

Delivering *with purpose*

Responsible Business Report 2022



Gateley /

Forward thinking

Straight talking

Why we do what we do

Our purpose is to deliver results that delight our clients, inspire our people and support our communities.

How we do this

We do this by:

- › being forward thinking about the services that we deliver to our clients and the working environment we provide for our people;
- › being straight talking about what matters, inside and outside of our business; and
- › thinking differently about what we do and how we do it.

What we do

We deliver legal and professional services which enable our clients to solve the challenges that they are facing or to maximise the opportunities they are pursuing, without ever losing sight of what makes us Gateley: our Gateley Team Spirit values.



Our people and long-established culture are central to the Group's success."



hello...

When we launched our first Responsible Business Report last year, I explained that we were on our journey in respect of being a responsible business. And over the last 12 months I am pleased to report that this journey is continuing with momentum, enthusiasm, and engagement across Gateley.

We launched the 2021 Responsible Business Report in October 2021 through an all-Group webinar. We were joined by Chris Turner from the Better Business Act, The Rt. Hon. Justine Greening representing The Purpose Coalition, and our Non-Executive Director Suki Thompson. Over 775 employees joined the 90-minute session where we discussed our purpose and shared our Responsible Business vision, and I was delighted with the questions we received during the event and subsequently from people across our business who have been inspired to get involved.

Since then, we have made good progress and our activity highlights have been included within this report including:

- Recruitment of our Responsible Business Manager, a new role created within the Group. Andlyn White joins us from Oracle and previously worked at Cemex, both in community engagement roles. She brings with her lots of experience and strong connections which are helping us to take forward our programme of activities.
- Launching our UA92 partnership in Manchester, connecting them with colleagues, clients and contacts to raise awareness of what University Academy 92 is doing in Manchester to support students from diverse backgrounds through higher education.
- Being shortlisted at the Greater Birmingham Chambers of Commerce Annual Awards 2022 for the Excellence in Responsible Business award.
- Continuing with our SportsAid partnership; providing financial and personal development support to 12 of our country's brightest sporting prospects who are nominated to SportsAid by the

governing bodies of more than 60 sports based on set criteria.

- Launching our partnership with the NSPCC, finding ways to support from a fundraising perspective, raising awareness and sharing information.

Our first Responsible Business Report outlined a set of objectives that we committed to working towards during the last year and beyond. These objectives were set against the backdrop of our work with The Purpose Coalition.

Established with input from businesses, universities, civil society and MPs, The Purpose Coalition identified 14 Levelling Up Goals. These goals use the same framework as the UN Sustainable Development Goals and set out clear objectives for the UK's Levelling Up challenge in the wake of COVID-19.

This year we worked with The Purpose Coalition on an action plan which captured our ambitions for where we wanted to get to in respect of each Levelling Up Goal. In addition to Gateley, other members of the Purpose Coalition include Amazon, BP, Compass Group, the BBC, Direct Line Group, Cisco and the NHS to name a few.

Supporting our communities is an important part of our purpose as a business and I am extremely proud of the work that we have done over the last 12 months. The work doesn't stop here, and we will continue to find ways to connect our exceptionally talented people with organisations and activities across our office network so that we can deliver community support when and where it is needed.

Our journey continues with purpose.

“

Gateley's track record as a trailblazer and innovator in business is reflected in its work to improve social mobility. Willing to take risks and challenge the status quo, it recognises that that approach should also extend to delivering a positive social impact.”

The Purpose Coalition, Rt Hon. Justine Greening



Rod Waldie
CEO

Delivering results

Our Responsible Business actions focus on the wellbeing of our employees, on being a force for good in society and within the communities in which we operate and by playing our part in protecting and repairing our planet. Measuring the value and the impact we are having in all these areas is as important as taking action because it enables us to evaluate where we are effecting change and how we can improve and progress over time. In our last report, we identified objectives for the next 12 months. Here is a summary of progress against each of those.

