

Delivering *with purpose*

Responsible Business Report 2023



Gateley /

hello...

Our Responsible Business approach is at the heart of our organisation. It's embedded right from the top and is threaded into our culture and the way we operate.

As a purpose-led business, we continue to deliver results that delight our clients, inspire our people and support our communities. Delivering with purpose is central to the Group's continued success and aligns with our Responsible Business strategy.

As we look to the future, we will continue to support our clients by collaborating with them in meaningful activities that help our communities through our newly launched volunteering policy. The launch of our volunteering policy has enabled our colleagues to support causes that are important to them.

Climate change is negatively impacting our world today and we understand that we have a responsibility to our clients, people and planet to take steps in the right direction to reduce our carbon footprint. We have worked hard to improve our environmental credentials by having open discussions with clients to share and implement best practice across our business. We have set ourselves an attainment of net zero emissions by 2040 with interim targets for 2030. We also look to secure a new partnership with an environmental charity to drive progress forward in taking positive climate action.

Inspiring our people is an important part of our purpose and I'm pleased to share that we have recently launched our internal Influence and Ignite community groups to inspire our people further as they develop their careers with us.

During the year we have signed up to the Menopause Workplace Pledge and will be taking this forward by introducing a menopause café, an informal session where women can openly and honestly share their experiences about the menopause.

Another key part of our purpose is to support our communities, and we look forward to continuing our existing charity partnerships with SportsAid and University Academy 92 to support young people through funding or enrichment opportunities.

Following feedback from colleagues who are caring for family members with dementia, I'm excited to announce that we launched a new charitable partnership with Alzheimer's Research UK. The partnership will see us fund a research project to join them in their mission of finding a cure for dementia.

We have fostered excellent relationships with schools and educational partners in the past year and we will strengthen these relationships further by getting more of our people involved to inspire and motivate the next generation to the world of work.

We acknowledge that there is more to be done, but I'm proud of the steps we are taking to fulfil our promise to be a force for good and provide positive and lasting impact in society.

Our journey continues with purpose.



Rod Waldie
CEO

Our purpose

To deliver results that:

Delight our ***clients***

Inspire our ***people***

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 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.



M I N E R V

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.

22/23 review of set objectives

Review and refresh our environmental policy, considering sustainability in more detail.	✓	We have refreshed our environmental policy and will be sharing it across the Group this year.
Draft a sustainable procurement policy.	✓	A sustainable procurement policy has been drafted and approved by all parties concerned.
Explore carbon net zero at the Strategic Board.	✓	This has been explored and we have a dedicated task force in place to drive forward carbon net zero initiatives.
Draft a carbon reduction plan.	✓	The plan addresses the reduction of scope 1, 2 and 3 emissions.
Implement new printers into the business and measure the impact that these improved machines have in terms of volume of print.	✓	New printers have been implemented across all offices and we are continuing to monitor the volume of print.
Introduce data monitoring to support TCFD reporting.	✓	Data monitoring has been implemented.
Deliver TCFD reporting for the financial year ending 30 April 2023.	✓	We will use this data to measure our sustainability progress on an annual basis.
Increase employee engagement on the Social Impact Dashboard with a 20% increase in registered users and a 10% increase in recorded activities.	✓	We reached our target of a 20% increase in registered users and exceeded our 10% target in recorded activities by 50%.
Explore potential for introducing Alzheimer’s UK as a new charity partner for 2023/2024.	✓	We launched a new charity partnership with Alzheimer’s Research UK.
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.	✓	All offices now have Gateley Gives committees and have all completed fundraising activities within the year.

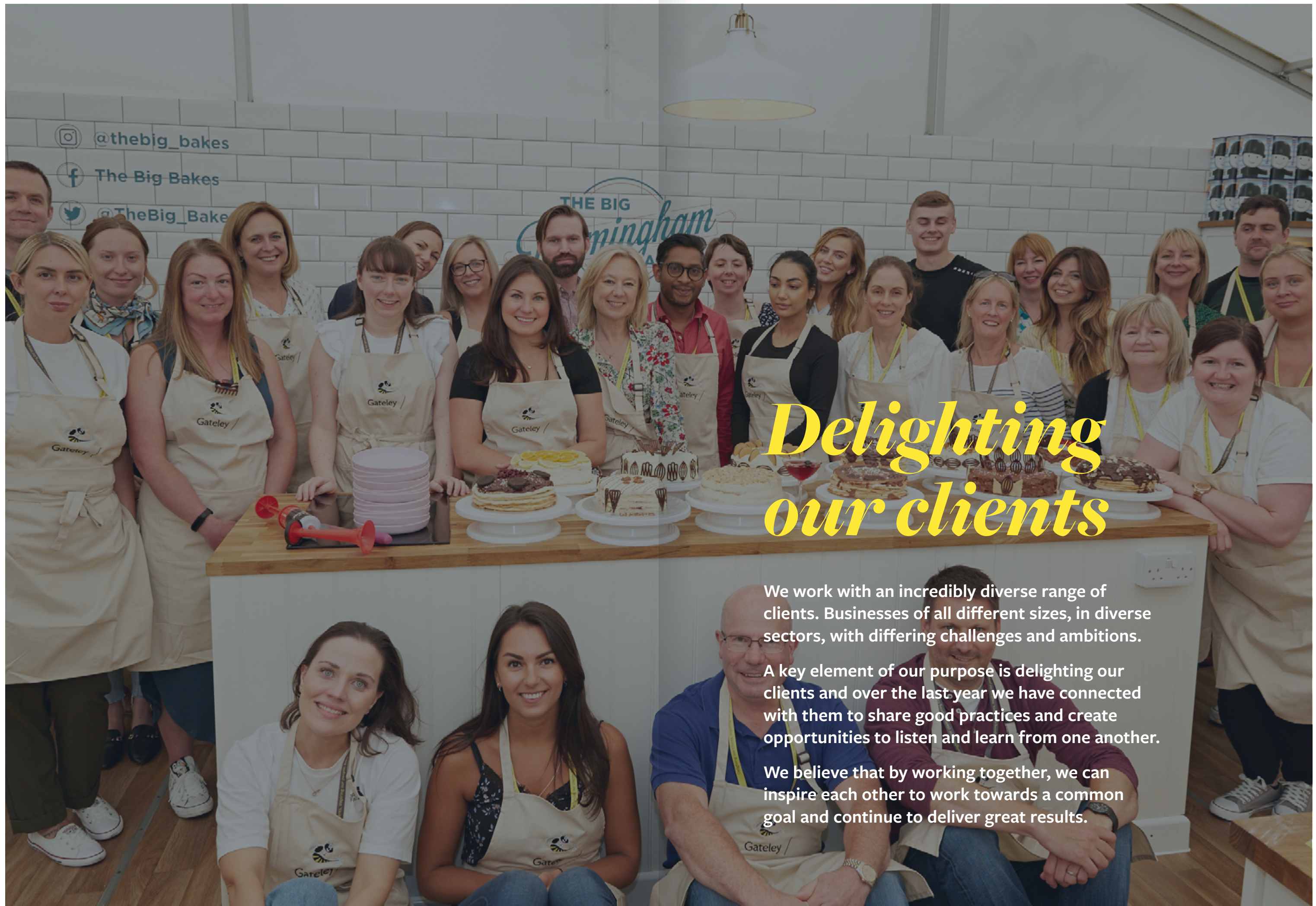
Introduce the language diversity guide.	✓	We published inclusive language guidance through our internal communication channels and promoted resources that included up to date, detailed information about inclusive language and terminology.
Increase the number of stories of different routes into our business that colleagues have followed and share these on our website.	✓	As part of our Employee Value Proposition project, we shared feedback from some of our apprentices and the support they received from our people.
Embed our fifth network group, Ability, within the business, raising awareness and encouraging participation in events.	✓	We launched our first wheelchair basketball event.
Avoid single use plastics wherever possible within the office e.g., catering/ promotional items.	✓	We have been more conscious when using single use plastics.
Refresh our volunteering policy and launch to the business, sharing opportunities for volunteering as identified through our charity partners.	✓	We launched our volunteering policy signposting opportunities through some of our charity partners such as The Fifth Day, Inspiring the Futures, Make Good Grow and the NSPCC.

