

Responsible Business Report 2025-2026



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Turning ambition *into action*

Foot Anstey is meeting its strategic business goals while taking a responsible approach - for our environment, our people and our communities.

This year has been an important one for Foot Anstey. Over the year, the firm expanded its geographical footprint into Northern Ireland* and made significant strides towards meeting its strategic business goals. Having moved from a largely organic approach to responsible business to a clearer and more intentional framework in the previous year, 2025–2026 has been about turning our ambition into action.

We exceeded our target to invest at least 1% of net profits into our core responsible business programmes, announcing significant commitments to key projects, while strengthening the structures that help us make progress, measuring our impact and holding ourselves accountable.

The reporting period from 1 May 2025 to 30 April 2026 saw the launch of our three-year strategic partnership with Young Enterprise to tackle social mobility, the publication of our first Responsible Business Report, market-leading investment in our people, and further progress towards our environmental commitments. We also used our responsible business framework to connect firmwide ambition with local action, creating opportunities for our people to volunteer, support young people, engage with climate action and contribute to a more inclusive and sustainable future.



Martin Hirst ▲
Managing Partner

*Throughout this report, our Northern Ireland business is referred to as Foot Anstey NI. During the reporting year, it was known as Foot Anstey McKees. Since 1 September 2026, as the business has integrated further, it now operates using just the Foot Anstey name.



Our approach to *responsible business*

Foot Anstey's responsible business strategy reflects our belief that responsible growth is good for our people, clients, communities and long-term performance.

Guided by our materiality matrix, we focus on five impact areas: Business, Clients, Environment, People and Community. These priorities help us direct effort where we can make the greatest difference, while adapting to changes within our firm and beyond.

During the year, we moved from individual initiatives towards an integrated programme, supported by more robust governance. This includes stronger oversight, clearer accountability and closer alignment with leadership priorities. These measures help ensure responsible business is embedded in how we create value, rather than it being treated as a separate workstream.

Instead of covering every impact area individually, we have highlighted the work and progress made during the year for our environment, our people and our communities, recognising the joined-up nature of our projects.



Bola Gibson ▲
Executive Director,
Responsible Business

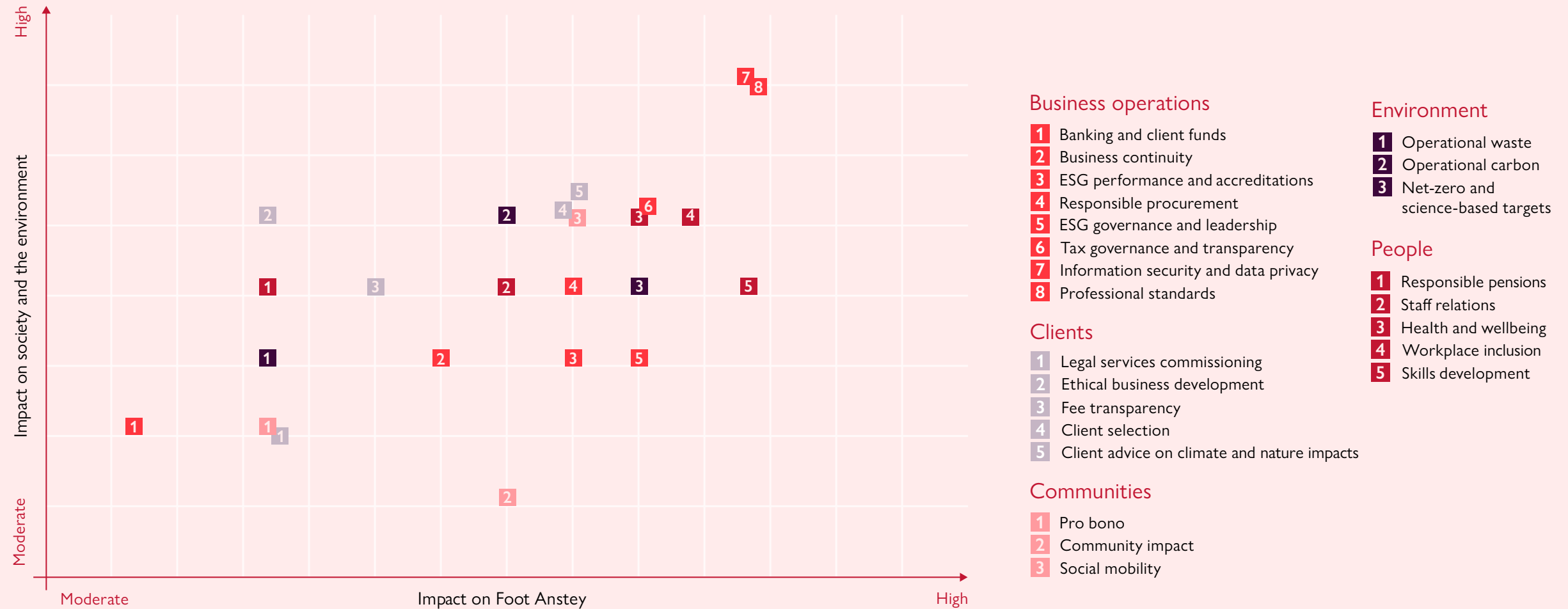
Our commitment to invest at least 1% of net profits annually remains an important part of our strategy. And it has already helped us fund strategic partnerships, make environmental progress and initiate programmes that improve access, inclusion and opportunity.





Our materiality matrix

Our materiality assessment was conducted in 2024 and identifies our priority areas across five themes. These inform our strategy and drive our actions.