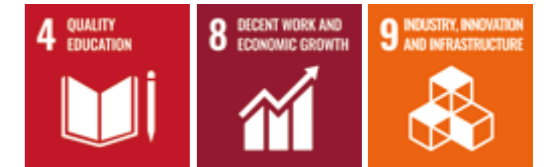


People



Consider Mindful Business Charter across all aspects of our business, providing guidance to support employees in implementing best practice.	✓	Embedded the Mindful Business Charter framework including encouraging our people to take sufficient breaks, being mindful of non-working hours and emails sent during these times and asking people to ‘unplug’ at Christmas and during other periods of annual leave.
Maintain Investors in People standard.	✓	Maintained.
Explore Disability Confident Employer status.	✓	Secured Disability Confident Employer status.
Launching a language guide for all employees to assist in encouraging employees to have more open conversations around diversity and inclusion.	✗	This is a work in progress and will be launched in March 2023.
Improve our Glassdoor overall ranking from 4.5.	✓	Maintained Glassdoor ranking and were recognised as the only UK legal business to rank in the top 25 companies for senior leadership, voted for anonymously by Employees.
Raising awareness around neurodiversity by sharing stories internally.	✓	In progress. We have also launched our fifth internal diversity and inclusion network group; Ability. This aligns with our objective of raising awareness within our business around neurodiversity and supporting colleagues with any disabilities. It sits alongside our four other network groups: Pride; Thrive; Inspire and Unity.
Explore opportunities to partner more formally with schools aligned to our offices.	✓	Working with “Inspiring the Future” to enable us to create more opportunities to formally partner with schools aligned with our office network.

Potential



Pilot law returners programme in Leeds.	✗	This is in progress and the HR team are currently exploring the different aspects of the programme.
Capture stories of different routes into our business that colleagues have followed and share these on our website.	✗	In progress, this will be launched in 2023 as part of our Employee Value Proposition project. Workshops have been completed during 2022 to identify actions.
Continue to support BCU STEAMHouse, exploring other opportunities to add value to their start-ups.	✓	Continuing to support by sharing insight and knowledge.
Review our links with universities, identifying opportunities to connect with students across our network.	✓	Reviewed all our links with universities, identifying opportunities to connect with students across our network and announced our partnership with UA92. The partnership between our Manchester office and UA92 will see us fund students in the coming academic year who are studying degrees and higher education courses across business, sport, media and digital disciplines. UA92 aims to make higher education accessible to all, through its founding principles of accessibility, social mobility and inclusivity. Delivered our annual UK Sports Law competition at the Etihad Stadium. 48 students from several universities competed in teams of two and were tested on their ability to think commercially when faced with a fictitious topical legal problem within the sports industry.
Explore opportunities to support innovation and forward-thinking start-ups through our charitable giving and pro bono programme.	✓	Became the UK’s first Patron of ‘Make Good Grow’, a social enterprise founded on the principles of uniting good businesses with good causes. We are working with them on their pledge marketplace and for volunteering opportunities. We are also using their Social Impact Dashboard software to help capture and measure metrics around our own social impact and the good causes we are supporting as a business and through individual colleagues across Gateley.
Support a key client with a reverse mentoring scheme.	✗	The client decided that they did not want to pursue this reverse mentoring scheme, so we were not able to implement the mentoring scheme. However, we were able to arrange for menopause training to be delivered to the client team.

Planet



<p>Deliver the priority actions identified in the energy-saving action plan.</p>	<p>✓</p>	<p>We have initiated an energy saving LED lighting programme across our offices.</p> <p>We continue to encourage Paperlite work practices and Paperless, wherever possible.</p> <p>Our printer settings have been changed to promote mono/double sided printing.</p> <p>Our Building Management Systems have been programmed to minimise energy use.</p> <p>Encouraged our people to submit their sustainability pledges and the positive actions we will take to protect our planet.</p>
<p>Maintain reductions in travel through the continued use of Microsoft Teams.</p>	<p>✓</p>	<p>We continue to encourage the use of Teams to avoid unnecessary travel.</p> <p>We have promoted the Cycle to Work Scheme.</p> <p>We have explored electric car schemes and will be launching these to the Group before April 2023.</p>
<p>Explore ‘Litter lunches’ whereby teams are encouraged to go litter picking at lunchtime with colleagues in the office or individually whilst working at home.</p>	<p>✓</p>	<p>Litter lunch delivered in partnership with Jewellery Quarter BID.</p>

Looking ahead...

Maintaining momentum is important and we have identified the following as objectives for the 2023/2024 financial year.

