

Our Diversity Data

Growing diversity and inclusion in our firm

Being 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 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 a diverse range of backgrounds.

This report includes data for the Foot Anstey Group which includes Foot Anstey LLP and Enable Law (Clinical Negligence Services Ltd t/a as Enable Law).

Shifting the dial

We've made positive progress over the past two years as we continuously work to create a more equitable workplace.

Some of the actions we have taken include:

- ▶ **Talent attraction.** We are committed to recruiting and retaining talented individuals from all backgrounds through positive action measures and measurable key performance indicators. We offer alternative routes into law – including CILEX, our new legal apprenticeship programme, and the highly commended Achieve Vacation Scheme, which supports underrepresented individuals pursuing legal careers. Plus, for those interested in professional careers we also offer paid internships via the UWE Futures programme in Bristol.
- ▶ **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 growing inclusive range of benefits which support our people with their health, financial wellbeing, lifestyle and family.
- ▶ **Celebrating and learning.** We celebrate and mark selected events throughout the year and have a varied programme of activities for everyone to participate in. These are a way to connect our people and learn about different cultures, histories and identities. Our days are shaped 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 44%* of the partnership and 27%* 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.

* Accurate at 1 June 2025

Highlights from our journey

2024

January	• Held the first Leadership Roundtable with our LGBTQ+ Connections groups
February	• Signed up to RARE's Race Fairness Commitment
March	• Launched our Neurodiversity Connections group
May	• Sponsored Exeter Pride to support one of our local communities
August	• Developed new Early Careers application resources for candidates to help enhance transparency and accessibility
October	• Marked Black History Month with a webinar exploring microaggressions
November	• Joined the UK Model Diversity Survey
December	• Launched our first five-year structured legal apprenticeship pathway

2025

January	• Hosted our first paid internships to promote social mobility via the UWE Futures programme
February	• Marked Ramadan with a firmwide Fasting for a Day initiative
March	• Launched an enhanced Neonatal leave and pay policy
April	• Ran our second Achieve vacation scheme and we are welcoming five of the participants to join us as trainees in 2026 and 2027
May	• Our Achieve programme was highly commended at the People in Law awards in the Excellence in Diversity and Inclusion category
June	• Launched our Social Mobility Connections group
July	• Launched equal parental leave and pay, offering 6 months of universal parental leave and full pay

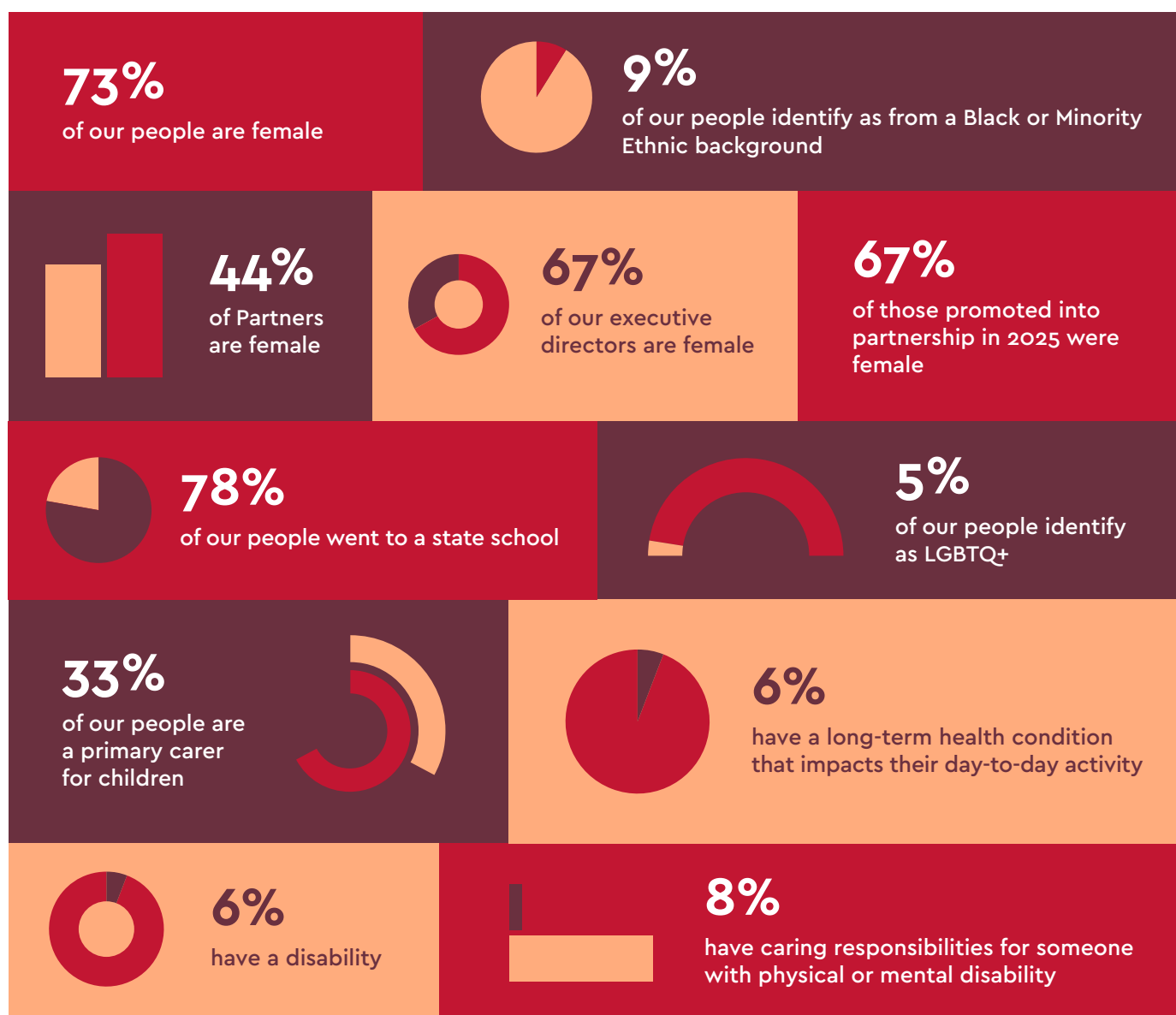
Our diversity data

This report shares a snapshot of data from June 2025 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.

91% of our people have submitted diversity data, however the completion rate varies by category and this is detailed further in the report. We consider our data to form a robust representation of our workforce.