23/24 objectives

1. Secure a new partnership with an environmental charity to support our sustainability action plan which is focused on taking positive climate action.
2. Collaborate on community initiatives with clients.
3. Increase employee engagement in community activities, doubling the number of recorded activities using our Social Impact Dashboard compared to FY22/23.
4. Embed Alzheimer's Research UK as our new charity partner focusing on World Alzheimer's Month across the Group in September.
5. Introduce the menopause café to take forward our commitment to the Workplace Menopause Pledge.
6. Launch a Responsible Business podcast.
7. Partner with more schools through an outreach programme aligned to our offices to encourage more diversity of candidates applying for roles in law in the future.
8. Embed our volunteering policy throughout the Group offering different types of volunteering opportunities.
9. Introduce a new fertility policy.
10. All offices to support in a giving appeal for a local charity during December.

11. Promote and support our internal community groups in every office, encouraging local initiatives.
12. Explore car share pilot schemes.
13. Explore carbon neutral certification for the whole Group.
14. Review of energy usage with input from Inspired Energy.
15. Participate in sustainability volunteering opportunities as part of the volunteering policy.





Delighting our clients

We work with an incredibly diverse range of clients. Businesses of all different sizes, in diverse sectors, with differing challenges and ambitions.

A key element of our purpose is delighting our clients and over the last year we have connected with them to share good practices and create opportunities to listen and learn from one another.

We believe that by working together, we can inspire each other to work towards a common goal and continue to deliver great results.

Raising awareness

Earlier this year, we held our inaugural wheelchair basketball tournament in partnership with SportsAid.

The event was the first time that SportsAid were able to take the tournament outside of London and is a great way of raising awareness of para-sport, encouraging inclusion at all levels.

16 teams made up of clients, intermediaries and colleagues battled it out for the coveted trophy. The final pitted Lambert Smith Hampton against the eventual winners team SportsAid, made up of Tim Lawler, SportsAid CEO, Ama Agbeze MBE, gold Commonwealth medallist, and Kelly Sotherton, former heptathlete, long jumper and relay runner.

Open to all abilities, the event was held at the University of Birmingham Sports and Fitness centre and took the 3x3 format following on from the success at the Birmingham Commonwealth Games.

The event was sponsored in full by Gateley with all entry fees raising funds for SportsAid to support new sporting talent for the future.



Many thanks for the invitation – it was great fun and all for a good cause. It was a really nice event and we'd be keen to be part of it next year if you do it again. Definitely something out of the ordinary!"

HSBC



This was a brilliant opportunity to invite colleagues, clients, partners, and other connections to try an inclusive sport. Which is something most people would not have tried, but a brilliant way for everyone to get involved in some competitive action."

Tim Lawler – CEO SportsAid



At the start everyone was a little bit tentative, shy, and quiet, but then they really got into it. It was competitive and just a very exciting event. SportsAid have been running these events for ten years and have never won, so it was incredible to win this year and hopefully there will be more teams coming back next year to defend the title in 2024."

Ama Agbeze MBE – SportsAid trustee and former captain of the England National team



Client connections

Corporate Deal Dinner

Our Corporate Deal Dinner brought together over 150 corporate and finance professionals to celebrate the strength of the corporate dealmaking community across the Midlands. The event also provided a fundraising platform for one of our charity partners, Alzheimer's Research UK, raising close to £3,000 on the night.

“I’m so pleased to say that Gateley has raised a fantastic £2,623.45 for Alzheimer’s Research UK (ARUK), enabling us to push forward with vital dementia research in the West Midlands and beyond. Through research we know that dementia is one of the leading causes of death worldwide, but by choosing to support ARUK, Gateley are helping us to give hope to families today and to future generations, to end the heartbreak of dementia.”

Penny Dyer, Regional Fundraising Officer

WASPs

In June 2022, we hosted the We are Surety Professionals (WASPs) flagship event.

The event attracted over 130 key players from across the sector and it was a great opportunity to catch up following the pandemic when all WASPs events had to be cancelled.

Guests took part in either a golf tournament on The Belfry’s championship PGA course or tested their baking skills in a WASPs Bake Off challenge.

One guest commented:

“Thank you so much to Gateley for an EPIC WASPs (we all knew it would be with you hosting!)”

Academy for Housebuilders

We welcomed and enrolled a new cohort of residential development clients to our Academy for Housebuilders.

The programme is made up of four modules delivered through a combination of interactive in-person and virtual workshops.

Hosted by our residential development specialists, the Academy takes place annually and follows the ‘lifecycle’ of a residential development site, guiding delegates through the legal process of buying and setting up land through to dealing with infrastructure and plot sales, in easy and practical terms.

Go walking with Gateley

Colleagues from our Leeds office invited clients and contacts to “Go Walking with Gateley” and spent the day rambling around the Ilkley countryside in Yorkshire.

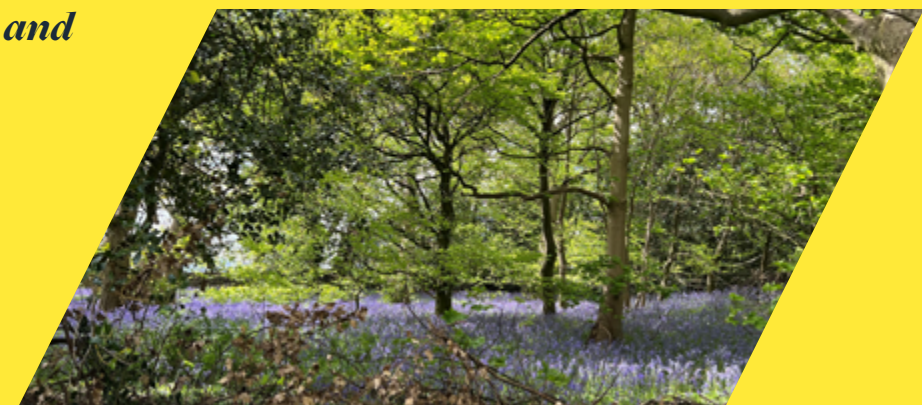
Over 40 people gathered to enjoy the 10-mile walk, taking in Langbar and Beamsley Beacon, with hospitality provided at The Fleece in Addingham to reward their efforts.

The event was organised by regulatory and business defence Partner, Pauline Munro, who said:

“With National Walking Month and Mental Health Awareness Week both taking place in May, we couldn’t think of a better time to connect with colleagues and clients in the fresh air. Thank you to everyone who came along and here’s to an even bigger and better event next year.”

Veronica Shackleton from Mamas & Papas, said:

“It was a beautiful setting and the format of the day was excellent. I enjoyed meeting your other clients and more of the Gateley team. Most of all, it was fun!”



Client networking

Springtime drinks in Reading

Our Reading office held its second annual client drinks reception to celebrate the significant growth of the office over the last year and the thriving business community in the Reading area.

Returning to the beautifully restored Thames Lido, clients of all practice areas attended. Reading's Office Head, Andrew Peddie, gave a short speech of thanks to the attendees, expressing the hope that the Thames Valley region continues to flourish amidst economic recovery over recent months, and that those at the event can help to build more and better business relationships with each other.

Clients in Leeds go hunting for treasure

A group of Associates from our Leeds office organised a hugely successful office-wide client treasure hunt to raise money and awareness for their chosen charity, the NPSCC.

40 clients were sent out on a two-hour treasure hunt trail around Leeds city centre with our Leeds colleagues solving clues and undertaking challenges. The event finished with a well-earned barbeque and drinks, with the opportunity to network into the evening.

Clients thoroughly enjoyed the event, with one client commenting:

“It was such a great way to spend time – and some great teamwork along the way!”

Bright sparks connect

Spark is our networking forum created to bring the next generation of business professionals together to meet new contacts in an informal and relaxed setting.

This year, Spark has been a huge success bringing together the quality talent in the North West deal market to create relationships and share ideas.

Held at venues such as Impossible, Manchester's coolest gin nest and only theatrical late night venue, and Carnival Street Food & Bar, clients and contacts have come together to grow their professional network.

One client commented:

“The Spark events are a great place to develop your network with both contacts and clients of Gateley attending. It also gives the opportunity to further develop a relationship with the teams at Gateley that you may not usually get to know in your day to day role. Events have been a mixture of educational speeches and food and drinks which provide a balance to meeting new people in a relaxed environment. We look forward to attending many more in the future!”

Festive floristry brings together clients and contacts

In December, clients and contacts of our CDR, corporate, construction, employment, residential development and real estate teams joined together for a festive catch up over drinks and canapes. They left with some newly developed artist skills and beautiful Christmas decorations, handmade by them with the amazing help of David Wayman of David Wayman Flowers.