- Review and refresh our environmental policy, considering sustainability in more detail.
- Draft a sustainable procurement policy.
- Explore carbon net zero at the Strategic Board.
- Draft a carbon reduction plan.
- Implement new printers into the business and measure the impact that these improved machines have in terms of volume of print.
- Introduce data monitoring to support TCFD reporting.
- Deliver TCFD reporting for the financial year ending 30 April 2023.
- Increase employee engagement on the Social Impact Dashboard with a 20% increase in registered users and a 10% increase in recorded activities.
- Explore potential for introducing Alzheimer’s UK as a new charity partner for 2024/2025.
- Increase the level of Gateley Gives local charitable activity across all offices during the year with a measurable increase in fundraising alongside more opportunities to share insight and raise awareness.
- Introduce the language diversity guide.
- Increase the number of stories of different routes into our business that colleagues have followed and share these on our website.
- Embed our fifth network group, Ability, within the business, raising awareness and encouraging participation in events.
- Avoid single use plastics wherever possible within the office e.g., catering/ promotional items.
- Refresh our volunteering policy and launch to the business, sharing opportunities for volunteering as identified through our charity partners.



Delighting our clients

We work with an incredibly diverse client base across our Group: organisations of different sizes, in diverse sectors, with differing challenges and ambitions. Working with such a diverse client base has given us the opportunity to connect with, listen to, and collaborate with, organisations at different stages to us in their responsible business and sustainability journey.

We believe that, by working together, we can inspire each other to deliver results. Over the last 12 months, we have:

Delivered menopause training to a key client

We were approached by a key client to look at other training which we could deliver to them which would add value to their business, beyond the “usual” legal training that is expected and the norm for many clients. Following a successful rollout of menopause training within Gateley, we were able to pull together a virtual webinar which explored menopause in the workplace, working with Lynda Bailey, the co-founder of Talking Menopause.

Project Grace

One of our real estate developers, Manse Opus, introduced us to the Grace Academy in Coventry, a school which is close to one of their developments in Prospero Park, Ansty. Natasha Whiles, Principal of Grace Academy Coventry, believes that “if we truly work together, we can achieve limitless possibilities for our students’ outcomes, their educational experience and their personal development and wellbeing”. She has collaborated with several partners, including Manse Opus, and was delighted that Gateley became a sponsor of their KS4 football kit. We, in turn, were able to attend the opening of their library and were inspired by their message of ‘enabling the extraordinary’.



Fundraising to support SportsAid

In September 2021, we invited a number of clients, intermediaries and suppliers to join us for a charity cycle event around Staffordshire to raise funds for SportsAid. With participants riding either 50 or 70 miles, all of their £45 entry fee was donated to SportsAid with the cost of the event being covered by Gateley. £3000 was raised for the event and Ian Braid, founder of Docia Sport, said of the event:

“I just wanted to write personally and on behalf of SportsAid to thank you for what was in every way a great event. It was just that, because you and your team are very good at what you do and put your hearts into it as well. We are very proud to have “Greatley” as a partner helping us to support the next generation of athletes.”

“I just wanted to say a massive thank you to you guys for sorting a really fantastic sportive yesterday. Everything was perfect from the arrival admin to the mid ride feeds, safety and mechanics etc and those fab pizzas and ‘sundowner’ beers at the end at Sandon Hall just topped off a great day! It must take a huge amount of effort and prep to pull off an event like this - and to raise funds for the next Emma Raducanu makes it even more worthwhile.”

Simon Hunt, Director - Recoveries and Receivership, Savills

Let's Talk Sport November 2021

Our partnership with SportsAid continued to grow from strength to strength during the year. In November 2021 we were delighted that some respite in the COVID restrictions enabled us to bring together clients and contacts to Birmingham Town Hall to hear from SportsAid CEO, Tim Lawler, and current and former athletes, including Olympic gold medal swimmer Rebecca Adlington OBE and Commonwealth Gold medal netballer Ama Agbeze MBE. Over 100 attendees heard more about the West Midlands Talent Fund which was launched to support 100 young sports people from the region each year from 2022-2026, coinciding with the year of SportsAid's 50th anniversary and the next Commonwealth Games in 2026. The Fund's vision is to ensure that every young person from the West Midlands nominated to SportsAid for support will benefit from an award.

“Can I say what a fantastic night it was it was so engaging, really informative, brilliant speakers I thoroughly enjoyed it.”