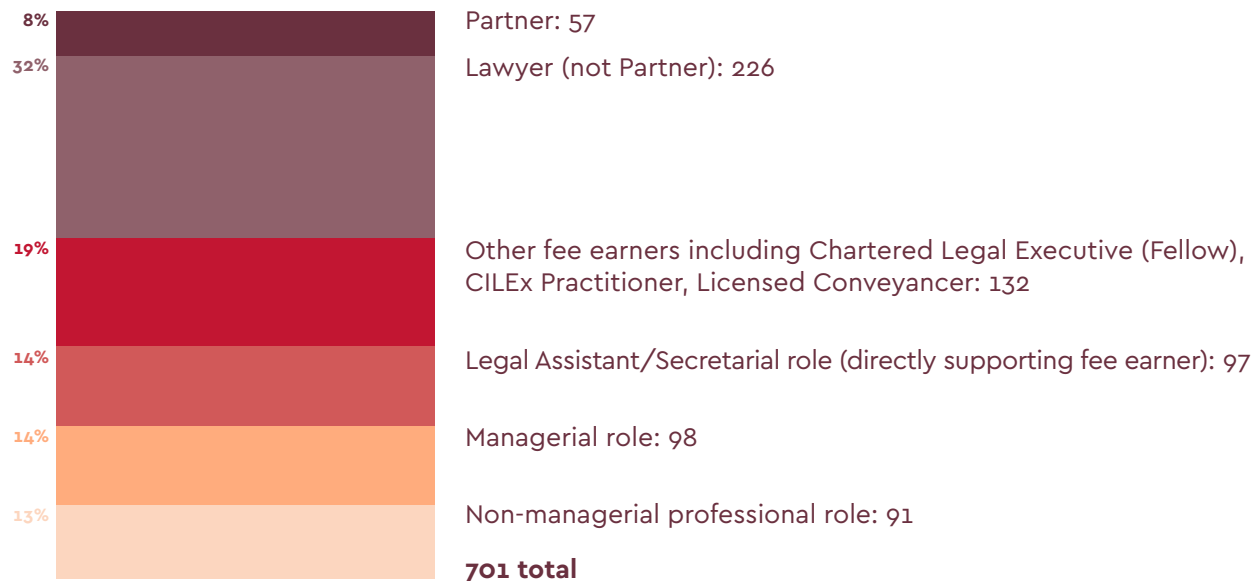
Data has been rounded to the nearest whole number.

Our people – at a glance



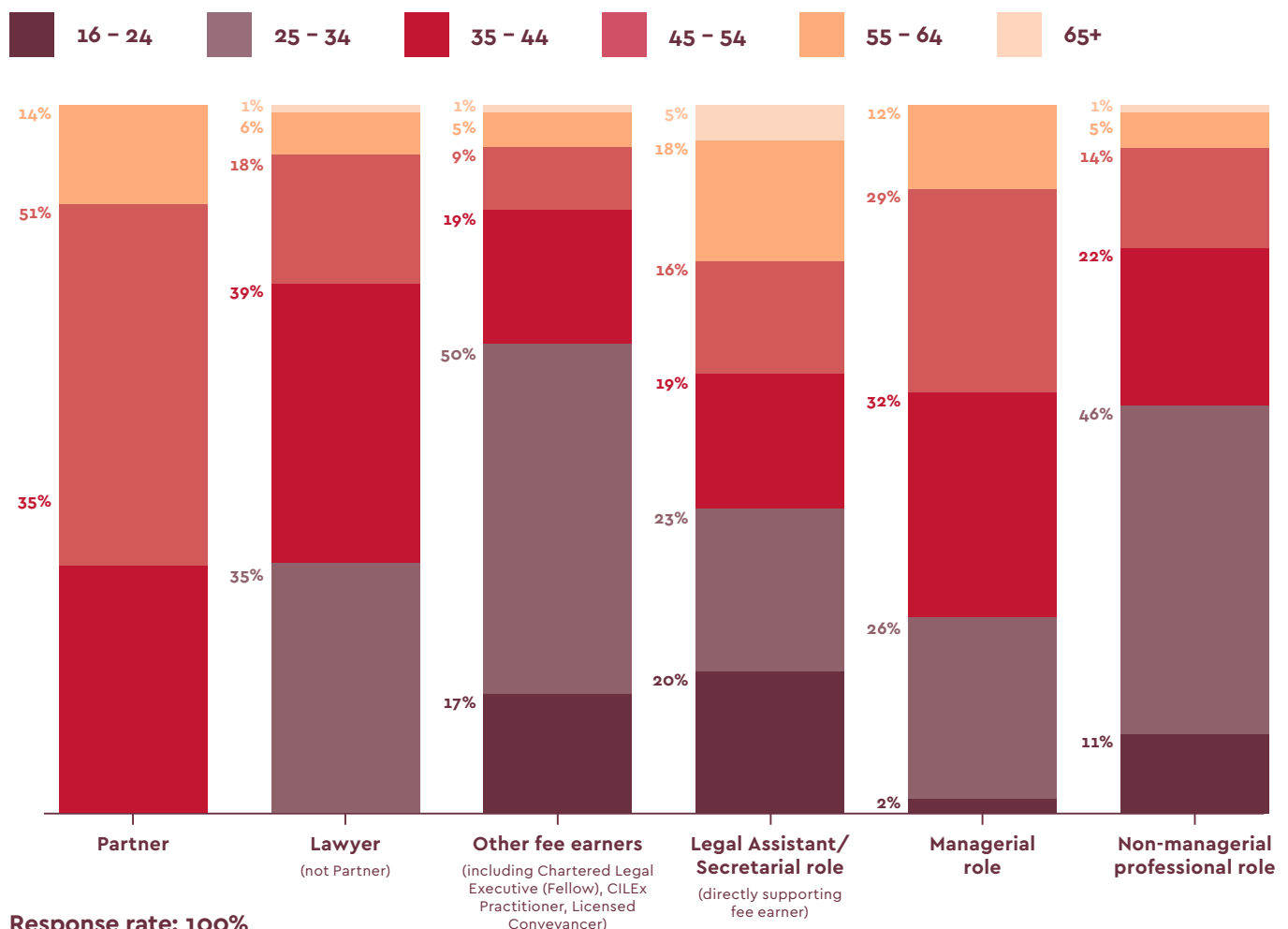
Our people – in detail

Role category



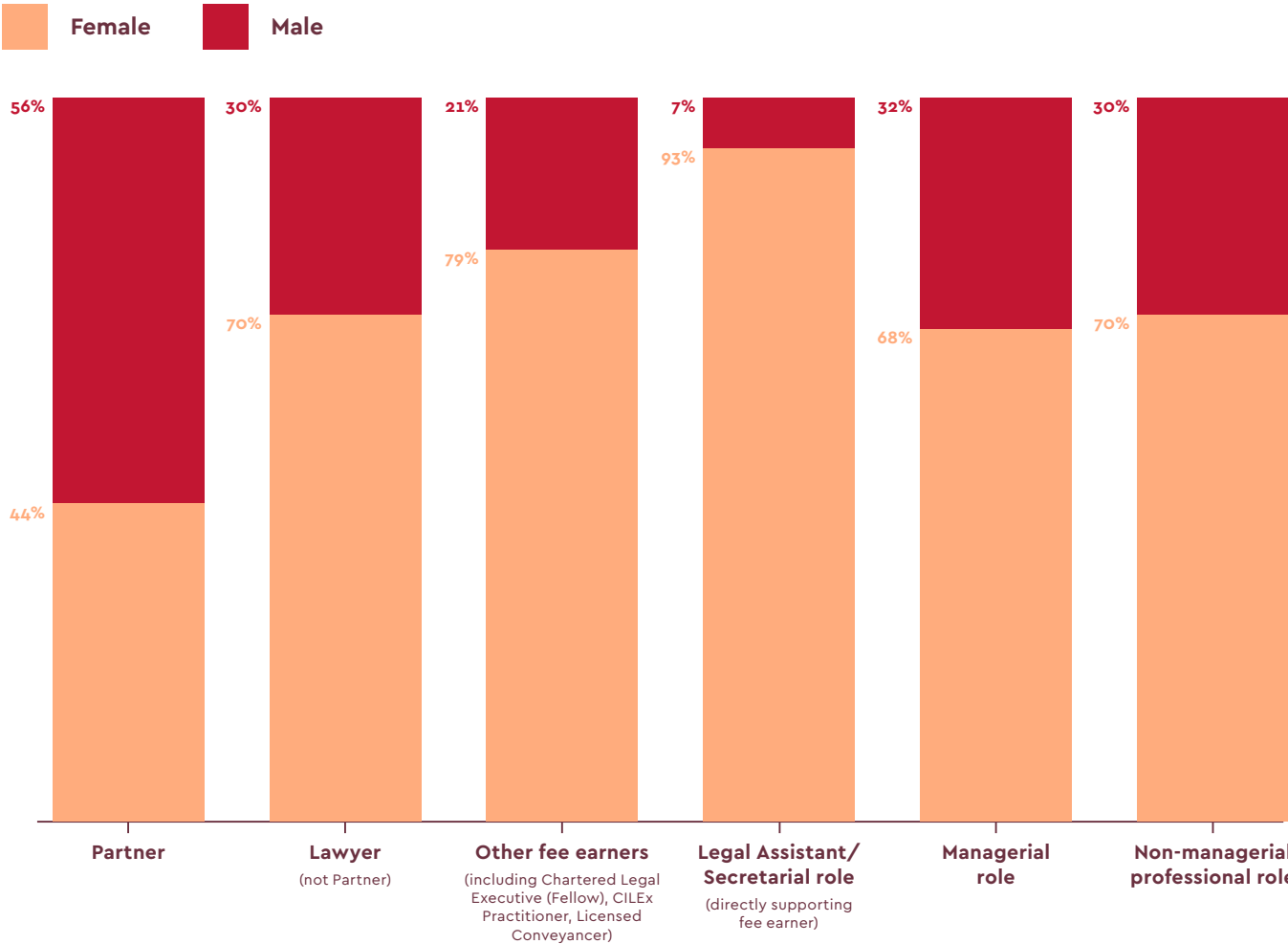
As categorised by the Solicitors Regulation Authority diversity reporting requirements