Our year in numbers

1%

of net profits invested in responsible business

£300k

investment in a three-year strategic partnership with Young Enterprise

100%

reduction in Scope 1 emissions

18.4%

reduction in Scope 2 emissions

71st

place ranking in the 2025 Social Mobility Employer Index

26

community organisations supported through the inaugural Community Fund

7%

increase in our EcoVadis score, retaining bronze medal status

536

young people directly supported through our strategic partnership with Young Enterprise

2327

social impact hours recorded

47

colleagues certified carbon literate

Our awards

Winner

- ▶ Champion of Champions at the People in Law Awards
- ▶ HR Team of the Year at the People in Law Awards
- ▶ Excellence in People Experience: Wellbeing and Reward at the People in Law Awards
- ▶ Diversity and Inclusion at the LexisNexis Legal Awards
- ▶ Excellence in Skills Development at the Professional Services Management Excellence Awards
- ▶ Best in Theme: Productivity at the Professional Services Management Excellence Awards
- ▶ Diversity, Inclusion and Wellbeing Initiative at the Bristol Legal Awards

Shortlisted

- ▶ Excellence in Learning and Development at the People in Law Awards
- ▶ Leadership: Excellence in Innovation at the Professional Services Management Excellence Awards
- ▶ Law Firm Initiative of the Year at the Legal 500 ESG Awards

Highly Commended

- ▶ Trainee Scheme of the Year at the LexisNexis Legal Awards

Recognised

- ▶ As a Top 75 Employer in the Social Mobility Employer Index
- ▶ As a Champion Employer by Stonewall



The Professional Services Management Excellence Awards 2026

Winner
Excellence in skills development



Our impact areas:

Environment

- ▶ Our footprint
- ▶ Engaging our people
- ▶ Working with the supply chain
- ▶ Enabling our clients
- ▶ Our progress and what's next...

Forging forward, sustainably

We believe it's important to measure business success, not only by growth, but by the way we work with our clients and our supply chain to build a more sustainable future.

Throughout the year we continued to build the foundations for a more rigorous environmental programme. This includes robust environmental management, progress towards setting new science-based carbon reduction targets, a clearer understanding of our emissions, and continued progress towards net-zero before 2050.





Our footprint

In line with UK regulations, we report annually on our energy use, related greenhouse gas emissions, energy-efficiency measures and performance under the Streamlined Energy and Carbon Reporting (SECR) framework.

SECR reporting is limited to Scope 1 and 2, and Scope 3 grey fleet transport emissions. It does not take into account the wider emissions under Scope 3, nor does it include emissions from Foot Anstey NI.

Since 2024 we have been working to expand our understanding of our full carbon footprint, with the aim of setting science-based carbon reduction targets. These targets are being submitted to the firm’s Board for approval in 2026. This is later than planned due to the addition of Foot Anstey NI to our full inventory, but within the Science Based Targets initiative commitment timeframe set in 2024.

Scope 1 and 2 emissions

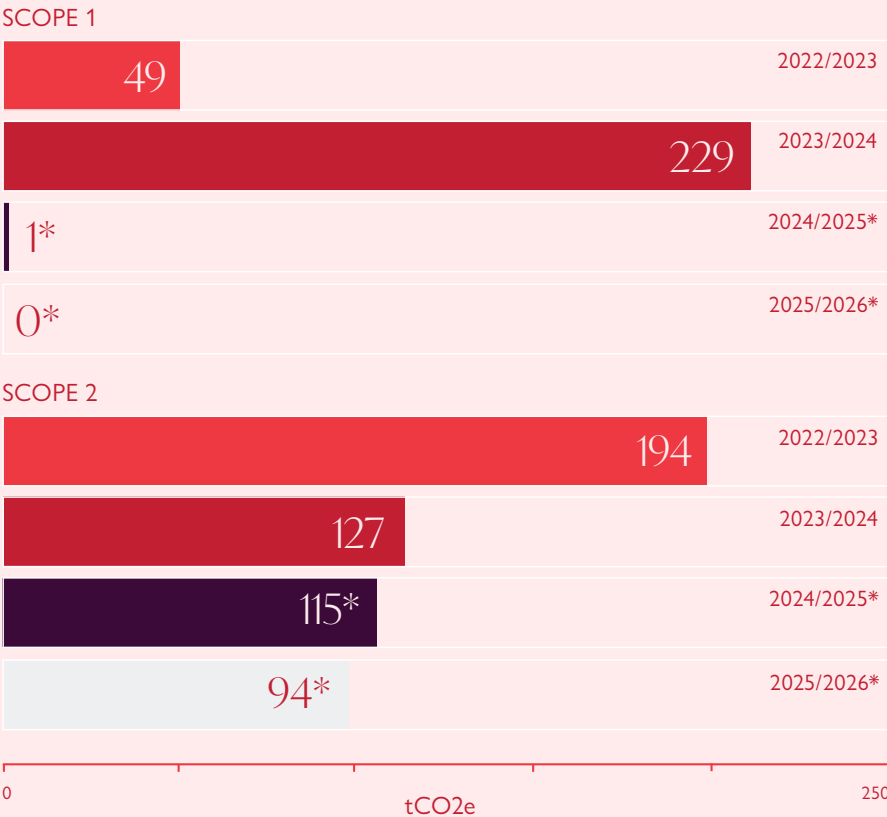
We made important progress in managing our footprint over the reporting year, with double-digit reductions in our direct Scope 1 and Scope 2 emissions. The tie-up with Foot Anstey NI created additional challenges due to the increase in emissions that comes with adding new premises, additional travel emissions from air travel and additional spend-based Scope 3 emissions.