Sally Badham-Lee - Head of Commercial and Account Management, University of Birmingham

The event concluded with a performance by Birmingham Poet Laureate Casey Bailey and the People's Orchestra, which uses music performances of film, TV, games and show music to support vulnerable people into employment.



Ongoing partnership with BCU STEAMhouse

We continue to be a partner of the innovation centre within one of our clients, Birmingham City University STEAMhouse which achieved a significant milestone during the year with the move into their new £70m Belmont Works development.

“Ever since we opened the doors of our incubator back in March 2020 (back at Millennium Point then!) the one constant that we have had is the unwavering support of our legal partner Gateley. Gateley have been instrumental in the success of both the STEAMhouse incubator, the STEAMhouse hatchery and now the new STEAMhouse Belmont Works.”

Richard Scutt - Head of Growth and Incubation, STEAMhouse

Completion of EcoVadis assessment

Following an introduction by banking client NatWest, we completed our EcoVadis assessment during the year, securing a mid-tier ranking of 39 when compared to other professional services businesses. EcoVadis works with over 100,000 companies of all sizes and industries to address sustainability challenges and is one of the largest global sustainability rankings businesses. We are working through the EcoVadis recommendations for improvement.



Donations to clients for charitable projects

We continue to support our clients with their community-based and fundraising activities. Over the last 12 months projects that we have supported include Gymshark's support of Birmingham Children's Hospital, Taylor Wimpey's support of the Youth Adventure Trust and Vistry's support of MIND. Our clients have scaled the heights with Three Peaks Challenges, got down and dirty with various Tough Mudder events, as well as completing 10k runs and coastal walks.



Client drinks reception for UA92

We were delighted to be able to organise a reception at the University Academy 92 campus to introduce a number of our clients and contacts to the university. This event in May 2022 has been followed up with a second event in our Manchester office where UA92's CEO, Sara Prowse, shared the vision of the Academy.



What is left?

When the big lights dim and the world returns home, you will not find darkness here. No backs will be turned on the magic that has been sprinkled on a region that was always destined to sparkle.

I'm not talking by-products or leftovers, I'm talking lifelong legacy.

For the kids who dream of medals, and the rest of us who could use the extra steps if we're honest.

What is left when we have removed all of the barriers that we can, but some persist? Stubborn, they may be, but we will transform into hurdlers with Sports Aid at our sides we will clear every obstacle on our path to being better.

Whether silver to gold or from the settee to a stroll and let the journey as a whole be something to behold.

Because this does not stop at a closing ceremony, or ever.

What is left when the cameras stop rolling, but our commitment to equality in excellence continues to grow stronger?

We will have to throw ourselves like Boccia balls, knowing that our goals live beyond the field.



Our visions were made to burst walls of the little boxes they tried to put us in that were never big enough to fit everyone and, we don't want to fit in anyway. Why would we?

What is left when they say it's over now, the show is done?

What is left is the pride of a region that has seen itself shimmer in the light it deserves.

The excitement of people, young and old, who refuse to have their enthusiasm squashed so they will make a racket about the power of sport, about the power of people, about the power of difference and unity and the strength in community.

What will be left when it's all done?

We will.

And the rest.

Is on us.

Casey Bailey, Birmingham Poet Laureate

Performed at the Let's Talk Sport event with SportsAid, November 2021

Inspiring our people

One of the cornerstones of our purpose is to inspire our people but being purpose-led and a responsible business only works as it should if our people understand what that really means for them and if it impacts behaviours from the top down. During the last year we have focused on embedding our purpose right across the business with inspiring our people being at the heart of that.





In October 2021 our CEO, Rod Waldie, launched our responsible business strategy internally. This accompanied the publication of our maiden Responsible Business Report. An important milestone in communicating the meaningful strategies we have in place to meet our environmental, social and governance obligations. Through an interactive webinar we launched the report to our entire business along with an explainer video. The event included speakers from the Better Business Act, of which we are a signatory, and the Rt Hon. Justine Greening who heads up The Purpose Coalition.



We understand that being a responsible business is not simply a tick in the box or a job that is eventually done so in March 2022 we appointed our first Responsible Business Manager who is helping us deliver for today and plan for tomorrow.