Age



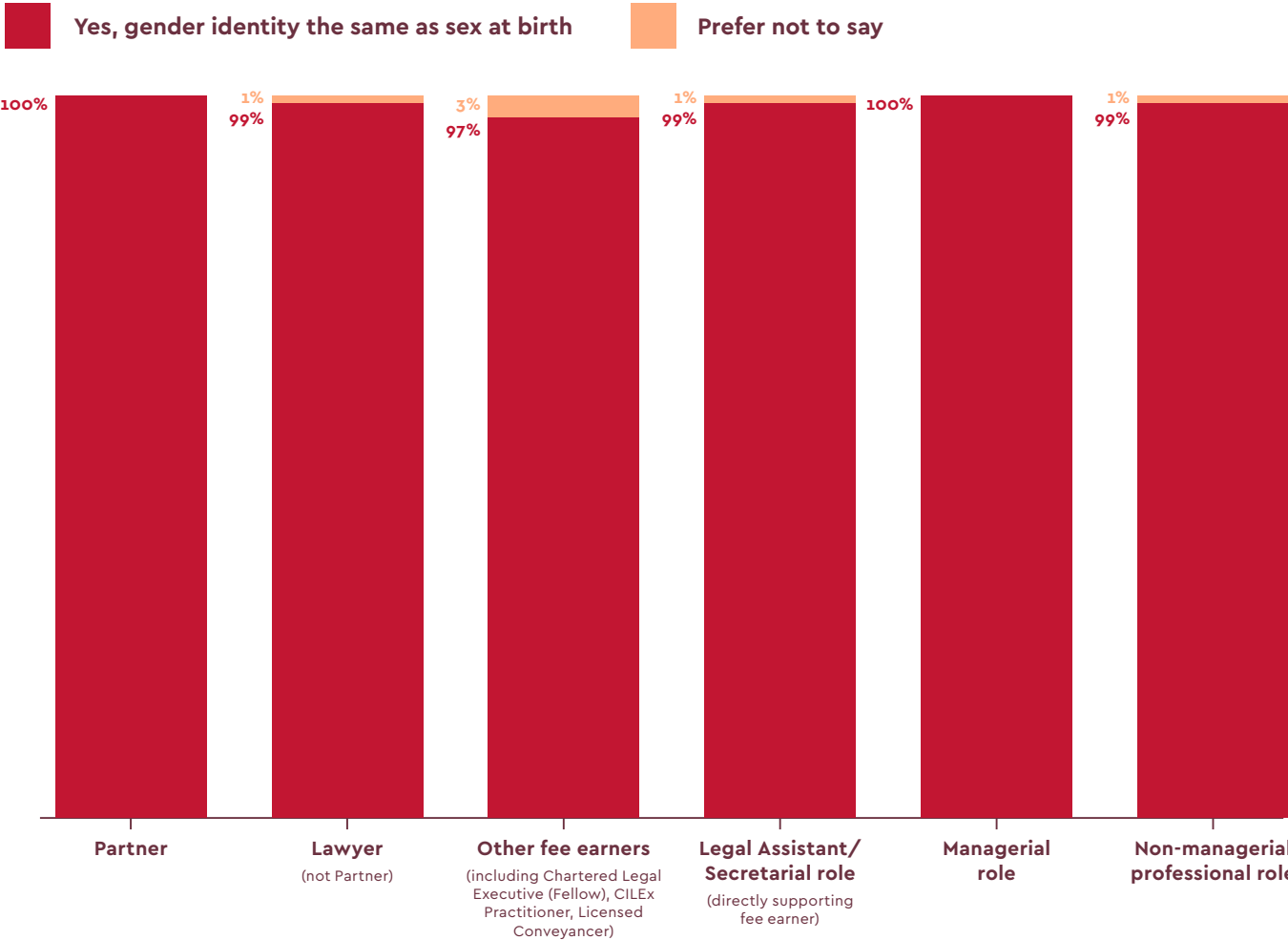
Response rate: 100%

Sex



Response rate: 100%

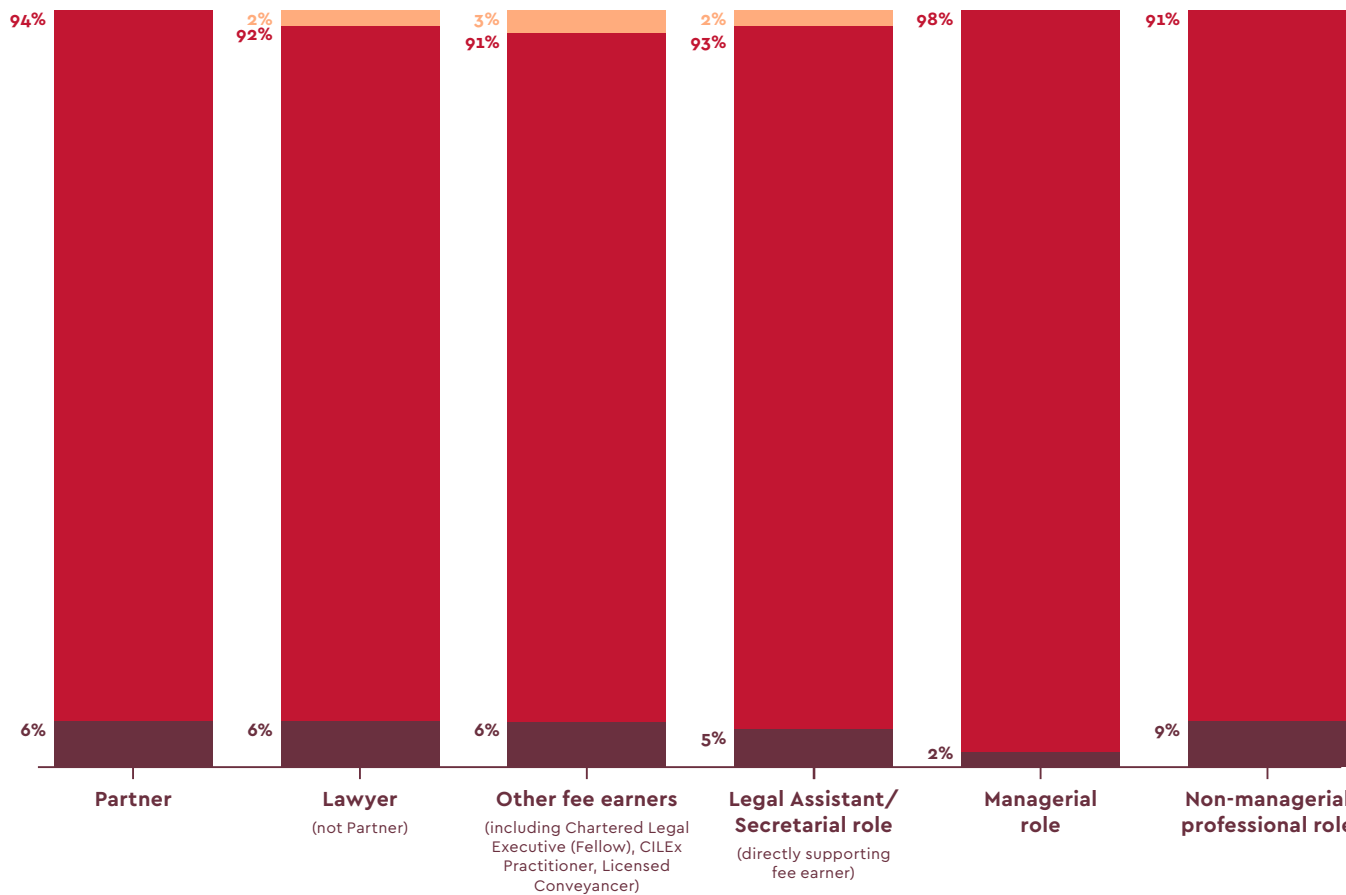
Gender identity