Partner, Sarah Sabin, said:

“It’s been three years since we hosted a similar event – but it was good to see many clients and contacts in person and to introduce them to colleagues in other teams.”

The festive event was enjoyed by all who attended with Annie Holt of HS Credit Limited saying:

“Festive fun evening, thank you. My table decoration looks so good. I have put a big pillar candle in the middle that complements it.”

Employment events back on the road

For the first time since 2019, we have been able to host our in-person Employment Law Update events for clients and prospects.

The events have taken place across four of our offices (Nottingham, Manchester, Birmingham and London), focusing on case law and legislation, as well as a look at what may be on the horizon for HR professionals to consider.

This year we’ve added Safeguarding to the agenda with Partner, Pauline Munro, Legal Director, Kate Oliver, and Solicitor, Sophie McCormick, all presenting to our audiences, which averaged between 30-40 people.

Drinks reception supports McCarthy Stone Foundation

We were proud to sponsor the drinks reception at the annual McCarthy Stone Foundation gala dinner held in October at Studley Castle.

McCarthy Stone Chief Executive, John Tonkiss, hosted our table throughout the evening with many of our people attending.

A great evening was had by all raising money for the Foundation that supports the health and wellbeing of older people in communities throughout the UK.



Sustainability

We understand the impact that climate change is having on our planet and as set out in our objectives last year, we are working towards our own sustainability agenda to do what’s right for the planet now and in the future. We have:

- set interim targets to reduce CO2 emissions by 50% compared to 2019 levels by 2030;
- committed to achieving net zero emissions by 2040;
- set up a sustainability task force and drafted a sustainability action plan to support the achievements of these objectives;
- taken the opportunity to share ideas and best practices with clients in respect of sustainability; and
- reviewed our property estate and colleagues have moved into existing offices in order to reduce our footprint. For example, our Adamson Jones colleagues joined our Nottingham office and Gateley Smithers Purslow moved into our Nottingham and Manchester office.

Reducing business travel

We continue to use Microsoft Teams to reduce travel between offices including delivering our Leadership Lunches, Gateley Leadership Overview and new starter inductions virtually. Our Gateley Agile approach encourages meetings to be held virtually where not all attendees can attend in person.

Reducing our paper usage

Following on from the Paperlite project that we introduced across our business in 2020, we have continued to find ways to reduce the amount of printing required including the installation of two monitors on all hot desks and the introduction of DocuSign e-signature technology. As a result of our reduction in printing, we were able to remove most of our desk printers, which were donated to local charities through our relationship with social enterprise, Make Good Grow, and have completed a procurement exercise to appoint a print partner who will deliver sustainable and efficient multi-functional devices to each of our offices.

Gateley Smithers Purslow achieves Certified Carbon Neutral Status

Gateley Smithers Purslow has worked hard to reduce its carbon footprint, and implement a carbon reduction plan, to demonstrate that the business can operate in a sustainable manner to be certified as Carbon Neutral. This process included the collation of data for emissions generated by business operations, the formulation of a carbon footprint, the registration to a carbon offsetting project and independent verification by external consultancy, Positive Planet. We are exploring the possibility of rolling out these best practices across the Group to achieve a carbon neutral status for the overall business.

Supply chain

We work with B-certified supplier Project Merchandise to procure sustainable promotional items. Project Merchandise has identified sustainable merchandise, for example using recycled materials or identifying products that switch out synthetics for natural materials, avoid harmful chemicals, or cut excess packaging. For every £500 we spend with Project Merchandise, they plant 25 trees and offset 0.5 tonnes of CO2.

Carbon Literacy Training

Wendy Quilter, Executive Assistant at Gateley Smithers Purslow (GSP), and Andlyn White, our Responsible Business Manager, have both completed and passed Carbon Literacy training. Andlyn’s training was hosted by one of our clients as part of their commitment to climate action. We sat down with Wendy and Andlyn to discuss what it means to them to be Carbon Literate.

Why was it important for you to undergo Carbon Literacy Training?

Andlyn: We all know that carbon dioxide is having a negative impact on our planet however understanding why and how we can help is much more complex. If we haven’t already, we will all suffer from the impacts of climate change in the future and the training gave me the knowledge I needed to think and propose solutions for embedding sustainability to myself as an individual, to Gateley and society.

Wendy: The goal was to increase my understanding of the impact of carbon dioxide (and equivalents) on our planet and endorse the work I have carried out on the carbon footprint for Gateley Smithers Purslow. I have been studying carbon dioxide and climate change, and the social and environmental impacts, through my ongoing BA (Hons) Environmental Studies course and will continue to increase my knowledge, to lower my own carbon footprint, live more sustainably, and to input into plans for GSP and Gateley to reach net zero.

Was there anything that shocked you?

Andlyn: Yes, quite a lot actually! Climate change is something that I hear about all the time through various media channels however it can be easy to miss the key statistics to get the most accurate picture of where we are right now. I think the main shock was seeing the steep upward trajectory of the global temperature change from 1850 alongside the sharp global biodiversity decline. I love spending time in nature so seeing the significant impact that global warming is having on biodiversity emphasised the point that if we don’t do something now, our future planet could look very different.

What changes have you made since doing the training?

Wendy: I have put further personal carbon reductions in place, particularly regarding my diet and energy use, by buying local, seasonal produce, adopting a mainly vegetarian diet, and eliminating the use of plastic (bottled water, pre-packed foods, etc). I have also pledged not to buy clothes for the rest of 2023, which will save around 400 litres of water as well as reduce my carbon footprint through fashion, an industry which contributes 10% to global carbon emissions annually. Within the workplace, I have contributed to reducing our carbon footprint and helped to implement training for technical staff in low carbon design. I continue to research and keep up-to-date with policies, initiatives, and potential responses to climate change, and to raise awareness.

What important message would you like more people to know about?

Andlyn: It’s not all doom and gloom if we act now! It might feel like this is much bigger than us and alone we won’t make a significant impact, but the past few years have shown that an individual’s power of influence can result in mass change. Normalising climate actions within your direct network can inspire others to do the same within theirs which will have a snowball effect to reach as many people as possible. It is hard to go against the status quo but taking action will benefit all of us in the short and long term.

Wendy: Collectively we can find solutions to tread more lightly on the Earth; individually we can make a difference. Nature also has a wonderful way of responding and adapting to change; we need to nurture it so that it has the resilience to do so. We also need to remember that actions in one place have an impact in other places, which will eventually affect us all if we do not take more impactful and immediate action to reduce further global warming and to protect biodiversity.



Partnership spotlight

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.

Richard Scutt, Head of Growth and Incubation at STEAMhouse, said:

“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.”

UA92

Our Manchester office held a special breakfast event with its education partner, UA92.

Around 30 clients and intermediaries attended the event with UA92 CEO, Sara Prowse leading a discussion on the amazing work they do to unlock the greatness in students who may not traditionally have had access to education.

A Q&A then followed with a student panel which included Huma Baksh, who has recently joined the business after graduating from UA92. The students spoke about their experience at university, opportunities they had presented to them and how corporate partnerships have supported and benefitted them.

Lloyds Bank British Business Excellence Awards

The Lloyds Bank British Business Excellence Awards is the UK's largest and most prestigious awards programme. It celebrates the cream of the crop across all industries, championing sustainability, diversity, equality and those that have transcended expectations and limitations throughout the year.

We are pleased to be a proud partner of the awards and will be sponsoring the Business Transformation Award category once again, which was won last year by SF Recruitment.

Upon winning the award, Saira Demmer, Chief Executive of SF Recruitment, commented:

“Winning the award with the kudos it brings and the level of recognition that comes from outside of the business, gives great credence to everything we have done. At the same time, this highlights to any potential employees how SF Recruitment is a great place to work. This award validates all these factors.”



Inspiring our people

We are a people business. So, inspiring our people is an important part of our Responsible Business ethos. We work hard to create a diverse and inclusive environment where our people can deliver their best work. This is underpinned by our values which form part of our Gateley Team Spirit.



belong...

To ensure we create a sense of belonging and a culture where everyone can be themselves, we have created five network groups within Gateley to support our colleagues. These internal communities create a place of debate where people can learn from each other, educate each other and celebrate our differences.

ability  *inspire* 

pride  *thrive* 

unity 

ability 

Our Ability network group provides a welcoming, supportive and confidential space for colleagues across the Group on issues of disability.

Launched in 2022, Ability has been embedded within the business, raising awareness and encouraging participation in events.