In the reporting period, we created no Scope 1 emissions. We disposed of our car fleet (in the previous year), exited premises reliant on gas, and fixed failures in our HVAC systems which were creating emissions.

We reduced electricity emissions by 18.4% compared to FY2025, with emissions now totalling 93.9 tCO₂e when calculated on a location basis. We also saw an increase in the proportion of electricity from renewable sources from 37.4% to 45.6%.



EMISSIONS SOURCE



*FY 24/25 and FY 25/26 now include Foot Anstey NI





Scope 3 emissions

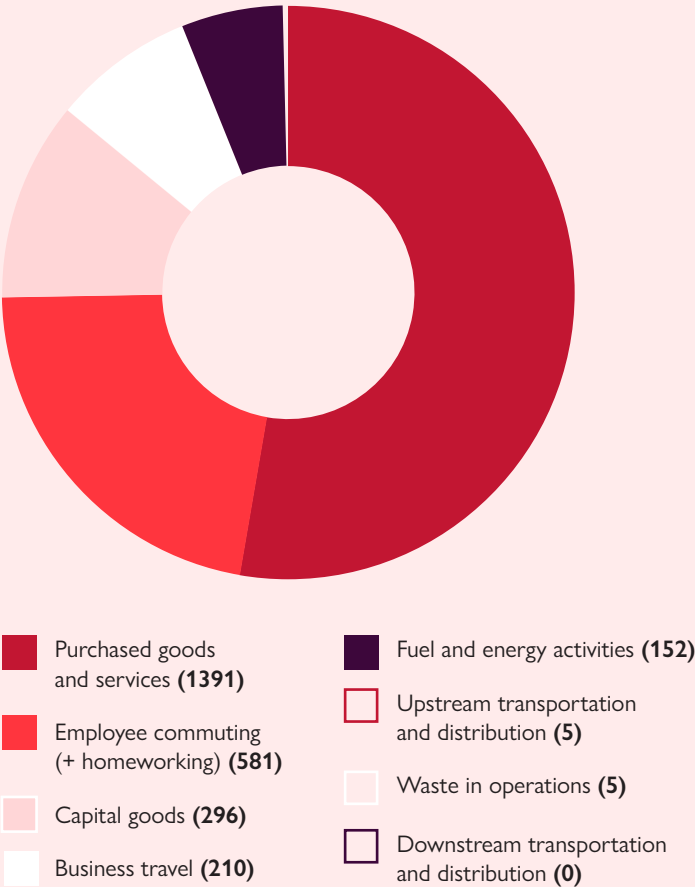
Over the past two years, we have expanded our carbon analysis to include full measurement and analysis of our Scope 3 emissions. Additional analysis was conducted to include the Foot Anstey NI business for the prior reporting year to aid comparison and target setting.

Like many service industries, Scope 3 represents over 90% of our carbon emissions and therefore needs to be a key area of focus if we are to meet our carbon reduction ambitions. Our calculations use a spend-based methodology which, while not unusual for most businesses, is less accurate in the long run and overestimates actual emissions.

Year-on-year Scope 3 emissions, including Foot Anstey NI, were flat in the reporting year.

The move to new offices in Exeter; IT licensing and services, employee commuting and other business travel, as well as our wider procurement activity, make up the majority of our Scope 3 footprint.

Scope 3 emissions (tCO2e) 2025/26



Tackling transport emissions

Business travel and employee commuting saw noticeable increases in this reporting year. A full year of carbon data from our travel booking platform as well as a comprehensive staff survey of commuting patterns lead us to believe that previous years underestimated the level of travel emissions.

Despite the rise, grey fleet emissions within Foot Anstey decreased by 15.8% year on year, falling to 89.93 tCO2e.

Our analysis indicates this was down to three reasons:

- ▶ A shift towards the use of EVs and hybrid vehicles for business journeys, with hybrid mileage claims doubling year-on-year.
- ▶ An overall reduction in total miles travelled in employee-owned vehicles, likely helped by hosting our partner conference in Manchester, where the majority travelled by public transport. In 2025, the venue location required car journeys.
- ▶ An increase in the use of train travel for business journeys, further reducing the carbon intensity of business travel emissions.

Despite this progress, reductions in grey fleet travel are being countered by a growth in air and rail travel, all of which will need to be addressed if we are to meet our carbon reduction ambitions.

Grey fleet emissions ▼
15.8%





Engaging our people

Carbon literacy training

A lack of knowledge about the issue often drives inaction on climate change. That's why we've invested in carbon literacy training for our people.

Following a successful pilot in January 2025, we rolled out the training to 51 colleagues in the reporting year, in partnership with Speak Carbon Collective. The sessions helped our people learn more about carbon, climate change and the real-world impacts on business.



Beth Nash
Principal Director

“The carbon literacy training helped me think more practically about the role our firm can play in supporting clients on the transition to a lower-carbon economy. It reinforced the need for joined-up thinking across teams, sectors and specialisms to combat the climate challenge.”

Key to the training's success is its focus on real actions. Participants submit an individual and team action to gain their Climate Literate certification. Actions, ranging from knowledge-sharing sessions to a focus on responsible AI, are then followed up through the year.

So far, over 70 colleagues have undertaken the training, with 79% achieving their Carbon Literate certificate.



Sam Elworthy
Partner, Commercial

“The training helped me see carbon not simply as a sustainability issue, but as a commercial, operational and contractual risk that clients increasingly need to manage. It has made me more alert to sustainability clauses in contracts and to the opportunities we have to support responsible business practices.”