Response rate: 82%

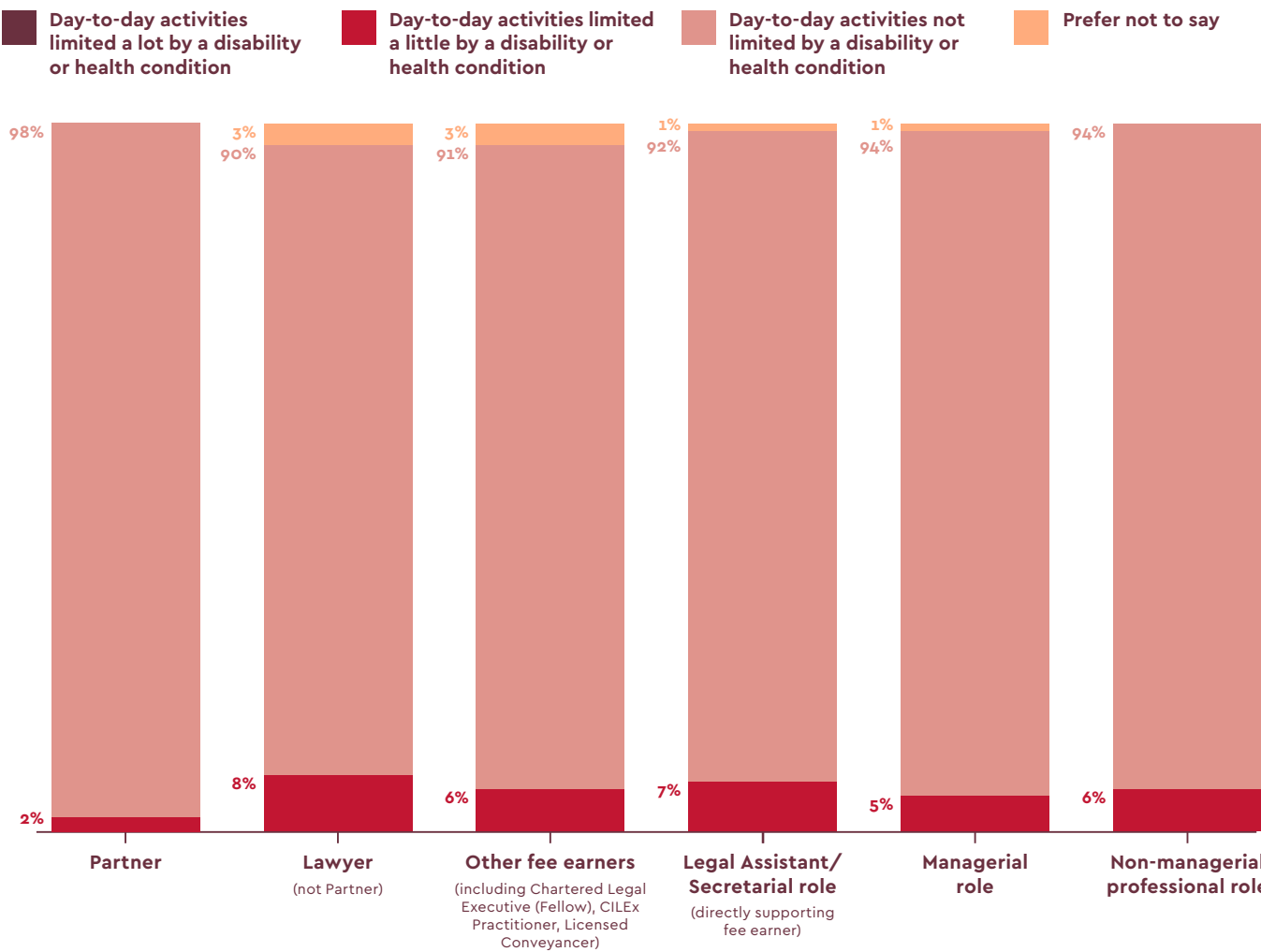
Disability

Yes No Prefer not to say



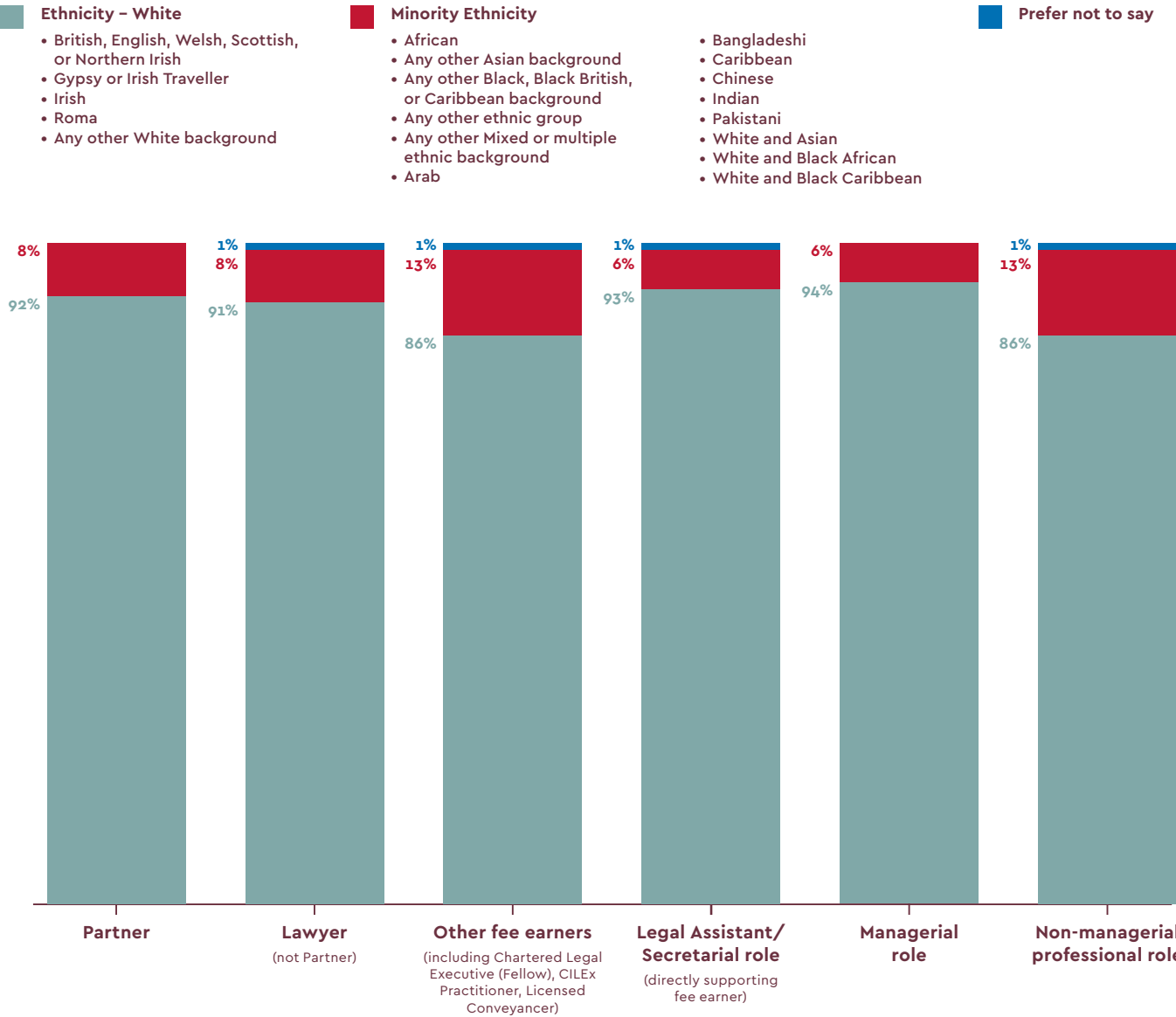
Response rate: 87%