The name of the group was put forward by summer vacation placement student, Kearna Manning.

Kearna, who has a disability herself, said:



Removing the ‘dis’ from disability shows that disabled people do have the ability to work at Gateley. We can all learn from one another to come up with new and exciting ideas underpinned by the values of our Gateley Team Spirit.”

Highlights throughout the year include:

We established a network of Ability Champions to provide a point of contact for colleagues who have questions on disability. All dealt with on a confidential basis.

We launched an Accessibility Guide to demonstrate the features available on our PCs and laptops to help those with learning difficulties.

We marked Neurodiversity Celebration Week, Autism Awareness Month, Deaf Awareness Week and Disability History Month by signposting events, training and resources for our people.

In March, we organised a wheelchair basketball tournament as we focused our activity on Ability in Sport. The inclusive event was in partnership with SportsAid and Make Change Inclusive Sport Programme who provide advice and support to increase inclusion for all in sport and physical activity.

inspire

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

International Women's Day

We celebrated International Women's Day in 2023 with a virtual panel event based on the theme of Embrace Equality.

Our people heard from a number of high-profile women who each shared their powerful stories and explored how we can lean into the positive qualities of being a female for better outcomes around leadership and teamwork.

Many of our offices also hosted local events for colleagues to come together and show their support for the movement.



Working parent group set to Inspire

In November, we launched a new networking group for parents under the stewardship of Corporate Solicitor, Alex Taylor.

The group provides an opportunity for working parents to share tips, ideas and support one another as they try to strike the right balance between excelling at work and being a good parent.

Following the launch, we teamed up with New York Times best-selling author, Daisy Dowling, for a Teams chat on how to master being a working parent.

Daisy, who is based in New York, has written a book called Workparent – the complete guide to Succeeding on the Job, Staying True to Yourself and Raising Happy Kids.

The book is aimed at parents of children of all ages, from baby all the way through to children who are reaching independence and provides guidance and practical tips for how to handle all of the challenges that different ages and times of life bring. The session was a fireside chat with an opportunity for questions afterwards.



Influence and Ignite

Earlier this year, we launched two new groups, Influence and Ignite. These groups were established for employees who are at different stages of their careers.

influence

For senior managers across the Group, encouraging conversation and discussion to influence upwards and downwards.

ignite

Open to those at the earlier stages of their career within Gateley, whatever their role.

Both groups help our people build connections, improve collaboration across teams and create more cross selling opportunities with colleagues at a similar level of seniority.



pride

Our Pride network supports our LGBTQ+ community by providing a welcoming, supportive, safe and confidential space for our colleagues.

This year we continued to enhance awareness through initiatives such as 'Rockin the ribbon' for World Aids Day, taking part in the Leeds and Birmingham Pride parades, and collaborating with related external groups and networks.

Stonewall

We were pleased to report that earlier this year we featured in the top 150 employers nationally in the Stonewall Workplace Equality Index for 2023 and received a silver medal that we showcase to further demonstrate our success as a diverse and inclusive business. The index provides an external review on our progress as an inclusive LGBTQ+ workplace as we continue to embed our values across the Group.

Our COO, Victoria Garrad, said: "We are tremendously proud of the work put in by everyone at Gateley to create a workplace where our LGBTQ+ colleagues have the room to breathe and bring their full selves to work."

New sponsorship deal with London Royals Hockey Club

Gateley Global was pleased to sponsor London Royals Hockey Club (the Royals), the UK's largest LGBTQIA+ field hockey club earlier this year. Gateley Global supported the Royals at the PinkHockey Sydney WorldPride 2023 tournament, part of the official Sydney WorldPride 2023 program.

Richard Cuda, CEO of Gateley Global, said: "As a responsible business, we are committed to supporting the community both in the UK and internationally. This ethos, combined with our strong links to Australia through the work we do to help Australian businesses expand internationally, meant that we were excited to support the London Royals in this tournament."

LGBTQ+ History month

In February 2023, we celebrated LGBTQ+ History month by working closely with our charity partner, the NSPCC, through two separate webinars which were hosted by our Head of Pride, Ken Titchen.

The two webinars were led by the Co-Chairs of PINCC, the NSPCC's LGBTQ+ employee network, Mitch Price and Olivia Cellamare and Childline volunteer, Leighton Camara.

The first webinar discussed some of the issues facing LGBTQ+ young children and the second webinar explored the prominent LGBTQ+ figures and events throughout history while looking back at the trailblazers who fought for freedom and expression.



We are tremendously proud of the work put in by everyone at Gateley to create a workplace where our LGBTQ+ colleagues have the room to breathe and bring their full selves to work."

Victoria Garrad, COO



thrive

Our Thrive network supports the health and wellbeing of all employees to promote high levels of performance both physically and mentally across the Group. We ran a series of events and training programmes throughout the year to raise awareness and to inspire our people to take care of themselves and those around them.

An active year

During the year we completed a number of fitness challenges including the Blenheim Triathlon, Yorkshire Three Peaks Challenge and SportsAid Week, where employees clocked up miles and fundraised for the charity.

We also teamed up with our life assurance partner, YuLife, to celebrate National Walking Month. Our people were asked to reach 70,000 steps within two weeks using the YuLife app to earn extra YuCoin bounty, which could be redeemed for retail vouchers or donated to charity.

Looking after our mental health

Throughout the year we held various training sessions, so that people could better understand how they could improve their own health and wellbeing.

For Men's Health Week we organised a session focusing on men's mental health. It looked at some of the challenges that can be faced by men when it comes to being able to open up about mental health and explored some of the reasons behind that stigma.

During Mental Health Awareness Week we shared tips of how to deal with anxiety and our offices organised yoga classes, meditation sessions and lunch time runs.



Mental Health First Aiders

We have Mental Health First Aiders located in each of our offices and across all levels and departments, who have been trained by MHFA England. They have been trained to recognise when an individual might be struggling with their mental health and the skills to assist when needed.

Menopause

We are proud to have signed up to the Workplace Menopause Pledge demonstrating our commitment to taking positive action to make sure everyone going through the perimenopause and menopause is supported.

Alongside that, we also launched a new menopause policy to raise awareness of menopausal symptoms and ran training sessions for both women and line managers.

We also provided practical support for anyone experiencing perimenopause and menopause in the form of a six-week 'Yoga for Menopause' programme.





Unity recognises, celebrates and supports our people from different cultures, religions and backgrounds.

This year, we continued to recognise the diversity of religious festivals that are important to our people. A few highlights include:

Ramadan

Ahead of Ramadan, we launched a guide to Ramadan to support those observing Ramadan across our business. The guide covered special practices, how managers can support colleagues during this time, FAQs, and quotes from our people on why Ramadan is important to them.

Our Leeds office also hosted an Iftar at the end of Ramadan giving colleagues a chance to break their fast together and ask questions about the special holiday to further understand the significance of the holy month.

Passover

As part of our recognition of Jewish culture, we created our own guide to Passover (also known as Pesach). The guide covers facts about the celebration, special practices and how we can support our colleagues during Passover.

Diwali

As we do with all religious holidays, our Unity network group highlighted the meaning and importance of Diwali, and our Birmingham office hosted a samosa sale with all proceeds going to Birmingham-based homelessness charity, St. Basils.

Black History Month

We celebrated Black History Month by bringing back The Reel Deal; an educational media hub that reviews books, films and podcasts to provide insight into diverse cultural perspectives.

Throughout the month, we reviewed books, films, documentaries and podcasts to learn and celebrate black creatives, heroes and campaigners from the past, as well as by showcasing the inspirational black figures of today.

The Reel Deal continues to this day as an important part of our Unity internal communications.



In 2022 we held our annual Gateley Team Spirit Awards.

The awards are all about celebrating the hard work, commitment and enthusiasm of our people, and in particular those who have gone above and beyond in demonstrating the qualities associated with our shared internal values known as the Gateley Team Spirit.



New benefits to inspire our people

Maternity coaching

We continue to provide group maternity coaching, both pre and post periods of maternity leave. We know that returning to work after a period of extended leave can be challenging, for many different reasons: juggling different priorities and managing time; re-establishing yourself in a team; picking up with contacts and colleagues; a possible loss of confidence; adjusting and maintaining boundaries; and reconnecting with career ambitions, to name but a few. We also know that support from your employer, both before and upon return from leave can really help to smooth the transition back into work.

