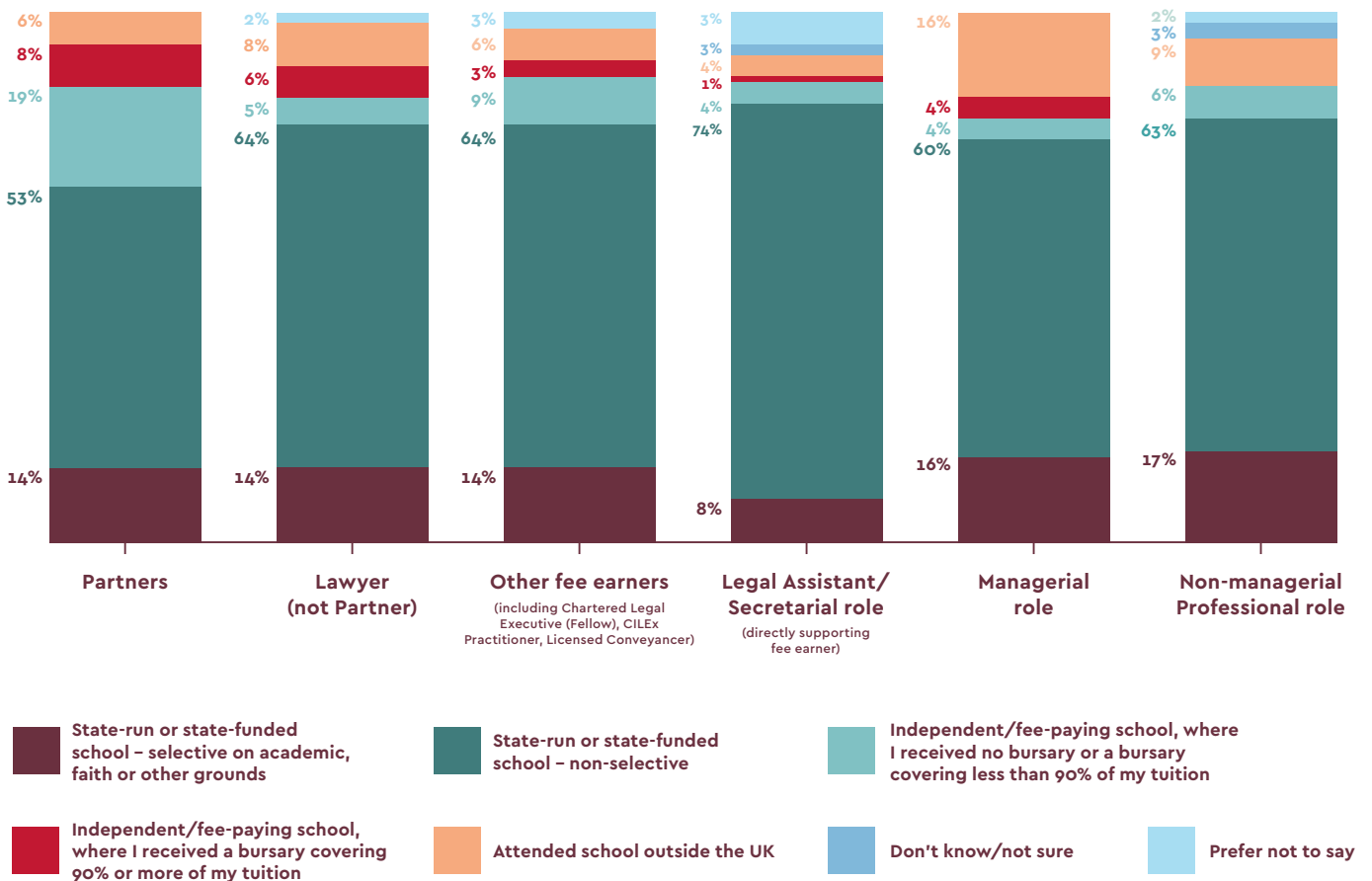
Non-managerial
Professional role

Sexual orientation



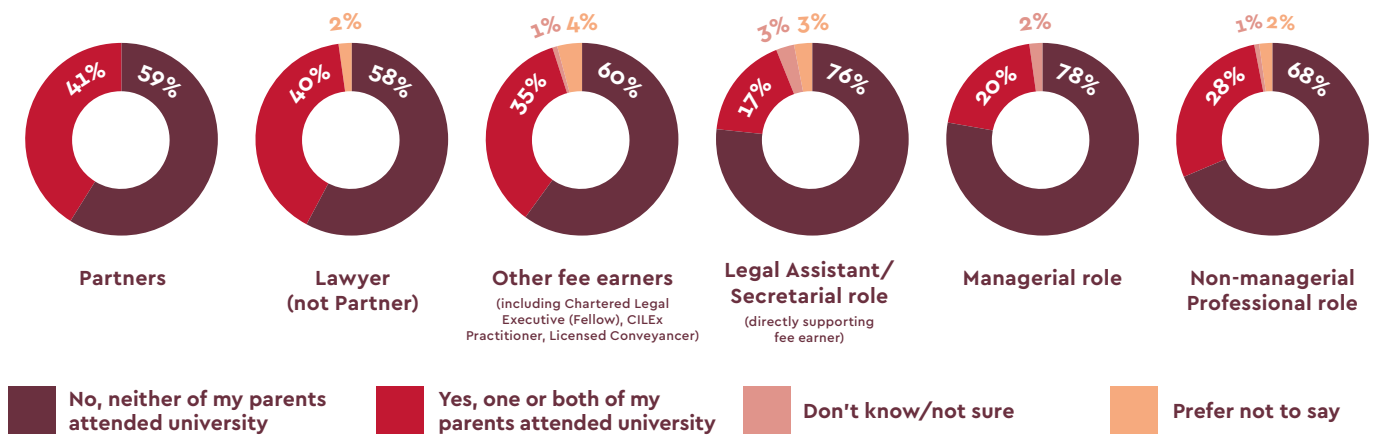
Response rate: 80%

Social mobility – Type of school attended between 11–16