Health impact on activities



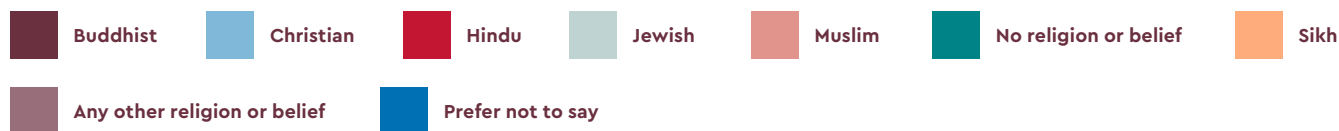
Response rate: 86%

Race or ethnicity



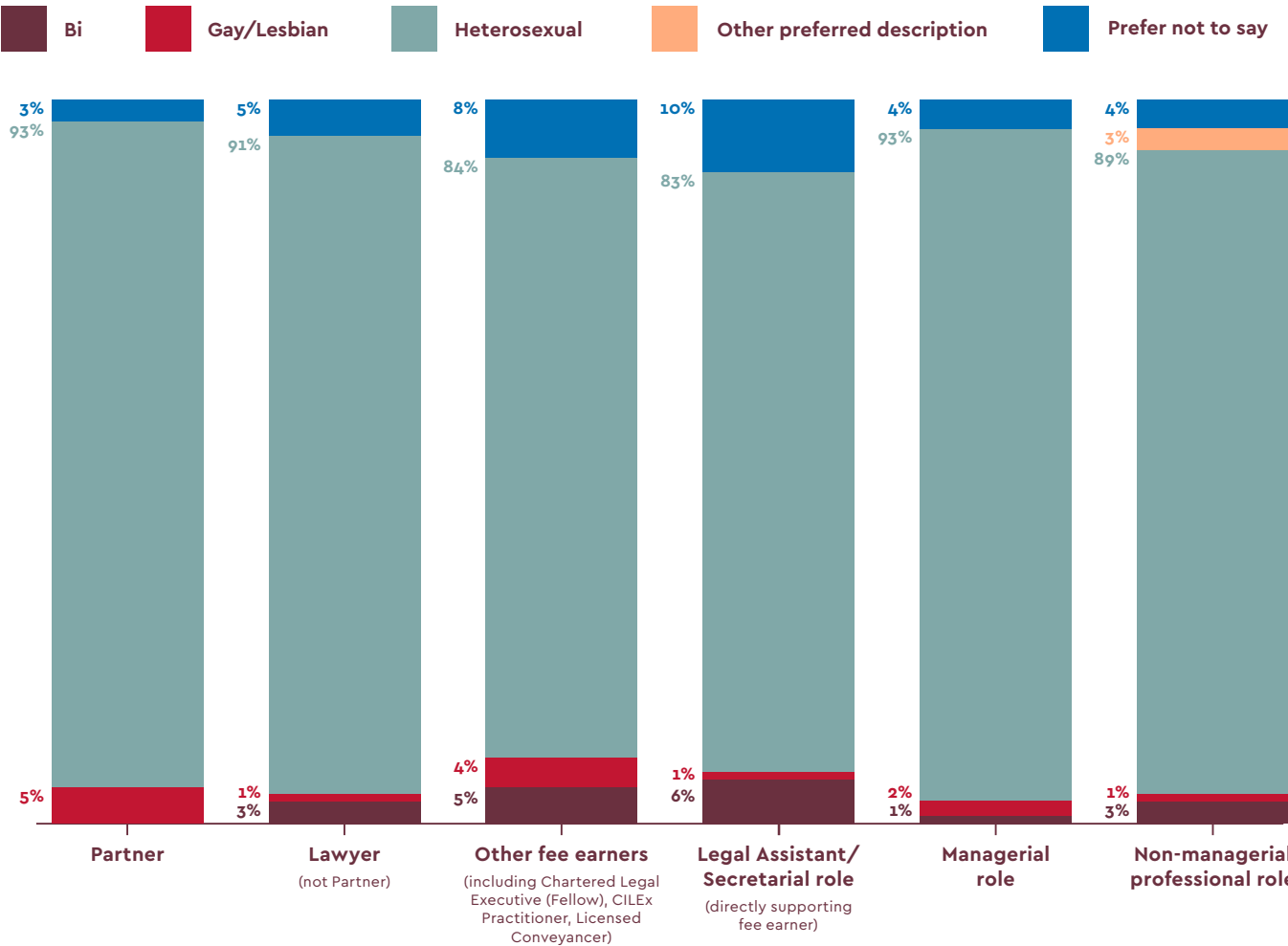
Response rate: 86%