Group coaching is offered to all mothers and is designed to provide both a ready-made network of new parents to lean into but also a safe space to share concerns and to receive support and advice as to how to successfully navigate becoming a working parent.

YuLife

Earlier this year as part of our ongoing commitment to the health and wellbeing of our people, we launched a new partnership with life assurance provider, YuLife.

YuLife, gives our people life insurance, a 24/7 virtual GP, an Employee Assistance Programme and a wellbeing app that rewards daily healthy activities with YuCoin.

YuCoin can be collected through walking, breathing exercises or meditation, cycling, fitness classes or sudoku puzzles. These coins can be redeemed for retail vouchers or turned into donations for charities such as Earthly, Big Blue Ocean Clean Up and Share The Meal – Ukraine. Colleagues can earn even more YuCoin through competitions, activity streaks and duels with other colleagues.



Electric and plug-in hybrid car scheme

In March we took another step in the evolution of our benefits offering and support for our Responsible Business strategy with the launch of an electric and plug-in hybrid salary sacrifice car scheme.

In partnership with Novuna, our people can now search, get a quote and order a brand new electric or plug-in hybrid car, giving them the opportunity to reduce their carbon footprint.

To support the launch, we created an EV hub where people can find the answers to key questions, more information about the scheme and a copy of our policy.

Let's celebrate

As inspiring our people is a key part of our purpose, we want to provide a fulfilling working environment where our people can bring their full selves to work and reach their full potential through a long and rewarding career with us.

We recently launched our length of service recognition and celebration policy which sets out how we celebrate key length of service milestones and important life events such as weddings and new arrivals through the awards of digital vouchers and/or additional holiday.



Partnerships that inspire our people

Volunteering policy

As a socially responsible business, we are committed to act as a force for good, supporting the communities in which we operate through a range of community engagement activities.

To support this, we were pleased to launch our volunteering policy enabling all of our people to take part in initiatives that support our communities during work hours.

As we look ahead to the future, we will be highlighting partnerships we have established with organisations to signpost opportunities that cover several different types of volunteering and enable our people to use their skills, expertise and passion.

NHS Blood and Transplant

To support the NHS's urgent need to recruit 175,000 new blood donors each year, we worked with NHS Blood and Transplant to promote blood donation to all our colleagues.

In March 2023 we held a 'What's your blood type?' event in our Birmingham office to register new blood donors and raise awareness around how blood donation works, and the lives saved through the generosity of donors. Through the event we registered 45 new blood donors of which 27 made appointments on the spot to donate.

A lunch and learn session then followed to give people the opportunity to find out more and ask the NHS team any questions. The webinar was hosted by Calvin Campbell whose life has been impacted by sickle cell disease and relies on regular blood transfusions to stay alive.

“Without blood donors, I would not be talking to you now, I would not be here, simple as that. I would have died years ago. My children wouldn't have a father and I would not have met my grandchildren.”



Better Business Act

We continue to be a signatory of the Better Business Act. Through the Act we have joined a coalition of over 2,000 like-minded businesses to transform the way we do business so that we can continue to take ownership of our social and environmental impact.

Earlier this year, we joined the Better Business Act's #WakeUpToBetterBusiness campaign that aims to transform the way Britain does business by changing the law, so all UK businesses align profit with people and planet.

We supported the campaign through our own social media channels to show how our people are inspired through our Responsible Business practices.

Mindful Business Charter

As a signatory to the Mindful Business Charter, we are signed up to adhere to a set of best practice, behavioural principles to tackle and reduce avoidable stress in the workplace. The Charter recognises that we cannot remove all sources of stress, nor will change happen overnight, but as a business we have a responsibility to try to do things differently.

During the year, we remind colleagues of important messages to reduce avoidable workplace stresses such as effective communication, smart meetings and emails, respecting rest periods and mindful delegation.

Throughout the year we embed the behaviours and guidelines to create noticeable change and improvement in the ways we work together.

Being recognised for leadership

In June 2022 we were the only legal business in the UK to rank in the Glassdoor UK Top 25 Companies for Senior Leadership. Glassdoor is the worldwide leader on insights about jobs and companies and the list was determined solely based on feedback provided by employees. Tens of thousands of companies were considered for the list and those recognised were those whose senior leaders met the challenges of the pandemic with grit, determination and continued support of their workforce. Strong leadership is a crucial driver of workplace satisfaction, so we are delighted to be awarded this accolade.

A woman with blonde hair, wearing a dark grey sweatshirt with a 'WHAM! Last Christmas' graphic, stands between a large display of various socks on the left and a decorated Christmas tree on the right. The socks are hanging on a yellow background with some labeled 'SOCKS' and 'THERMAL SOCKS'. The Christmas tree is decorated with gold and silver ornaments and white garlands. The background is a light-colored wall with vertical blinds.

Supporting our communities

An important part of our purpose is supporting the communities in which we operate and measuring our social impact so we can provide the right support and make progress in the future.

Where we're based and the people that we work with are a vital part of conducting our business. Across our organisation, we have many different connections, whether this is through our national charity partners or the links with educational institutions and community groups which we have developed to support and encourage potential.

Social impact

Make Good Grow

Last year we became the UK’s first patron of ‘Make Good Grow’, a social enterprise founded on the principles of uniting businesses with good causes.

Since then, we have supported Make Good Grow’s Pledge Marketplace, an area where businesses can donate products or services to help good causes.

We have provided a meaningful impact for charities through:

- the donation of professional legal advice;
- providing a meeting room space for charities such as Sport4life and Birmingham Community matters to have in-person meetings; and
- the donation of re-conditioned equipment such as printers and flipboards.

As part of our partnership with Make Good Grow, we have access to their Social Impact Dashboard, a tool that allows us to monitor, measure and report on all the positive work we are doing as a business.

Social Impact Dashboard

Over the last 12 months, colleagues from across our Group have recorded all the good work they have been involved in, within and outside of Gateley, to support our communities.

Highlights include:

Over

£100,000

fundraised. This includes the fundraising efforts put together by our Gateley Gives teams

Over

1,500

volunteering hours completed

Supported a total of

82

good causes

“Gateley, our patron, have been early adopters of the Social Impact Dashboard, and provide strategic support, mirror our values and believe in our purpose un-waveringly!”

Nigel Shanahan, Founder of Make Good Grow

Here are just some of the activities recorded on our Social Impact Dashboard:



Andrew Woods from our accounts team donates plasma at the Give Blood Centre on New Street, an ideal location for those in the Birmingham office.

Andrew said: *“The nursing team take great care of you and supply you with drinks and snacks.”*

“Donating plasma helps a range of issues from people with auto immune problems who require daily plasma to emergency needs such as road accidents.”



Chelsea Rosak, a Trainee Solicitor, has provided support to the secondary school she attended including spending the morning of International Women’s Day meeting the next generation of women and talking to them about her route so far into the legal profession.

Chelsea said: *“It was great to go back to my old school and meet like-minded students who share the same doubts I once had that ‘Law wasn’t for me!’”*



Zoe Dowthwaite, Marketing Projects Manager, provides ongoing support to the Knutsford and District Lions who are part of Lions International. She has given marketing and event advice to help them launch a new initiative which helps to generate further funding, support and volunteers. She has also assisted them with literature, a brochure, their social media and advised on how best to promote this small network with a limited budget.

Zoe said: *“It’s wonderful to give something back to the community in which I live.”*



Rachel Biggin, Marketing Manager at Adamson Jones, took part in a Clean Cliffs group litter pick in Polignano a Mare during the weekend of the Red Bull World Series cliff diving.



Chris Milnes, Head of Expert Services – Building Surveying at Gateley Vinden, has completed over 52 hours of volunteering by providing independent advice to a school in Macclesfield.



Alex Thompson, a Legal Director, ran the London marathon in support of SportsAid and the UNICEF Ukraine appeal to raise money for the next generation of athletes and to protect children living in Ukraine.



IT Trainer, Michelle Bingham, and Legal Director PSL, Hannah Drozd, both volunteer as scout leaders and support young people by helping them build their confidence and skills.



Gateley Gives

We have Gateley Gives Champions in each of our offices to coordinate fundraising activities. Working closely with our Responsible Business Manager, they organise events to support local causes and our national charity partners including bake sales, treasure hunts, refreshment trolleys and quizzes to name just a few.

Here’s a look at how some of our offices have supported their communities:

Belfast

Collected essential school supplies such as uniforms, stationery and lunchboxes and donated them to Aspire Northern Ireland’s ‘Back to School’ initiative.