Climate Connections

Established by colleagues with a passion for the environment, Climate Connections supports the firm's sustainability strategy by acting as both an advocate and a critical friend. The group helps drive awareness, education and engagement, while coordinating sustainability-related activities across the firm.

In its first two years, the group has grown to become one of the largest connections groups by membership, playing an important role in keeping the climate crisis visible and front of mind.

Over the year, the group supported colleagues with active travel initiatives, including free bike workshops in offices, continued to promote the firm's salary sacrifice EV car leasing scheme, and supported the first firm-wide travel survey designed to improve travel footprint data.

It even found time to develop its allotment sub-group, celebrating national Allotment Week and creating a space for colleagues to share tips, advice and general knowledge.



Alison Dale
Co-Lead, Climate Connections Group

“The Climate Connections group is an opportunity for everyone to feel as though they are not alone in making a difference, to share their experiences, to contribute to the firm's net-zero ambitions, and to contribute their own small but meaningful changes to help make the planet a better place.”





Working with the supply chain

Supplier Code of Conduct

Introduced in November 2025, the firm's first Supplier Code of Conduct outlines minimum expectations for businesses who are aspiring to be, or already are, in our supply chain.

Codes of conduct help suppliers assess their standards against our aspirations. We recognise the diversity of our supply chain and expect suppliers to set appropriately demanding targets around their own environmental performance.

As we progress on our own environmental journey, we plan to further develop our code, working more closely with our supply chain to help them achieve our shared ambitions.

Being a responsible supplier

We sit within multiple supply chains, supporting businesses with their own responsible business ambitions. To demonstrate our credentials we use external benchmarks and certifications.

We implemented a new environmental management system across the firm in 2025, introducing new environmental policies and clarifying our governance structures. As a result, Bristol, our largest office, achieved ISO 14001 certification.

The firm improved its performance in the EcoVadis standard by seven percentage points and retained its Bronze rating. It also retained its SME-B rating in the Carbon Disclosure Project, the highest rating available.





Enabling our clients

Supporting the UK's clean energy transition

We are the sole legal advisers to Future Energy Llanwern Limited on the Development Consent Order application for a proposed 380MW solar farm in South-East Wales. If consented, the nationally significant infrastructure project could generate enough clean energy to power more than one million homes.



Kee Evans

Partner, Planning and Environment
Legal Green Ambassador 2026

Everyone has an important role to play in turning net-zero ambition into action. Lawyers can support their clients in navigating the complex legal and regulatory challenge needed to enable the renewable energy and infrastructure projects that are required urgently to address the climate emergency and build a more sustainable future.

The scheme is also designed to restore designated waterways within a Site of Special Scientific Interest and deliver biodiversity net gain.

Our team is advising on all legal aspects of the consenting process, supporting a project that combines nationally significant renewable energy infrastructure with ecological enhancement.

Supporting renewable energy delivery through corporate Power Purchase Agreements

We worked closely with SNRG to help them draft, review and negotiate several Power Purchase Agreements for electricity generated by rooftop solar installations.

SNRG develops, funds and operates place-based power infrastructure, including microgrids, onsite and private-wire generation, battery storage and flexible demand solutions. Its projects enable businesses, developers and communities to integrate generation, storage and demand as a single energy system, helping to unlock constrained grid capacity, reduce long-term energy costs and support electrification and decarbonisation. Retrofitting existing commercial and industrial sites with solar PV forms one part of SNRG's wider offering.

As SNRG's adviser, we worked closely with the team to support the development of new precedent agreements that would allow the integration of various technologies, including solar, battery energy storage (BESS) and electric vehicle charging in one network, optimising energy consumption across the site and facilitating businesses' long-term objectives. This has included complex advice on regulatory and commercial matters.

Lead **Aliki Zeri**, Managing Associate, Energy & Infrastructure

Securing land for clean energy

Foot Anstey advised renewable energy developer Elements Green on all real estate aspects of the proposed Great North Road Solar and Biodiversity Park, a Nationally Significant Infrastructure Project in Nottinghamshire.

The 4,362-acre development will combine solar PV generation and battery storage with substantial biodiversity enhancements, including 64,500 trees, 50km of new hedgerows and 800 acres of dedicated biodiversity areas.

Foot Anstey's high level of technical expertise has been invaluable at every stage. Their guidance has been instrumental in securing the complex land rights needed for a scheme of this scale.

John Hetherton

Head of Project Delivery, Elements Green

The team advised on option agreements, leases and easements across the site, access routes and proposed cable routes. Working with more than 30 landowners, the team helped secure the land rights needed to support the delivery of this major renewable energy project.

Lead **Kutahya Cherry**, Partner, Commercial Property
Tamarindo Legal Power List 2026





Our progress

2025 commitments

-  An updated approach to improving our assessment of supplier sustainability.
-  New travel policy with clearer guidance around minimising emissions through travel.
-  Rollout of carbon literacy training to sector teams and development of team action plans to support clients.
-  Carbon reduction targets submitted to the Science Based Targets initiative.

-  Fully achieved
-  In progress
-  Not achieved or delayed

What's next...

-  Carbon reduction targets agreed at Board level and submitted to the Science Based Targets initiative.
-  Achieve EcoVadis Silver Medal status.
-  Develop opportunities to improve collaboration with clients and suppliers to support the low carbon transition.
-  Identify partnership opportunities, to help reduce our environmental impact.



Our impact areas:

People

- ▶ An award-winning employer
- ▶ Embedding inclusion
- ▶ Widening access to legal careers
- ▶ Supporting families
- ▶ Investing in skills
- ▶ Our culture
- ▶ Our progress and what's next...

Opening doors. Building careers.