Religion or belief



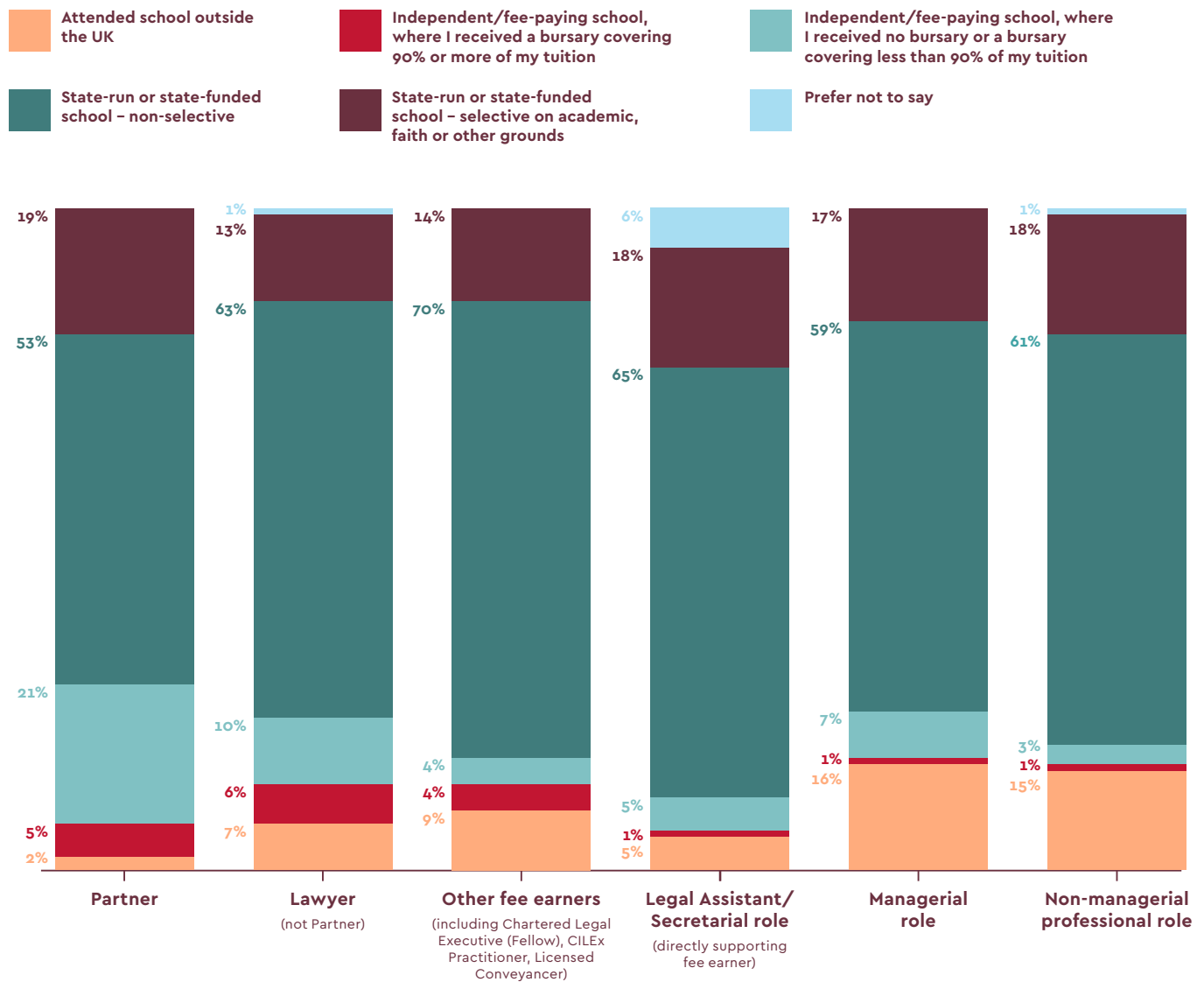
Response rate: 86%

Sexual orientation



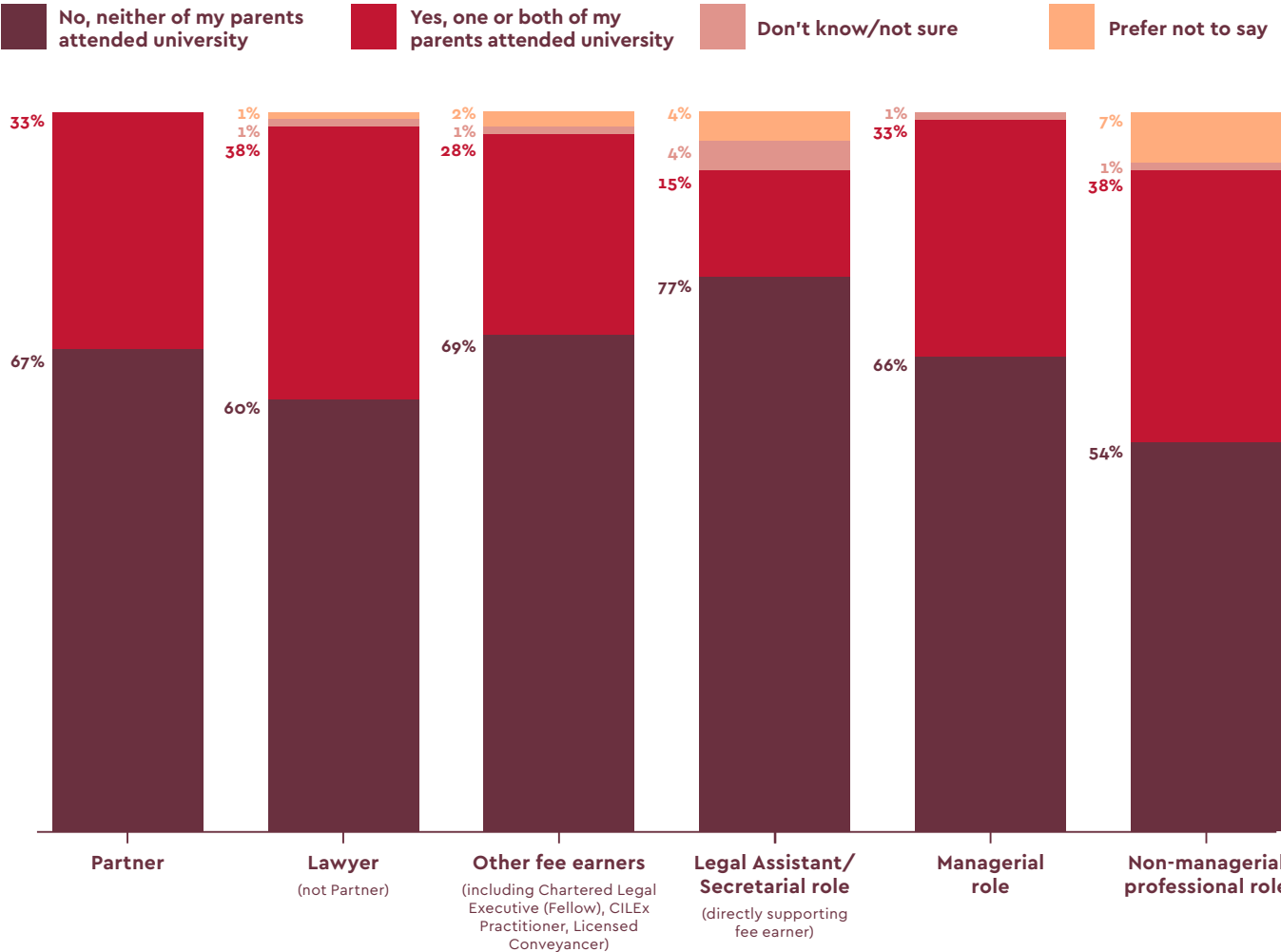
Response rate: 80%