Highlights of activities during the year include:

New starter packs – move to sustainable supplier

Every new starter receives an onboarding pack from us which contains Gateley branded items to help them integrate into the business. During the year, we have moved the supply of these onboarding packs to Project Merchandise, a B-Certified Corporation, who work closely with Ecologi. For every £500 spent with Project Merchandise, they plant 25 trees and offset 0.5 tonnes of CO2e.



World Environment Day sustainable pledges

In support of World Environment Day in June, we invited colleagues to share with us their sustainable pledges and captured these across the Group.

Launch of Gateley Gives in each office

During the year, we re-launched our charity committees as Gateley Gives, setting up inclusive teams in each office to coordinate our office-based fundraising activities, working closely with our Responsible Business Manager, to coordinate activities alongside those of our national charity partners. Across the business, Gateley Gives teams have raised funds through bake sales, treasure hunts, coffee mornings and Commonwealth Games inspired mocktails, amongst many other things.



The Gateley Gives team in our Belfast office are working with Aspire NI, an organisation which supports young people in Belfast and beyond. Through Aspire NI, we are supporting the Aspire Academy in Belfast which is a skills-based initiative supporting 50 young people each academic year, providing them with opportunities to learn from experts in the field and develop a passion in a particular area of interest.



The Gateley Gives team in Manchester successfully completed the Christie Challenge, supporting 6 different fundraising activities over the year, including bake sales, virtual treks and running the Manchester 10k. The team set a fundraising target of £10,000 and achieved this during the year.

The Gateley Gives team in Birmingham continued to raise funds for the Daisy Garland, even running a sunflower competition with prizes for the prettiest and the tallest.



The Gateley Gives team in Leeds decided to support national charity partner, the NSPCC, and have been actively raising money throughout the year to support this important cause.





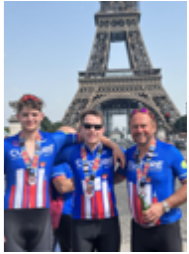
United in support for Ukraine

Working together with our Russian and Ukrainian colleagues, we identified some ways that we could support from a humanitarian perspective. We donated £7,500 to the Disasters Emergency Committee Ukraine Humanitarian Appeal. We also arranged for colleagues to bring in basic medical supplies, baby food and protein rich food, identifying collection points close to our offices. One of our training providers, Sandstone Communications, drove to some of the refugee camps on the border of Poland and Ukraine to deliver essential items for those people in need. They were looking for support in the form of sleeping equipment, warm clothing, survival blankets and ration packs. Colleagues from across our offices donated these essentials and Sandstone arranged to stop at the Birmingham office to collect them before their onward journey to Poland.



Launch of SID

We became the UK's first Patron of 'Make Good Grow', a social enterprise founded on the principles of uniting good businesses with good causes. We are working with them on their pledge marketplace and for volunteering opportunities. We are also using their Social Impact Dashboard software to help capture and measure metrics around our own social impact and the good causes we are supporting as a business and through individual colleagues across Gateley.