Our people strategy is central to our responsible business approach. We want to attract, retain and develop a diverse pool of talent, while creating the conditions for people to build meaningful, sustainable careers at the firm.

The variety of routes on offer creates opportunities for people who may have faced barriers to entering the profession, enabling us to attract talent with a broad range of backgrounds and life experiences. In turn, this brings fresh perspectives, drives innovation, and strengthens our ability to deliver impactful solutions for clients.





An award-winning employer

This year, several prestigious industry awards recognised our commitment to creating an inclusive, supportive and high-performing workplace.

People in Law triple award-winner

In 2025, the firm was Highly Commended for its Achieve vacation scheme. Then in 2026, named HR Team of the Year, and won Excellence in People Experience: Wellbeing and Reward.



We also received the highest accolade, the Grand Prix 'Champion of Champions' Award. This recognised our early careers strategy to widen access to careers in law, the use of CultureScope insights to take a more data-led approach, amplifying colleague voice through our Shadow Board, and our enhanced family-forming support package.

Recognition in the LexisNexis Legal Awards

The firm won the highly coveted Diversity and Inclusion Award, which recognised the impact of our Achieve programme in growing diversity and breaking down barriers to enter the profession. It was also highly commended in the Trainee Scheme of the Year category.

Embedding inclusion

Our Inclusion Action Plan

Over the past year, we developed an Inclusion Action Plan focused on delivering tangible work across the business, with two priorities: attracting a more diverse range of people and creating the conditions for all colleagues to thrive.

We invested in training to help our people strengthen inclusive decision-making, and to clarify the behaviours expected across the firm. A bespoke module on behaviour standards reinforced the role every colleague plays in creating an inclusive workplace.

A major focus of our plan is strengthening inclusion in our recruitment processes by identifying where some groups may face barriers before they even step through the door. Hemisphere, a course developed by race equity experts Rare, was rolled out to supervisors and people managers to strengthen literacy, and equip hiring managers with the tools and confidence to make fair, evidence-based decisions.

Our diversity data

Our ambition is to attract, retain and progress the widest pool of available talent and provide the support they need to advance their careers at the firm.

We continue to work closely with Pirical, an advanced business intelligence platform designed for law firms. Combining people,

diversity and business data to get a clearer understanding of our progress and challenges. We use regular reporting to identify our strengths and understand our areas for improvement. We share our data more widely with the business, including with our employee Connections Groups to help guide their work.

As well as regular reporting to our Board, every other year, the SRA asks law firms to collect and publish the diversity breakdown of their workforce. Our most recent report can be [downloaded here](#).

Closing the pay gap

Our 2025 gender and ethnicity pay gap report outlines the progress we're making in closing our pay gaps. Our median pay gap reduced by 4.2%, while the mean pay gap showed a small increase of 1.1%. We continued to grow female representation in our highest pay quartiles, and reduced representation in our lowest pay quartiles.

We voluntarily report on our ethnicity pay gaps, accepting there will be volatility while we grow representation. Our most recent pay gap report can be [found here](#).

100%

of supervisors completed Hemisphere training

88%

of colleagues completed the Behaviour Standards module





Widening access to legal careers

Award-winning Achieve

In 2025, we welcomed the second cohort of participants to Achieve, our award-winning, one-week paid vacation scheme designed to create opportunities for aspiring lawyers from under-represented Black and Minority Ethnic backgrounds.

The programme gives young people a unique opportunity to immerse themselves in life at Foot Anstey, gain first-hand experience of a commercial law firm and complete the assessment process for a training contract in an inclusive and supportive environment.

Through a combination of practical work experience, networking opportunities and tailored development, the programme helps participants build confidence, develop commercial understanding and gain valuable insight into a career in law.

Three training contracts were offered in 2025, an outcome that reflects the calibre of talent attracted through the programme.

Being trusted to join a client-facing call not only made me feel included but also gave me a unique insight into how the firm builds and maintains client relationships in real time. It was an invaluable experience that I did not expect, but one I am really grateful for.

2025 Achieve vacation scheme participant

Changing the sector through UWE Futures

As part of a collaborative initiative between Bristol-based law firms and the University of the West of England (UWE), the UWE Futures programme continues to play an important role in increasing the representation of minority ethnic talent within professional support careers across the legal sector.

The main thing I valued was access. People made time for both structured catch-ups and informal conversations. I also appreciated the honest career insight. That combination of practical guidance and real-world perspective made the week far more valuable than just completing tasks.

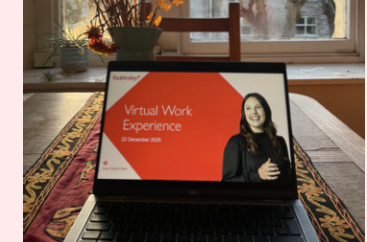
Scheme participant

We were proud to welcome a further two students to Foot Anstey in 2026, building on the successful placements hosted the previous year.

The students gained valuable experience working within business functions that are critical to the success of a modern law firm. They were exposed to a variety of projects and day-to-day activities, helping them develop professional skills and increase their confidence.

Introducing virtual work experience

In December 2025, we launched our first online work experience programme for Year 12 and 13 students, widening access to legal



careers across the UK. The programme enabled 50 young people to explore different areas of law and understand the role legal advice plays in helping businesses succeed.

Through a career panel made up of Legal Apprentices through to Partners, an interactive case study and recruitment guidance, students developed commercial awareness, as well as presentation, teamwork and problem-solving skills.

I had heard the term 'commercial awareness' in many applications, so it was particularly helpful learning about what it is exactly and how to address it in answers.