Social mobility – Type of school attended between 11–16



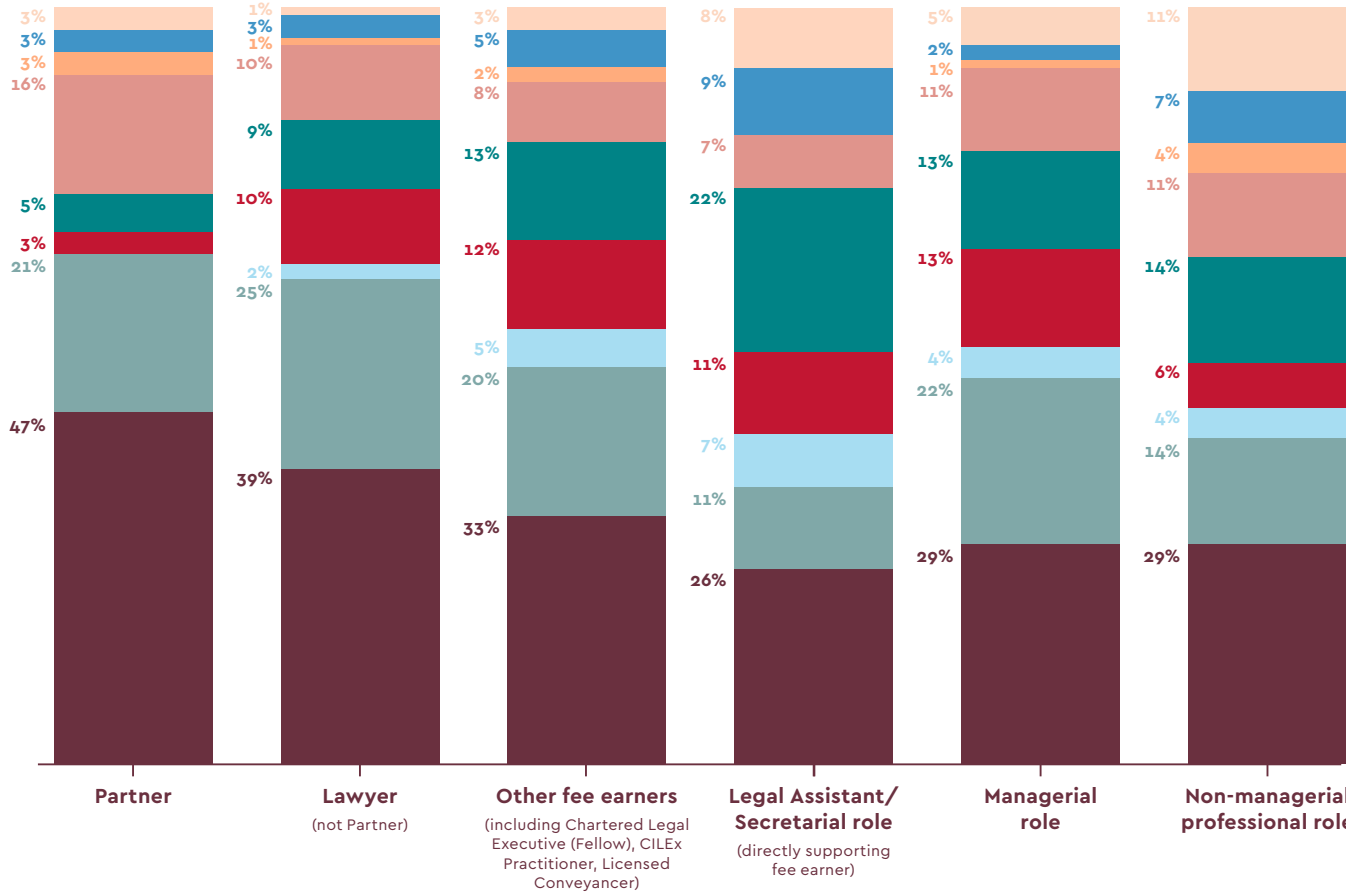
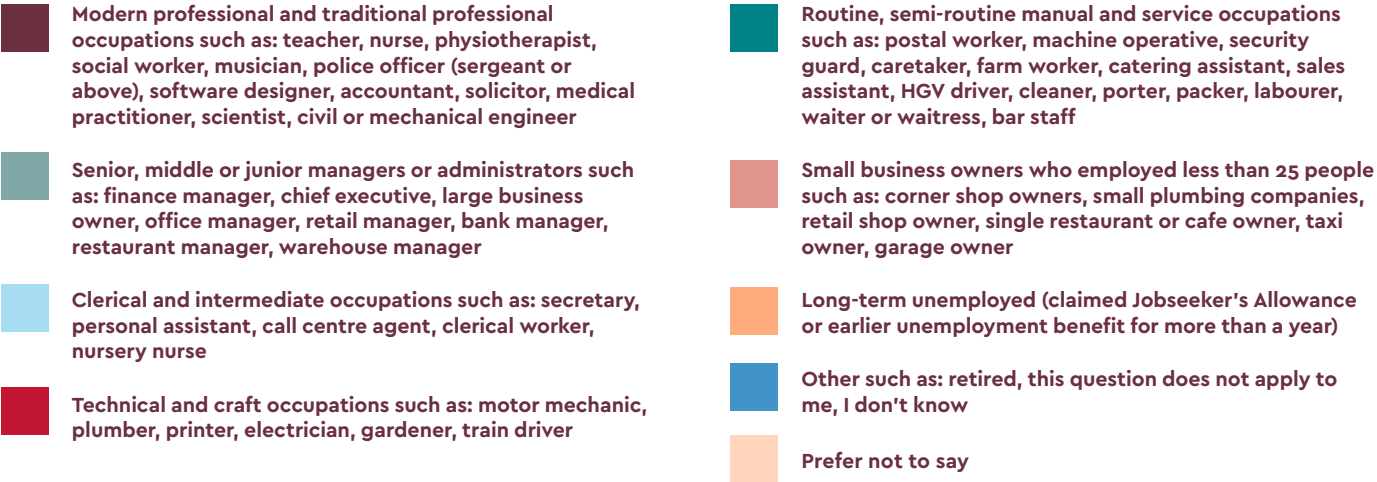
Response rate: 79%