Leeds

A Halloween themed cocktail evening was organised to raise money for the NSPCC.

Nottingham

Organised a Jubilee quiz to raise money for The Nottingham Radiotherapy Centre.

Christmas

All of our offices across our Group were invited to ‘Ditch Secret Santa’ and buy toys for children in local refuge homes.

Birmingham

Colleagues donated 223 pairs of socks to help the homeless at Christmas.

London

The office marked LGBT History month with a Pride themed bake sale in support of the NSPCC.

Reading

Colleagues celebrated International Women’s Day with breakfast and cocktails in aid of The Dash Charity.

Guildford

A Macmillan Coffee morning was held to support those living with cancer.

Manchester

Collected non-perishable food and winter clothing for the Mustard Tree.

Gateley Smithers Purslow

The team hosted a Welly Wanging competition during Alzheimer’s Awareness month in support of Alzheimer’s Research UK.



Birmingham Gateley Gives Champion, Sophie Bolton, tells us why she thinks it’s important to give back to our local communities.

Why is it important for you to be part of the Gateley Gives team?

Sophie: It’s nice being part of a team that are passionate about giving back. It’s also a great way to get to know colleagues from across the Group and collaborate on creative ideas together.

What have you been involved in within Gateley Gives in the past year?

Sophie: I get involved in as many things as possible which have included giving appeals, litter picks, raffles and more!

Within the past year, I also organised several hampers to be donated to a Birmingham-based charity that acts as a safe house and provides emergency short-term accommodation to support women and children. This charity is something I feel very close to. It felt good to be able to provide small gifts to members of our local community that are currently experiencing a lot of difficulty and hardship.

What important message can you share to inspire others to give back?

Sophie: You can start small as a simple act of kindness can make a huge difference to someone’s day.

Spotlight on Belfast

Elmer

We were proud sponsors of Elmer's Big Belfast Trail 2022, a Wild in Art project which took place over the summer to raise funds for Northern Ireland Hospice. The Gateley sponsored 'Playtime for Elmer' was designed by illustrator Sinead Farry and celebrated children's play, toys and treats through the decades.

Once the trail had finished, the 36 large Elmer sculptures went up for auction with 'Playtime for Elmer' raising £2,800 in aid of children's care in Northern Ireland.

Belfast Quiz - £2000

In March, we hosted a Belfast Business Quiz to raise money for two key local charities.

Held at the Ten Square Hotel in Belfast, there were 17 teams in total that took part made up of clients, contacts and friends from across the region.

The team from Investec came out on top and Mortgage First were the winners of the wooden spoon trophy.

More than £2,000 was raised on the night in aid of Air Ambulance Northern Ireland and TinyLife, Northern Ireland's premature and vulnerable baby cause.



TinyLife's corporate and events fundraiser Natalie Gourley said:

"We'd like to say a massive thank you to Gateley for supporting us through their fundraising activities and the money raised will be used for TinyLife's vital emotional and practical support services for babies born too soon, too small or too sick in Northern Ireland."

Aspire Northern Ireland

We are delighted to be 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.

Belfast Office Head and Partner, Alison Reid, and Gateley Capitus MD, Aubrey Calderwood, visited some of the students at the Aspire Academy. Alison said:

"I'm very excited about our partnership with Aspire NI. This is just the start of our journey in Northern Ireland to help close the educational attainment gap for children living in poverty that sadly exists between rich and poor."

SportsAid

We continued our partnership with SportsAid to support 12 of the country’s brightest sporting prospects. Through our partnership athletes receive an annual financial award, which contributes towards costs such as travel, accommodation and equipment, as well as access to online workshop support and personal development opportunities.

In May 2022 our CEO, Rod Waldie, and CEO of SportsAid, Tim Lawler MBE, launched our new cohort of athletes at a virtual session to colleagues where we got to hear about their journeys into sport.

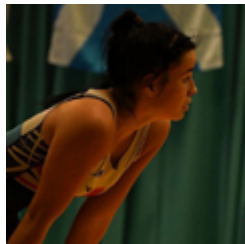
Meet our 2022/23 athletes



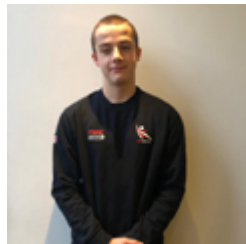
Mackenzie Smith
Footballer from
Leicester



Joseph Feery
Gymnast from
Manchester



Kelsey Barnes
Wrestler from Bolton



Lux Losey
Para-climber from
London



Ailish Harkin
Rower from Henley-
on-Thames



**Dantrell Knight-
Mitchell**
Taekwondo athlete
from Leeds



Greta Roeser
Canoeist from
Guildford



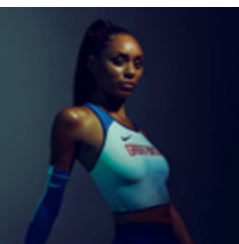
Yemi Mary John
Sprinter from
Nottingham



**Oluwayemisi
Mefful**
Basketballer from
Newcastle upon Tyne



Jack Agnew
Para-athlete from
Belfast



**Cassie-Ann
Pemberton**
Sprinter from
Birmingham



Frankie Frize
Volleyball athlete
from Manchester

SportsAid supports over 1,000 athletes each year – the vast majority aged between 12 to 18. The award they receive acts as a real motivational boost as it is often the first recognition they are given outside of their support network. These athletes are the country’s brightest sporting prospects. They are nominated to SportsAid by the governing bodies of more than 60 sports based on set criteria.



Preparing our future athletes for medal success

The Birmingham 2022 Commonwealth Games will be remembered for some stunning sporting performances, but its true legacy is likely to be away from the sporting action. SportsAid helped more than 800 talented young athletes during the Commonwealth Games with a programme called Team England Futures. A number of our people helped deliver the programme by volunteering their time. Funded by Sport England, the programme is innovative, experiential and educational, designed to better prepare athletes to deliver medal-winning performances as Team England, Team GB or Paralympics GB debutants at future Games. It also gave support staff an insight into the opportunities they could be presented with, and challenges they may face, at major competitions. Tim Lawler, CEO of SportsAid, said: “We needed to flex our workforce and get boots on the ground during the Commonwealth Games. Thanks to the help from Gateley, it put us in a very good light and showed everyone what SportsAid can do with its partners.”

“SportsAid’s model is that we try and develop lasting relationships with the business community. We are absolutely delighted to be in partnership with Gateley. In fact, we have a working title for that partnership, which is ‘Greatly’.”

Tim Lawler, CEO of SportsAid

“Working with Gateley is so nice. It’s nice to know that you’ve got someone behind you and supporting you throughout. It’s more intimate rather than just a whole organisation, it’s a company that you know believes in you and wants to see you do well and is willing to support you financially.”

Cassie-Ann Pemberton, Sprinter from Birmingham

“A lot of bigger sports have plenty of funding, but Volleyball has quite low levels, so we must pay for everything ourselves. It’s been nice to have a lot of communication with Gateley, because it’s someone who is supporting us financially and showing that they care.”

Frankie Frize, Volleyball athlete from Manchester

leicester
ballroom
glitz

Boardroom meets the *Ballroom*



Last July 22 business professionals from across the East Midlands took to the dancefloor for a charity ballroom competition.

The Leicester Ballroom Glitz organised by Fiona Debney, Legal Director, and Claire Herbert, Partner, gave those taking part an opportunity to step out of their comfort zone and try something completely different.

Over £60,000 was raised, with couples dancing either the Waltz or Jive in front of 500 people on the night. The proceeds went towards Hope Against Cancer and LOROS, supporting those living with cancer and terminally ill people in the region.

Georgina Sanders, Supporter Engagement Team Coordinator, said: “We’re absolutely delighted to have been chosen to benefit from this wonderful event, and would like to thank everyone involved. From everyone at LOROS, please do keep dancing!”

Nigel Rose, CEO of Hope Against Cancer, commented: “We never cease to be amazed by the imagination and effort that people are willing to bring to fundraising for charities like ourselves.

“The work we have done for the past 20 years is life-changing and life-saving, but we rely on people organising and participating in events like this to generate the funding that we need.

“So, massive thanks to Gateley and the sponsors.”



Educational partnerships

We recognise that we have an important role to play in encouraging people to achieve their full potential and we continue to work closely with several education partners including University Academy 92 (UA92), Birmingham Metropolitan College and Sedgehill Academy.