Scheme participant

Feedback was highly positive, particularly when it came to hearing from colleagues at different career stages, and understanding the commercial context of legal practice. Following the programme's success, further sessions are planned for 2026, extending its reach and delivering on our commitment to improve access to the profession.





Supporting families

In 2025, we expanded our inclusive family-forming support package to respond to the clear employee and market demand for equitable, end-to-end family support. Our offering spans the entire parental journey, ensuring colleagues receive consistent support at every stage.

Preparing for parenthood

The journey to parenthood isn't always straightforward. Our partnership with Fertifa provides inclusive reproductive and hormonal health support, including a £15,000 lifetime budget towards treatment. Colleagues also receive one-to-one guidance to navigate our new fertility and neonatal paid leave policies, treatment planning and early-stage pregnancy needs.

Market-leading parental leave

We introduced a market-leading, six-month fully paid parental leave policy, available to all parents regardless of gender or family structure, ensuring true equity. We rolled out specialist coaching for everyone taking parental leave, launched a buddy scheme and strengthened communication channels to maintain connections during leave.

9%

decrease in attrition among this group over two years

100%

uptake of enhanced paternity leave since launch

54%

year-on-year increase in funded dependent care backup sessions since launch

38%

of parents opted into tailored coaching support

After parental leave

To support a successful return, we built a wraparound package with resources accessible via our online Parental Returners Hub, as well as providing coaching, breastfeeding and expressing support, and flexible transition options such as phased returns.

Beyond the initial leave period, our hybrid working arrangements and 'flexi' hours provide parents and colleagues across the firm with the flexibility to balance work alongside family, caring and other personal commitments.

Investing in skills

We invest in development at key career moments, helping our people build confidence, strengthen their networks and prepare for new responsibilities.

- ▶ Annual transition days support lawyers moving into promoted roles.
- ▶ Development Centres combine observed scenarios, peer feedback and coaching to help experienced Managing Associates reflect on their strengths and future career pathways.
- ▶ Peer Connect Conferences, which were introduced this year, bring colleagues together across our expanding geography. This year's focused on client needs, empathy and perspective taking, with delegates hearing from a diverse range of clients, bringing theoretical models to life.



Our development programmes create the space for colleagues to build stronger peer networks, learn directly from clients and external voices, and reflect on how they can keep improving their practice. Peer Connect brings these elements together, helping our people grow with confidence while strengthening collaboration and the value we deliver to clients.

Clare Rogers
Executive Director, Talent Development

We also began refreshing career frameworks for our Business Professional teams, building on the pathways already developed for Lawyers, Managed Legal Services, Legal PAs and Paralegals. The new frameworks will provide greater clarity around progression, recognition and development opportunities across the firm.





Our culture

Culture is one of the clearest ways our responsible business ambitions show up in everyday working life. We continue to invest in a culture that is inclusive, collaborative, high-performing and refreshingly human, using colleague insight, local action plans and employee-led communities to help turn ambition into practical change.

Learning from CultureScope

A key part of our culture work is CultureScope. Launched in late 2024, it uses behavioural science to measure the themes that underpin our values and support business success.

In the reporting year, we used a pulse survey to understand our progress since launch, identify where best practice was emerging, and see where we needed additional support.

We also created new ways for CultureScope leads to learn from one another and maintain momentum in a quarterly forum.

Activity shared through the forum showed how CultureScope is being translated into team-level action. The Corporate & Finance practice group introduced “Coffee and Kudos”, a cross-practice continuous improvement forum focused on client relationships following key matters. The forum celebrates achievements and identifies improvements and innovation opportunities, while strengthening collaboration.

76%

of colleagues completed the CultureScope survey

87%

of respondents say they understood what CultureScope is and its role in building a positive culture across the firm

Amplifying our colleagues’ voices

In 2026, we established our first Shadow Board, bringing together 10 colleagues from different roles, experience levels and locations across the firm.

The Shadow Board provides a direct channel between our people and the firm’s Board, introducing broader perspectives, constructive challenge and new ideas into strategic, operational and cultural discussions. Each member received training on board responsibilities, strategic thinking and effective challenge, supported by sessions with Board members.

The Shadow Board’s first project focuses on practical ways to strengthen culture, including communication, leadership visibility and collaboration across teams and locations, while helping future leaders build insight into firm-wide issues.





Making connections

Our Connections Groups continued to play a central role in building an inclusive culture and creating spaces for education, allyship, belonging and community.

A reorganisation of our groups in 2025 saw the merging of groups to form two new groups in Cultural Connections and Faith Connections. This better reflected the increasing diversity of our workforce and created more inclusive spaces for colleagues to come together.

The groups engaged in a range of activities throughout the year, observing key dates, raising awareness and sharing their lived experience.

Faith Connections

created safe spaces for colleagues during what has been a difficult year for religious minorities. It shared a series of personal stories from colleagues about how and why they celebrate important religious dates throughout the year.

Menopause Connections

brought colleagues together to share experiences and learn from experts about different aspects of the menopause, such as gut health and hormonal treatments.

LGBTQ+ Connections

continued its support for grassroots Pride by sponsoring Exeter Pride for the second year in a row.

Social Mobility Connections

spent its first full year helping to drive participation in our Young Enterprise partnership volunteering activity.

Cultural Connections

This newly formed group was a hive of activity throughout the year, writing articles, holding socials, and helping colleagues understand the significance of key observances such as South Asian and East and South-East Asian Heritage Months, Black History Month and Windrush Day.

A particular highlight was the Black History Tour, courtesy of the Jauntly app, which brought colleagues together to celebrate Black icons in Bristol. Colleagues learned about the history of key figures in Black history by walking a trail in the St. Paul's neighbourhood of the city, before sitting down together for a Caribbean meal to round off the evening.