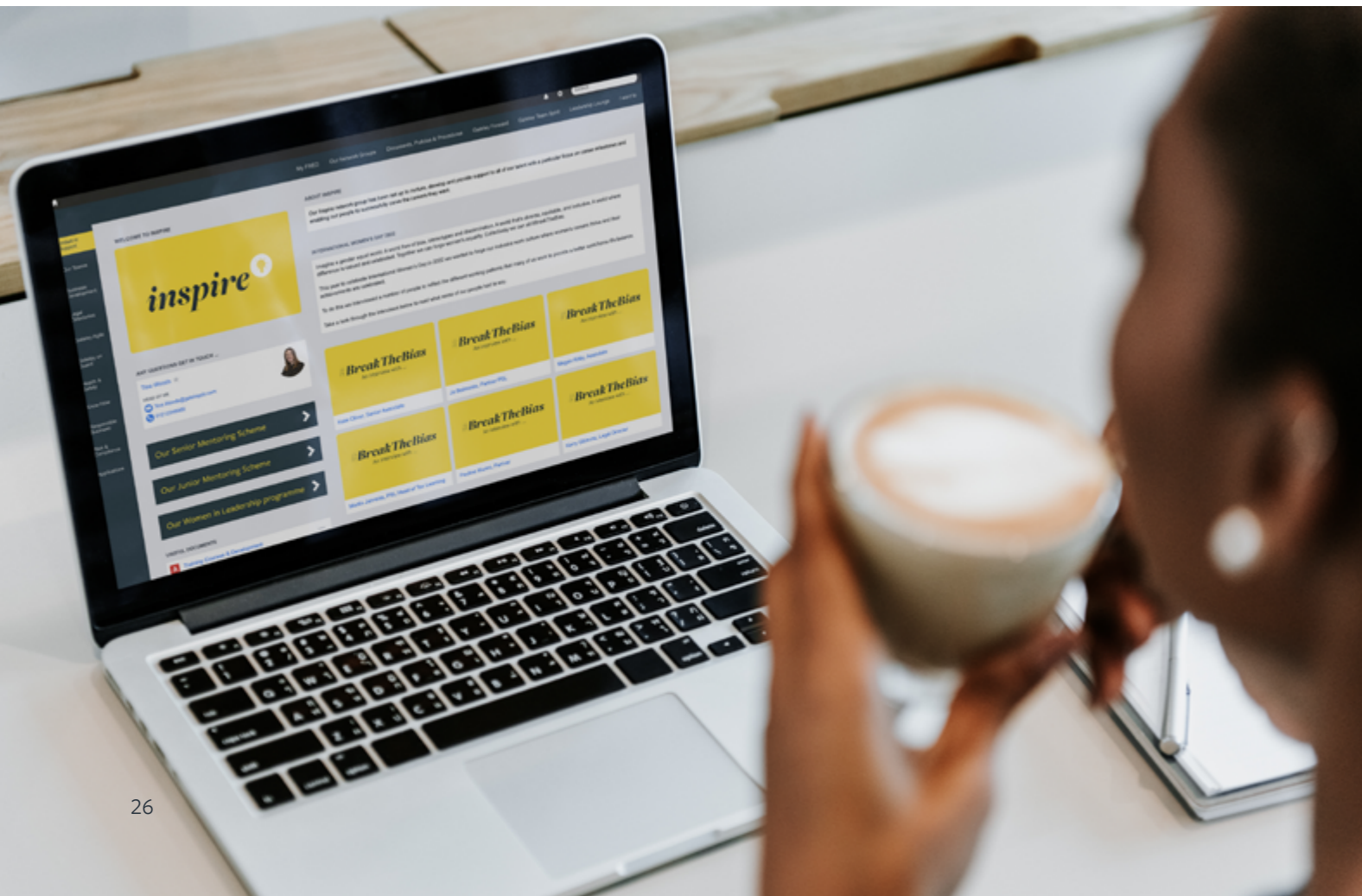
Inspire

Our Inspire network group has been set up to nurture, develop and provide support to all of our talent with a particular focus on career milestones and enabling our people to successfully carve the careers they want.

To celebrate International Women's Day in 2022 we wanted to forge our inclusive work culture where women's careers thrive and their achievements are celebrated. We did this by interviewing a number of people from across the business to reflect the different working patterns that many of us work to provide a better work/home life balance.

Very recently we launched a new networking group for parents where working parents across the Group come together to share ideas on a better work/life balance, to organise family events, or to just find tips on the current toys/clothes sales or family events in their area. We look forward to sharing more details on how this is progressing in next year's report.

inspire 



Taking Pride this year

During 2021, we weren't able to take part in the Pride parades due to the pandemic but have enjoyed being able to take part in both Leeds and Birmingham Pride parades in 2022, arranging events for colleagues in our offices before each event.

We invested in new Pride umbrellas and new lanyards to focus on allyship and recognise those people who support members of the LGBTQ+ community, actively involving themselves in events, fundraising and awareness-raising activity.

In February 2022, we supported LGBT History Month, focusing on legal themes within LGBT history and looking at examples of legislation used against people in the LGBTQ+ community.

As part of Stonewall's Bring Yourself To Work, the LGBTQ+ equality charity awarded a series of Gold, Silver and Bronze awards to organisations to celebrate their inclusion work. We were delighted to be awarded a Silver Employer award, recognising our commitment to being an LGBTQ+ inclusive employer.