UA92

We've had a great year engaging with UA92 through several student enrichment opportunities including:

- **Industry mentors** – Over 40 colleagues volunteered to become a mentor for a UA92 student. The mentors supported them on developing certain character traits that would help them to prepare for life after university.
- **Work experience** – Three students joined our Manchester office for a week of work learning all about life in professional services.
- **Career fairs** – We attended the UA92 careers fair to promote various roles within the Group.
- **Bursary** – We have funded two students with a £5,000 bursary to support them during their university course for costs outside of tuition fees.

Giving UA92 students an insight into the professional services sector

We welcomed third-year students Arjun Bhardwaj, Ethan Cooling and George Willis, to our Manchester office for work experience.

During their time with us, they were able to gain insight into the world of work. It included learning more about our business and provided an opportunity to talk to many of our people to understand what they do in their roles as well as pathways into our industry.

We also ran practical workshops for the students providing advice such as CV writing, assessment day tips and interviews dos and don'ts.

A few months later, we heard from Arjun with this feedback:

“Thank you so much! It's been great and even though I interacted with Gateley for a short time, it's become a huge part of my journey. I miss my time with you, we learned so much and I was sad when it was over.”



Sedgehill Academy

Colleagues from our London office volunteered their time to support Sedgehill Academy with career insight sessions.

These included:

- Participating in the school's 'careers drop down day' by taking over their classrooms for the day to give students an insight into the world of work and what they can be doing in the present to support their futures. During the day, we were able to reach out to approximately 600 students across years 7, 8, 9 and 10.
- Presenting to Year 9 students during their assembly who were in the process of deciding their GCSE subjects. We highlighted subjects and skills that were important for a career in law.
- Attending an interactive panel session for Year 10 and Sixth Form students that were interested in a legal occupation and wanted to learn about different pathways. We talked about the apprentice and graduate pathways into law, which included one of our Trainee and Apprentice Solicitors sharing their journey to give students a real-life insight on their experiences in this industry.

Training Principal and Partner, Stuart Evans:

“It was a great day at Sedgehill Academy and an important step in ensuring that young people from all backgrounds have equal chances to connect with our business. It's important for Gateley to recognise our role in connecting with the education system and in inspiring young people by preparing them for the world of work.”

Birmingham Metropolitan College

Through our ten-year partnership with BMET, our Birmingham office matched seven students with our IT, HR, talent development and marketing teams, so that they could understand more about how we operate as a business and feel inspired about their future career choices.

The students were also set a Responsible Business project and presented back on the steps they would take to positively contribute to our society.

We look forward to continuing to give more opportunities to students in the future by supporting them with the right experiences as they move through the education system.



UA92 Bursary Students

Our partnership with UA92 includes the funding of two students who are studying degrees and higher education courses across business, sport, media and digital disciplines.

We caught up with Derrisha Acheampong and Somerset Dixon to find out how their first year of university has been, which modules are their favourite and what have been their biggest learnings.

How would you describe your time at UA92 so far?

Derrisha - So far, my time at UA92 has been an eye opener, simply because I'm finding things out about myself that I didn't know whilst navigating a new environment with new people on my own. I specifically chose a university where I knew none of my friends were going so I could break habits and make new ones by coming out of my comfort zone a little bit.

Somerset - My time at University Academy 92 has been so enjoyable. I thoroughly enjoy the approach the university takes to learning and how involved the lecturer is to your learning. The university advocates for each individual and it is shown from the minute you walk through the door. With regular wellbeing sessions, treat Fridays and events it really feels like one big family. Everyone at the university is so approachable and they have really helped me with matters outside of uni. It is reassuring having any member of staff on the other end of Teams to message whenever there are any queries and almost sets us up for the corporate world – building relationships with those higher up.

What has been your top learning takeaway from the first CPD (Character & Personal Development) week?

Derrisha - I learnt that I shouldn't let fear stop me from being productive and networking or even just speaking up as it could lead to missed opportunities.



Somerset Dixon



Derrisha Acheampong

Somerset - CPD has taught me so much about myself. It has also given me the courage to step out of my comfort zone e.g., presenting to a room full of people. CPD has pushed me to be the best version of myself. I have given positive feedback to the course leader, especially regarding the coaching aspect. It is thoughtful that they want us to develop as people and I really feel like an individual and not just a number. I have been involved in digital advertisements e.g., TikTok and attending networking events with my lecturer - this would not have been possible without the help of my coach!

What has been your most enjoyable moment so far?

Somerset - My favourite part of university so far has been making friends, going to various events and networking. I was very apprehensive starting university, especially with being a mature student, but I have broken any barriers and any worries I had have been squashed. I've made so many friends from all different backgrounds and some real friends for life. I have also learnt so much about myself on my university journey and I will be sad when it all comes to an end. I am just enjoying every challenge and putting all my energy into my studies.

What has been the biggest challenge and how have you overcome this?

Derrisha - The biggest challenge would be working in groups. It is difficult when we are a group of people with different opinions and ways of getting things done which can cause conflict. But in the end, we all wanted good grades, so this common goal forced us to really work together and against time restrictions.



NSPCC

As one of our national charity partners, we have worked closely with the NSPCC throughout the last 12 months to support them in helping protect children from abuse and help those who have been affected to recover.

Highlights from our partnership include:

We were pleased to become a corporate sponsor of the NSPCC's City Fine Wine challenge where ten colleagues from our London office attended and raised money at the interactive wine tasting quiz.

Our employment team commissioned a survey targeted at HR professionals. We donated £1 to the NSPCC for every survey completed.

At Christmas, colleagues in our Birmingham office organised a second-hand book sale encouraging others to bring in their used books.

Our Birmingham football team took part in the Birmingham Business Fives Tournament. They won the final and donated the £350 prize to the NSPCC.

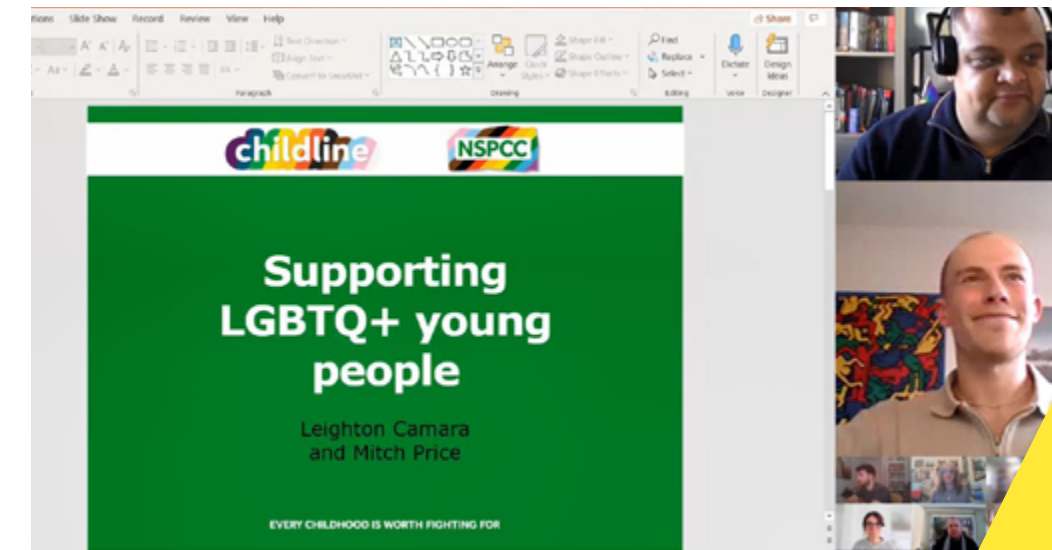
We promoted volunteering opportunities at the NSPCC across the Group and confirmed that anyone who wanted to become a Childline volunteer could use their volunteering hours to be trained.

We secured tickets to a Vitality Blast T20 fixture and asked colleagues that wanted to attend for a contribution to the NSPCC.

As part of LGBTQ+ History month, several offices hosted a charity bake sale and tuned into an online webinar hosted in collaboration with PINCC, the NSPCC's LGBTQ+ employee network.

Colleagues had the opportunity to donate the value of their long service award to the NSPCC.

As the chosen charity for our Leeds office, our colleagues organised a range of fundraising activities including a breakfast event, an Easter Egg hunt and Halloween cocktail evening.