The group also continued to take part in Race Equality Week, supporting colleagues through the Race Equality Matters 5-Day challenge.





Parents and Carers SEN group

When the Neurodiversity Connections group published an article sharing the experiences of a partner with autistic children, it helped one colleague realise she was not alone.

Drawing on her own lived experience, Eve Rogers went on to create a supportive community for colleagues who are parents of children with Special Educational Needs (SEN). The group gives people a forum to share their experiences, get advice and ensure they don't feel alone.



“ Finding myself in the world of Special Educational Needs and Disabilities (SEND) has been a rollercoaster. I'm very proud that SEND has been recognised within the firm as something that is really important and should be talked about.

Eve Rogers
SEN Parents & Carer founder

Mental health and identity

In a special collaboration with our wellbeing team, Connections Groups were invited to present to the firm's Mental Health First Aiders (MHFA) as part of their development. Members from Neurodiversity Connections and Menopause Connections delivered sessions with the MHFA, sharing their experiences, answering questions and discussing how to ensure the support provided is inclusive. The series, which has proved a success, will continue in the next year.



“ The MHFA and Connections sessions were incredibly insightful. They highlighted the important relationship between neurodiversity and mental health, helping me recognise the value of understanding different perspectives and creating a workplace where everyone feels supported and able to thrive.

Paul Thomas
Digital Adoption Specialist and Mental Health First Aider





Our progress

2025 commitments

- ✓ Develop an inclusion priority action plan.
- ✓ Establish a Shadow Board to share perspectives on strategic, cultural and operational matters.
- = Deliver on our CultureScope plans and demonstrate progress when we remeasure in 2026.
- ✓ Deliver new career pathways and frameworks for our paralegal and legal PAs.

- ✓ Fully achieved
- = In progress
- ✗ Not achieved or delayed

What's next...

-  Achieve Disability Confident Committed accreditation.
-  Implement new Early Careers Development Programme.
-  Deliver on our CultureScope plans and demonstrate progress when we remeasure in 2027.





Our impact areas: *Communities*

- ▶ Unlocking potential with Young Enterprise
- ▶ Colleague volunteering
- ▶ Demystifying the world of work
- ▶ Supporting local communities
- ▶ Using our legal skills for good
- ▶ Our progress and what's next...

Tackling social mobility

Our community activity focuses on improving social mobility and fuelling the ambitions of young people in the communities we serve. During the year, we completed our national partnership with the Youth Hostels Association. We also began a new three-year partnership with Young Enterprise, reflecting our commitment to tackle social mobility and deliver sustained, measurable impact.





Unlocking potential with Young Enterprise

In June 2025, we began a three-year strategic partnership with Young Enterprise, rooted in a shared commitment to improving social mobility for young people in underserved communities.

Our ambition is to raise aspirations and improve work-readiness by giving young people the enterprise skills, confidence, networks and practical experiences they need to make informed choices and thrive in education, employment or entrepreneurship.

Our strategic three-year goals include:

► **Improving enterprise skills in schools based in disadvantaged communities**

We want to deliver sustainable, high-quality enterprise education at a local level, creating lasting improvement in educational outcomes across lower-resourced communities in England and Northern Ireland.

► **Increasing enterprise skills for at-risk young people**

Working with the Foyer Federation, a youth homelessness charity, we will increase access and opportunity to enterprise education, targeting at-risk young people facing additional barriers to social mobility.

► **Driving thought leadership in social mobility**

We will use joint research and storytelling to influence wider conversations about entrepreneurship and social mobility.

76%
of young people surveyed believed enterprise skills could improve social mobility.

Extending our impact into Belfast

Our partnership extended into Belfast through RISE - Readiness, Independence, Skills and Entrepreneurship - delivered with Young Enterprise Northern Ireland and supported by Foot Anstey NI.

Designed for pupils who can benefit from additional support because of low school engagement or socio-economic disadvantage, the programme uses applied learning to show that future potential is not defined by academic results or background.

RISE is delivered through five sessions over five weeks, including an off-site session at a local business bringing this learning to life.

Foot Anstey NI partnered with St Louise's Comprehensive College and Belfast Boys' Model School, sharing career journeys, workplace expectations, financial capability and interview skills. The firm also hosted a final session for St Louise's pupils, including an office tour, conversations with colleagues from different departments, an entrepreneurship masterclass and a workshop on personal branding.



98%

of students said RISE increased their confidence in communication, teamwork and other skills

100%

of educators would recommend the programme - reporting improved confidence and entrepreneurial awareness in the students

“ I never thought anyone from where I live could ever start their own business and be successful.

Year 13 pupil
Belfast Boys' Model School





Enterprise support for at-risk youth

Our work with the Foyer Federation is a distinctive part of the Young Enterprise partnership. Youth Foyers provide accommodation alongside development support for young people who cannot live at home, helping them move towards independent adulthood.

Many residents face complex overlapping challenges that can make it harder to build confidence, plan ahead and take the first steps into employment or enterprise. According to research by the Foyer Federation conducted with their residents:

- ▶ **73%** were experiencing mental health challenges.
- ▶ **35%** had experience of living in care.
- ▶ **65%** said healing from past trauma is a major barrier to finding and sustaining work.

Rather than expecting young people to fit a standard programme, Young Enterprise delivered activities in familiar Foyer settings and created practical, supportive opportunities to learn by doing. Across three enterprise challenges, Inspiring Futures and a Career Insight Day at our offices, 18 young people explored what it takes to start and run a business.