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



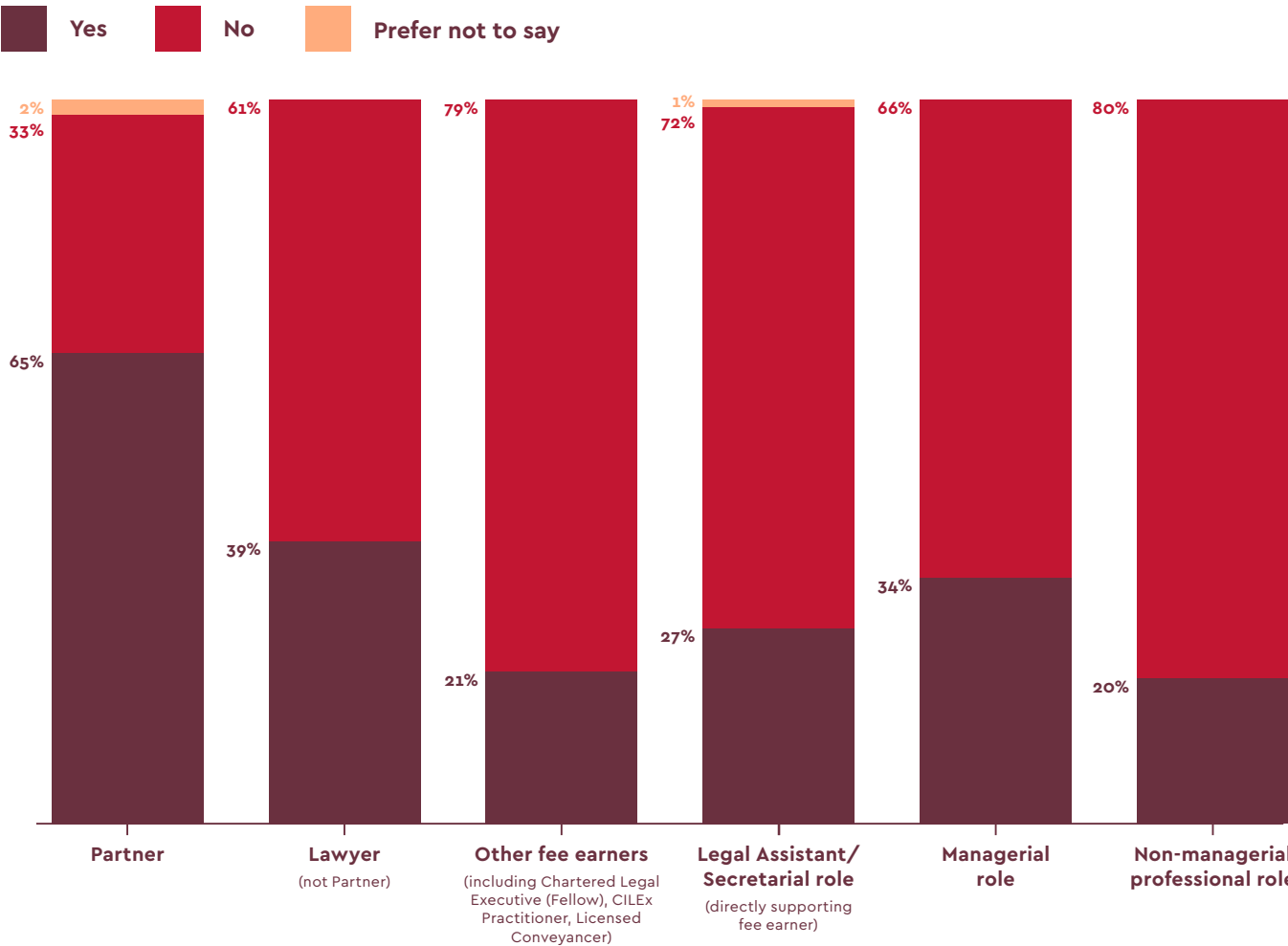
Response rate: 79%

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



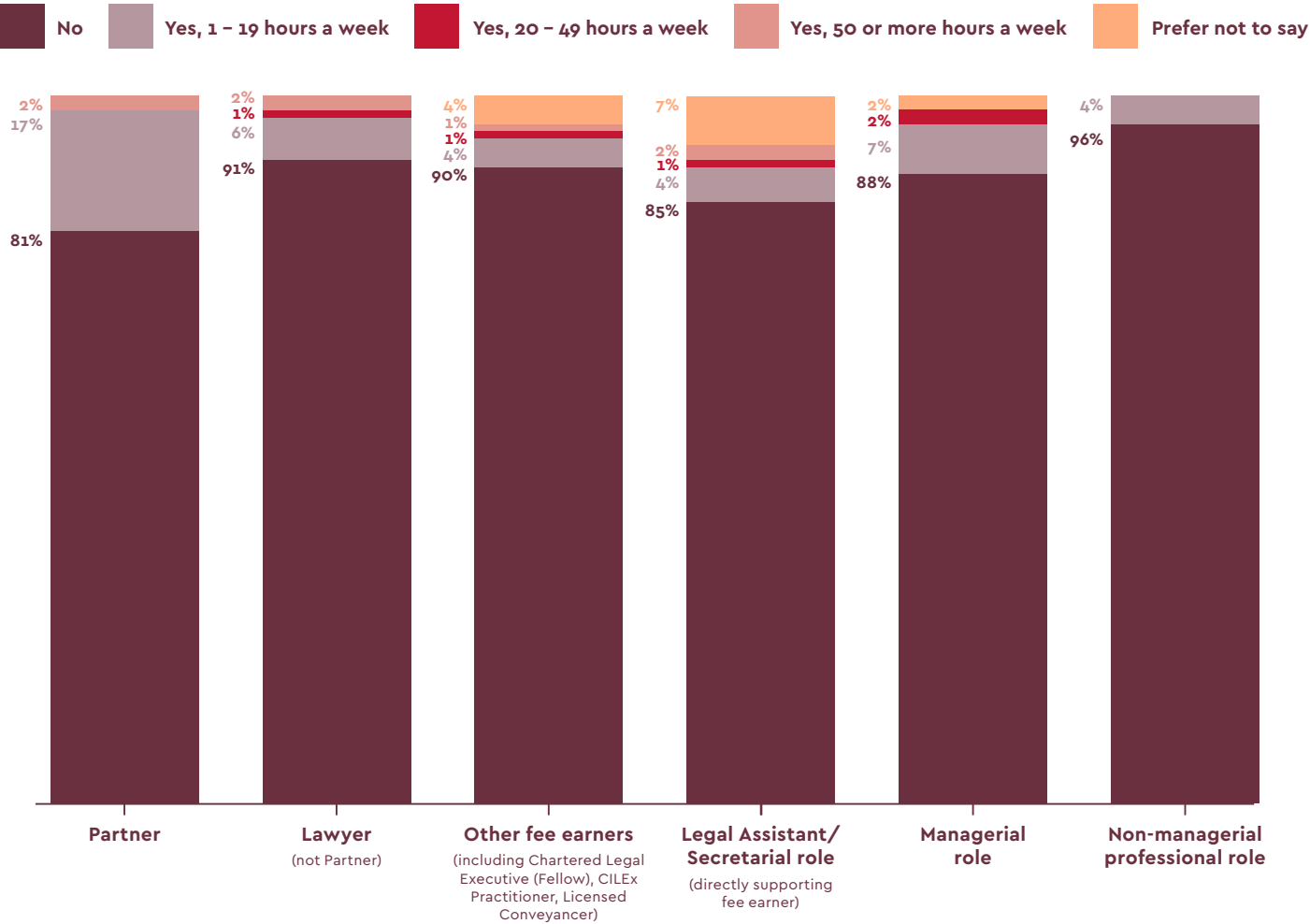
Response rate: 79%

Primary carer for a child under 18



Response rate: 84%

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



Response rate: 84%