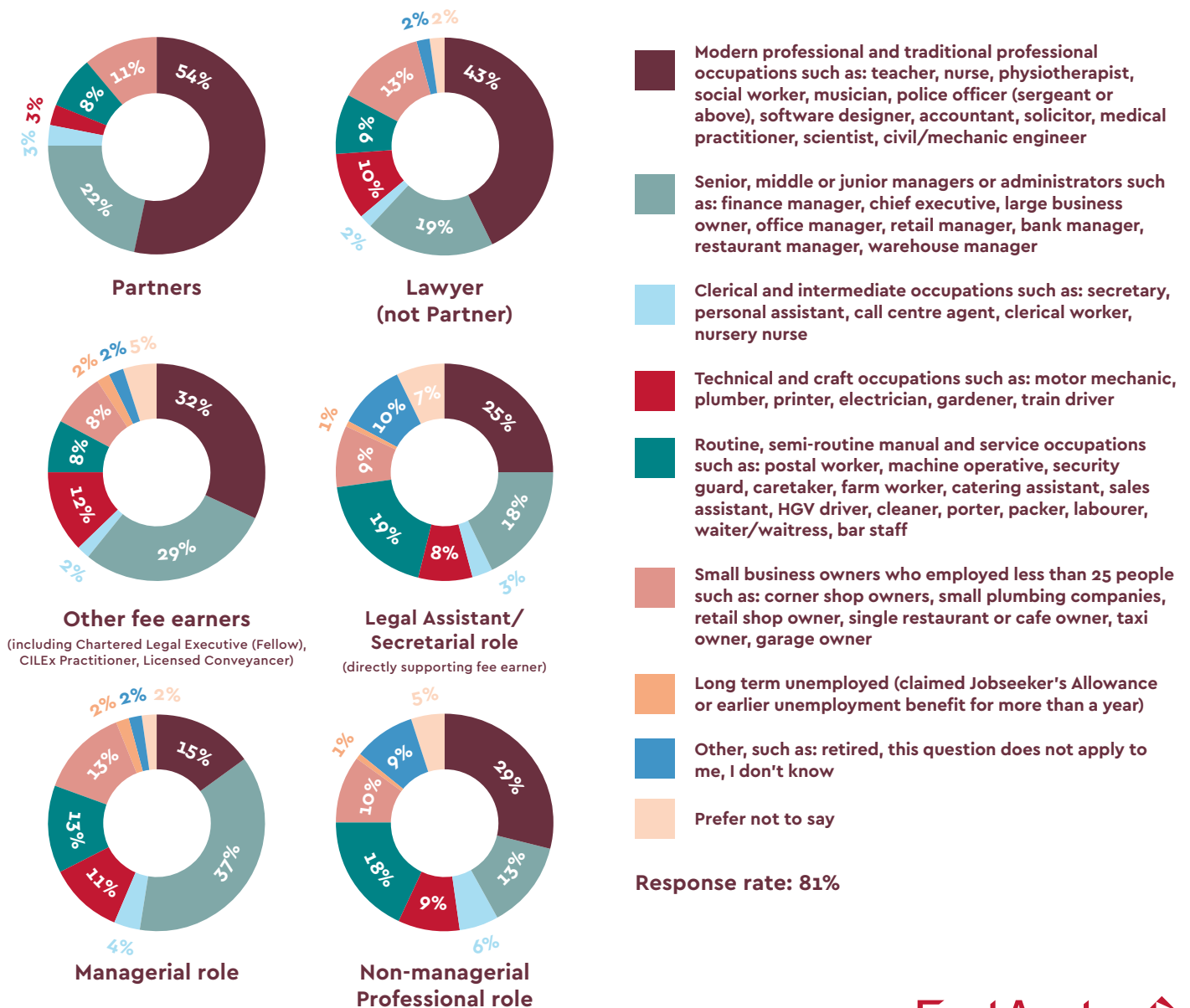
Response rate: 80%

Social mobility – Parent(s) or guardian(s) have completed a university degree course or equivalent



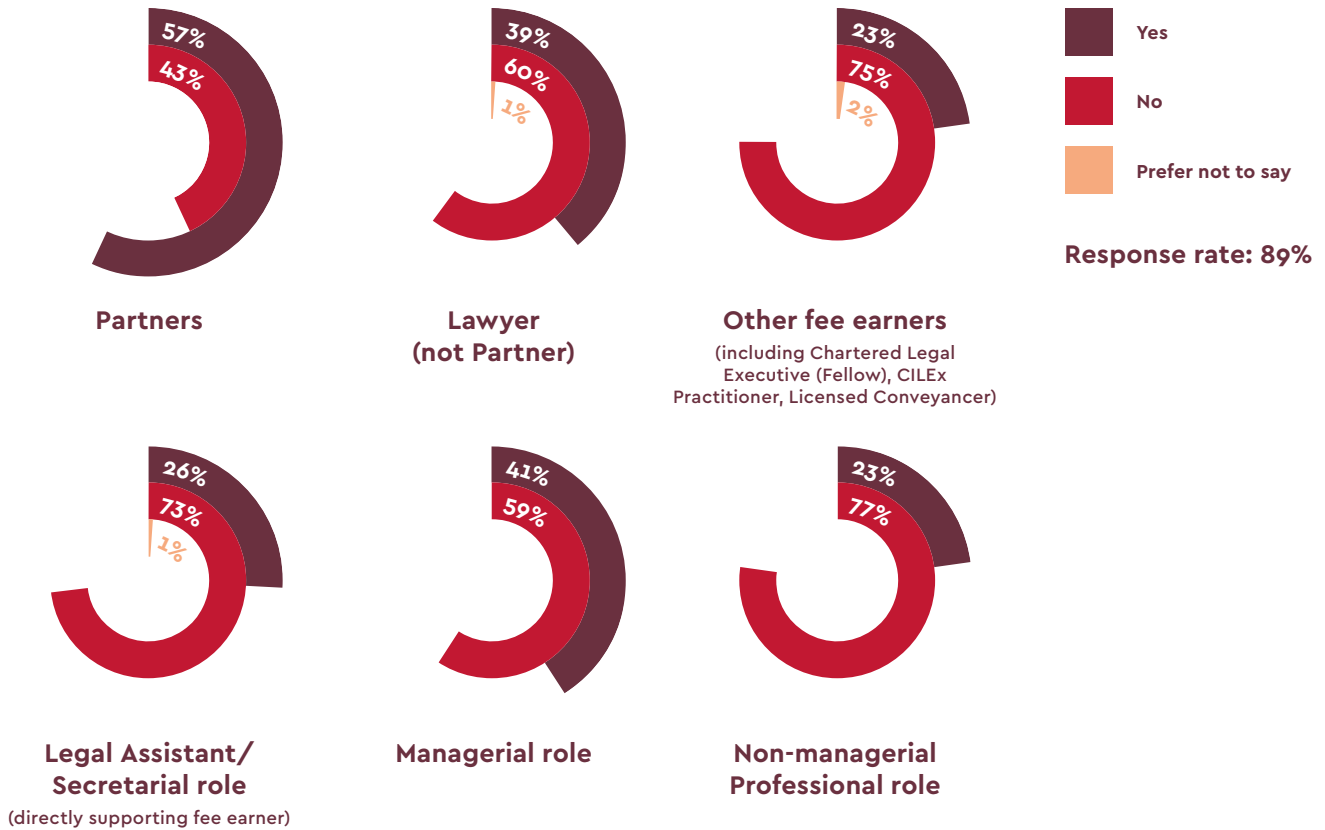
Response rate: 81%

Social mobility – Socio-economic background (based on parental occupation at the age of 14)



Response rate: 81%

Primary carer for a child under 18



Caring responsibility – Has carers responsibility for someone with physical or mental disability