Liz Ward, Director of Programmes at Stonewall (she/her) said:

“We spend so much of our time at work, and our career can be a huge part of how we define ourselves. Every single lesbian, gay, bi, trans and queer person should be able to be themselves at work. From understanding how HR policies, such as parental leave, will affect them, to being reassured that they can speak openly about their lives and partners at the coffee machine, the impact of inclusive workplaces can be life changing. It's fantastic that Gateley has gained your silver award for your efforts and commitment to creating an inclusive work environment, and we look forward to seeing and supporting the rest of your inclusion journey.”

pride 



Focusing on Unity this year

We continue to recognise and celebrate the diversity of religious festivals that are important to our people. In March, Vijay Patel, Head of Unity, explained more about the Hindu festival Holi and Dolyatra, sharing how he had celebrated the festival with his family.

Ahead of Ramadan, trainee solicitor Rubena Rahman shared more details of Ramadan, one of the holiest months in the Islamic calendar.

In November, trainee solicitor Lukasz Chmielewski explained the meaning of Hanukkah, the Jewish eight-day, wintertime 'festival of lights'.

As part of our recognition of Black History Month 2021, we encouraged colleagues to join the InterLaw Diversity Forum's Race & Ethnicity Network for a very special Black History Month event entitled 'Black Voices in the Legal Sector: Sharing Experiences and Empowering Allies – a year and a half on.'

Throughout Black History Month we celebrated black heroes, historical and modern, who have accomplished greatness and benefitted the world. This included sharing the story of, amongst others, Walter Tull, the most celebrated black British soldier of WW1; Lillian Bader, the first black woman to join the Royal Air Force; and Ghanian-born Lord Bernard Riberio who pioneered keyhole surgery whilst working at Basildon Hospital.

unity 



Let's talk Ability

We launched our fifth internal diversity and inclusion network group: Ability. This aligns with our objective of raising awareness within our business around neurodiversity and supporting colleagues with any disabilities.

ability 



An active year for Thrive, our wellbeing staff network group

During the year, we delivered various training sessions to enable people to better understand how they could improve their own health and wellbeing including:

- Breast cancer and prostate cancer awareness training with a talk from Prostate Cancer UK and Prevent Breast Cancer, two charities who have teamed up to raise awareness and visibility of these illnesses.
- We delivered a mindful drinking webinar, recognising that people's drinking habits may have shifted during lockdown and the pandemic.
- In readiness for World Mental Health Day, our Employee Assistance Programme ran a 30-minute webinar which looked at the drivers for 'ourselves' in our attitudes to taking time out.

We also completed a number of fitness challenges during the year, including the Blenheim Triathlon in September 2021, the Yorkshire Three Peaks Challenge and SportsAid miles, clocking up a total of 18,865km throughout the month.

thrive 

Supporting our communities

Across our organisation, we have lots of different community connections, whether this is through our national charity partners or the links with education institutions which we have developed to support and encourage potential.





Our charity partners

We continue to work with two national charities: SportsAid and the NSPCC.

Our SportsAid partnership provides financial and personal development support to 12 of our country's brightest sporting prospects who are nominated to SportsAid by the governing bodies of more than 60 sports based on set criteria. Alongside the athlete support, we also identified ways to fundraise for SportsAid including nominating them as our designated charity for Tour de Gateley 2021 and 2022 as well as completing the SportsAid miles challenge in September 2021.

In June, our CEO Rod Waldie and Chief Executive of SportsAid, Tim Lawler MBE, launched our SportsAid cohort through an online Zoom session. Attendees got to hear from sprinter, Cassie-Ann Pemberton, and volleyball player, Frankie Frize. Both are among the 12 athletes we are sponsoring this year as part of our continued partnership with the sports charity.

We also have an important role to play in connecting our charity partners with our commercial network. As outlined in our earlier clients section, the Let's Talk Sport event in November 2021 was a great way of introducing the West Midlands Talent Fund to our network ahead of the buzz of the Commonwealth Games 2022.

We are proud to be working closely with the NSPCC as one of our national charity partners, recognising that our support could help to change a child's life. The impact of the pandemic has been profound on our communities, not least children and young people. In the North West, we sponsored the ChildLine Ball, in order to raise funds to ensure that more children are able to speak out, so they feel safe, listened to and understood.

34 people from across the Group completed the Yorkshire Three Peaks Challenge in support of the NSPCC. Split into 5 groups, teams battled through the sunshine and rain to climb Wharfedale, Ingleborough and Pen-y-Ghent. The fastest group finished in 9 hours and 40 minutes. Those taking part have so far raised more than £6,000 for the NSPCC, which will help protect children and prevent abuse.