“It was a good session, and I learnt some valuable skills about business that I can apply in real life.

Foyer resident who attended our programme

Feedback showed that the sessions helped young people feel more confident and inspired, with participants describing skills they could apply in real life and new business ideas they wanted to explore.

536

Young people developed enterprise and employability skills.

114

Students took part in RISE with two of seven schools funded through our partnership.

141

Volunteering hours were contributed by 32 colleagues across 29 activities.

100%

Career Insight Day participants found the information useful and relevant and rated volunteers as inspiring.

Colleague volunteering

The power of role models

Over the year, our people contributed 2,327 hours in Social Impact Time driving our inclusion efforts, and delivering volunteering and pro bono in their local communities.

Colleague participation is an integral part of our partnership with Young Enterprise. Young people benefit from engaging with our volunteers who can make unfamiliar careers feel more tangible.

During the year, 32 colleagues contributed 141 hours across 29 activities, acting as judges, mentors, speakers and facilitators at enterprise challenges, trade fairs, regional finals, employability workshops and Career Insight Days. A further 51 colleagues registered to volunteer, creating a strong base for future growth.

Young people described becoming more ambitious and confident in problem-solving, communication and speaking to others following the programme. Volunteers valued seeing teams move from an initial idea to a final pitch, while contributing local knowledge, encouragement and honest insight into different career journeys.

Our Young Enterprise partnership had a profound effect on the young people it engaged:

100%

found it useful and relevant, learned about future jobs and careers, enjoyed the programme and rated the volunteers as inspiring.

70%

better understood the education and skills needed for many different careers.

60%

became more interested in the fields the volunteers worked in.





Demystifying the world of work

Our wider social mobility activity complements the Young Enterprise partnership by supporting young people at different stages of their education and careers.

Social Mobility Business Partnership

Through the Social Mobility Business Partnership, we helped a client host a careers insight workshop in Exeter for 12 students aged 15-16 who may not otherwise have access to these workplaces.

Students explored the legal and non-legal roles that support modern businesses and explored apprenticeships, graduate pathways and vocational qualifications.

Bristol Works

Bristol Works is a citywide programme connecting secondary schools with employers to give young people meaningful insight into careers and the world of work.

Colleagues delivered and supported workshops, sharing employability advice and giving young people space to ask questions, challenge assumptions and build confidence in navigating education and career choices.

West of England Legal Early Careers Network

Through the West of England Legal Early Careers Network, we delivered two workshops at our Bristol and Southampton offices for students aged 14-15. Participants learned about effective workplace behaviours, while colleagues shared practical advice and insight into the range of careers available across the legal sector.

Supporting local communities

Community Fund

In 2025, we launched our inaugural Community Fund to support charities that matter to our people and are helping to improve social mobility across our communities. Through the programme, 26 nominated charities each received a grant of at least £500.

The fund, totalling £14,500 in its first year, benefited a diverse range of causes, including youth development, homelessness prevention, disability inclusion, food security, community wellbeing and access to education organisations. The colleague nomination process ensured funding reached organisations delivering meaningful local impact.

Grants were distributed with support from the Devon Community Foundation and the Charities Aid Foundation. A full list of recipient organisations has been published on our website and can be [found here](#).



❧ *Wood Street Mission is an incredible charity doing vital, hands-on work to support children and families across Greater Manchester.*

Emily Nousios

Senior Associate, who nominated Wood Street Mission

❧ *Support like this helps us continue to provide practical assistance and educational resources to families across Manchester, ensuring children have access to the essentials they need to thrive.*

Sophie Bell

Corporate Fundraiser at Wood Street Mission





Using our legal skills for good

Pro bono work uses our core legal expertise to improve access to justice and strengthen communities. During the year, we relaunched our pro bono offering at the firm, including new policies and partnerships to drive colleague activity.

We joined Pro Bono Connect and the Collaborative Plan for Pro Bono, while continuing our membership of the West of England Pro Bono Committee, helping us identify more opportunities for engagement.

Our teams supported a range of projects during the year, from securing grassroots clubs to a rare project representing a family at a baby loss inquest where no other route to funded representation was available.



It is great to be using our legal skills to make a direct positive impact on our local communities.

Imam Qazi
Partner

Supporting Aid Box Community

We acted for Aid Box Community, a Bristol-based humanitarian organisation set up in response to the refugee crisis, to obtain a lease of new premises for their charitable purposes.

Partner Imam Qazi and Trainee Solicitor Iqra Babu navigated a number of legal complexities to help secure their lease.

The trustees of the charity were incredibly thankful for the support provided, saying, “Thank you hugely for all the invaluable work you have done on the difficult transaction.”





Our progress

2025 commitments

- ✓ Launch a new long-term strategic partnership with Young Enterprise to tackle social mobility.
- ✓ Launch a revised approach to pro bono.
- ✓ Develop a new schools engagement package to facilitate colleague outreach.
- ✓ Increase matched giving and colleague-directed giving.

- ✓ Fully achieved
- ▬ In progress
- ✗ Not achieved or delayed

What's next...



Deliver on year-two objectives with Young Enterprise.



Grow social impact time recorded by 20%.



Expand social impact reach to young people earlier in their academic journey through partnership with Your Future Story.



Integrate Bristol Bears and Bristol Bears Foundation partnership into existing programmes to maximise impacts for all our beneficiaries.



Foot Anstey is a national law firm powering ambition through clear legal advice, commercial insight and a commitment to positive change.

Find out more about Responsible Business on [our website](#).

This report covers Foot Anstey LLP, Foot Anstey NI and Enable Law in the 25/26 financial year.
All data and activity is from this period unless otherwise stated.