During the year, we also introduced a new charity partner: the social enterprise Make Good Grow that helps charities and good causes thrive. We are the first business in the UK to become an official patron of Make Good Grow. The partnership sees us sign-up to Make Good Grow's social impact dashboard to monitor, measure and report on the positive work we are doing as a business.

Through Make Good Grow, we have also been able to connect with charities looking for IT equipment, donating some of our smaller printers that are no longer required since we adopted a hybrid working model and introduced more Paperlite processes.





Our education partners

We recognise that we have an important role to play in encouraging people to achieve their full potential, something which aligns closely to our Gateley Team Spirit value of ambitious for success.

We continue to work closely with the Greater Birmingham Professional Services Academy and during the year our Group HR Director, Victoria Garrad was recognised for her work with the GBPSA.

The Birmingham office also welcomed seven students from Birmingham Metropolitan College (BMET) for work experience. The students were matched with our IT, HR, L&D and marketing departments to understand more about how we operate as a business and provide them with some aspiration for future career choices. They were also set a Responsible Business project and presented back on the steps they would take to positively contribute to society.

During the year we also announced our partnership with University Academy 92 (UA92). Part of the most successful premier league football team of all time, the class of 92 – which includes Gary Neville, Paul Scholes, Ryan Giggs, Phil Neville, and Nicky Butt – formed the founding principles that shape the distinctive UA92 experience. UA92 aims to make higher education accessible to all, through its founding principles of accessibility, social mobility and inclusivity. The partnership between our Manchester office and UA92 will see us fund students in the coming academic year who are studying degrees and higher education courses across business, sport, media and digital disciplines.

Each year we run a summer vacation placement scheme which plays an integral part of the recruitment of trainee solicitors for Gateley Legal. During the summer vacation placements, we ran sessions on responsible business, in order to share with potential employees how important being a responsible business is to us.

We delivered our annual UK Sports Law competition at the Etihad Stadium again during 2022. 48 students from several universities competed in teams of two and were tested on their ability to think commercially when faced with a fictitious topical legal problem within the sports industry. Feedback was extremely strong and attendees enjoyed the event being face-to-face after the pandemic which had forced the competition online.

“Many thanks again for organising such a fantastic event! Perfectly organised and evident chatting with many students throughout the event, just how much they took from the experience.

Katherine Meehan - Careers Manager – Liverpool and Chester Campuses, University of Law

“I just wanted to express my gratitude for the invite last week. It was a brilliant day, well managed by you and your colleagues at Gateley and it was a pleasure to assist and contribute where I could.”

Chris Conway - Chief Financial Officer, Commonwealth Games England



Measuring up

Our clients	2022	2021
Charitable donations made to client causes	£13,027	£2,777

Our people	2022	2021
Headcount	1368	1107
Female partner promotions (% of total promotions)	25%	44%
Female partners (% of partnership)	25%	20%
Female representation across our three Boards	32%	32%
Position of highest rank in the Stonewall Equality Index	199	79
Time lost through sickness absence (% of working hours)	0.71%	0.67%
Trainee retention rate	88%	89%

Our people	2022	2021
Glassdoor overall ranking	4.4	4.5
Trainee intake privately educated (% of intake)	22%	24%
Trainee intake educated in the state sector (% of intake)	78%	76%
Trainee intake educated at a Russell Group university (% of intake)	61%	49%
Trainee intake educated at a Non-Russell Group university (% of intake)	39%	41%
Awards shortlisted or won (number)	32	25
Quality Standards secured/ maintained	9	9
Modern slavery e-learning completion rate	76%	84%

Measuring up

Our communities	2022	2021
Sustainability		
Electricity usage (thousand kWh)	2555	2300
Gas usage (thousand kWh)	1290	1131
Transport energy usage (thousand kWh)	149	122
Electricity emissions (tCO _{2e})	596	536
Gas emissions (tCO _{2e})	301	263
Transport emissions (tCO _{2e})	35	29
tCO _{2e} per employee	0.8	0.7

Our communities	2022	2021
Community engagement		
Volunteers signed up to Social Impact Dashboard ("SID")	216	-
Activities recorded on SID	62	-
University prizes awarded by Gateley	2	3

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Gateley is the business name of Gateley (Holdings) Plc.