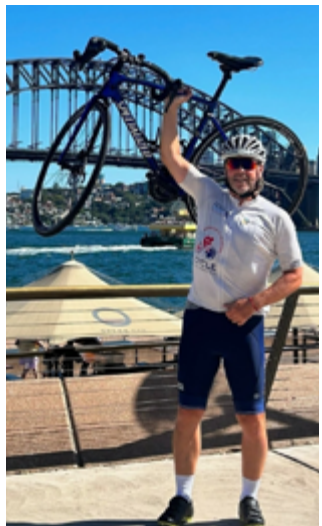


Going the extra mile

In July we waved off a colleague from Gateley Vinden as he cycled from Manchester to Melbourne in aid of Carers Trust and Bolton Lads and Girls Club.

It took Andrew Crompton eight months to complete the challenge cycling across three continents, 14 countries and 10 time zones.

Here are just some of the challenges he faced along the way:



Despite everything thrown at him, Andrew still managed to complete the challenge, meet some incredible people along the way and raise nearly £300,000 for the two charities, which aim to provide support for young unpaid carers. It's a cause that's important to Andrew, who has been a mentor at the Bolton Lads and Girls club for years.

We were proud to support Andrew on this journey as one of his main kit sponsors. Partner and Manchester Office Head, Paul Jefferson, said: "We were more than delighted to sponsor Andrew in his endeavours to raise money for these two very worthwhile causes. Carers are very often the unsung heroes in our society, particularly young people who may be looking after their parents, grandparents or siblings, which is why we were so pleased to be involved by sponsoring him on this venture."

Andrew commented:

"I just want to thank everyone at Gateley for the incredible donation in respect of my charity bike ride. It is very generous and hugely appreciated and the money raised will make an enormous difference to many young carers. It really is testament to a great company and board supporting 'one of its own' and I feel very privileged to be a part of the team."

Partnership spotlight

Humanitarian appeals

Pakistan - we made a £5,000 donation to the Disasters Emergency Committee, which was doubled by The Big Give, to help those in need when devastating floods hit Pakistan. The funds raised supported with providing life-saving aid.

Turkey - when we heard of the devastating earthquakes that hit southern Turkey and north-west Syria, we donated £1,000 to the British Red Cross to help with humanitarian aid.

Ukraine - in November we supported UKTOUKRAINE with colleagues making a financial contribution and/or donating items to 'Fill the Truck'. The 20 tonne lorry, carried energy generators, vital food supplies and Christmas presents to the children of Ukraine.

Volunteers recognised at star-studded fundraiser for Ukraine

Partner and Head of our Business Services Platform, Richard Healey, and Associate, Olena Golovtchouk, were recognised for their volunteering work at a star-studded fundraiser for Ukraine. Brave Ukraine, which took place at the Tate Modern in May, was an invitation-only fundraiser hosted by the Embassy of Ukraine, with guests including former Prime Ministers Boris Johnson and Liz Truss as well as numerous celebrities. Ukrainian President Volodymyr Zelensky also addressed guests via Zoom.

Since the war started, Olena has worked with other volunteers on numerous humanitarian initiatives to support those affected and displaced by the invasion. These include organising the delivery of medical supplies to the Ukrainian border in ambulances donated by the Royal Air Squadron, as well as arranging more than 400 host families for refugee women and children.

"I am honoured to have been recognised by the Embassy of Ukraine and to have attended such a moving event," Olena said. "Thank you to everyone who has helped me provide ongoing support to Ukraine and thank you to my colleagues at Gateley for giving me the time and resource to volunteer for such an important cause."

Richard added:

"The evening was a touching tribute to both the suffering and bravery of the people in Ukraine and I was pleased to attend with Olena. As a team, we will continue to support those affected by the conflict any way we can. Our sympathies and support rest with the brave people of Ukraine."



A great result for grassroots football

Following the Lionesses' European victory in the Summer we wanted to support the breakthrough moment and help girls at a grassroots level.

One of the ways we have done this is through the provision and sponsorship of football tops aligned with the location of our offices.

In Birmingham, we have supported the U12s girls' team at Crusaders FC and in Newcastle, we have supported Newcastle Girls U8s, a team which was formed last year and is one of the first all-girl teams to be formed in the city. The shirts are the first to be owned by the girls as they have previously played in used shirts from older boys' teams.

We have also supported CB Hounslow Ladies, who are committed to making football more accessible for young girls and women.

Birmingham's next big art project

We supported The Birmingham Big Art Project to create a new public work of art.

Our sponsorship means that we will contribute to a new station clock being installed at the new HS2 station on Curzon Street.

The station clock is a piece of art which incorporates sounds. It features 12 symbols which represent the 12 tones of the musical Chromatic scale.

Instead of hearing chimes on the hour, people will hear one or more tones of the Chromatic scale produced by the voices of people from the Greater Birmingham area.

Partner and Executive Director, Mike Ward, who is a trustee of the Birmingham Big Art Project has recorded his voice along with Senior Facilities Supervisor, Dean Starling and Bids Manager, Julie Pickering, who were both nominated by their colleagues to be part of this historic arts project.



Measuring up

Our clients

Charitable donations made to client causes

£27,745

Our people

		Glassdoor overall ranking	4.5
Headcount	1,434	Trainee intake privately educated (<i>% of intake</i>)	22%
Female partner (<i>% of total promotions</i>)	70%	Trainee intake educated in the state sector (<i>% of intake</i>)	78%
Female partners (<i>% of partnership</i>)	25%	Trainee intake educated at a Russell Group university (<i>% of intake</i>)	74%
Female representation across our three boards	36%	Trainee intake educated at a Non-Russell Group university (<i>% of intake</i>)	26%
Position of highest rank in the Stonewall Equality Index	148	Awards shortlisted or won (<i>number</i>)	33
Time lost through sickness absence (<i>% of working hours</i>)	0.71%	Quality Standards secured/ maintained	9
Trainee retention rate	77%	Modern slavery e-learning completion rate	93%

Our communities

Sustainability		Community engagement	
Electricity usage (<i>thousand kWh</i>)	2530	Volunteers signed up to Social Impact Dashboard (“SID”)	244
Gas usage (<i>thousand kWh</i>)	1304	Activities recorded on SID	95
Transport energy usage (<i>thousand kWh</i>)	292	University prizes awarded by Gateley	2
Electricity emissions (<i>tCO2e</i>)	590		
Gas emissions (<i>tCO2e</i>)	304		
Transport emissions (<i>tCO2e</i>)	69		
tCO2e per employee	0.67		

What does being part of a *Responsible business* mean to me?

“Being part of a Responsible Business means that I know that the decisions we make in managing our business are made with a real focus on the environment, our people and our communities. I’m proud to be part of a business that is continually looking to improve the impact that it makes by measuring and setting targets on its social and environmental impact; so much so that the social and environmental impact we make as a business is now becoming part of the culture of the organisation. It’s great to be part of this culture at Gateley.”

Rebecca Sherwin, Partner and Head of our Birmingham office

“When choosing what company to be a part of, there are many deciding factors. For me, a company who acknowledges their responsibility to act in a socially and environmentally sustainable way is a priority. Since working at Gateley, I have had the ability to attend several external volunteer events, focusing on mentoring and career development for students. Following this, we are hoping to provide work experience to one student who has contacted us and eventually offer this regularly.”

Adelaide Hitchings, GIS consultant

“We all have to make changes to achieve positive and sustainable change for the benefit of our planet so being part of a business which takes its Responsible Business promises seriously is important to me. We have to work together at home and at work to deliver the change that is required for a better future.”

Vikki Whittemore, Group Marketing Director

“Being part of a Responsible Business means being part of operations that give something back to society and the environment; being altruistic, and aware of what is going on in conjunction with the demands for continued growth. Sustainable growth is part of being a Responsible Business.”

Wendy Quilter, Executive Assistant for Gateley Smithers Purslow

“To me being part of a Responsible Business is wide-ranging. I see it as a business which looks after its employees, the local communities in which it operates, and wider society. I’m proud to be part of such a business in Gateley. From engaging with our local charity partners, coming together to do good for one another and for our communities, using our platform to help students access the law, as well as so much more, Gateley gives back and supports its employees to do the same.”

Helen Burgess, Partner

“I think a Responsible Business is one that looks after its employees, its community and its environment in an inclusive, forward-thinking and ethical way, which are values and goals I can promote and get on board with.”

Cory Stobart, Associate for Adamson Jones

“Being part of a Responsible Business brings a sense of community – it is not just about working with others, but also about looking out for each other.”

Vijay Patel, Partner

“It is so important for me to work for a business that not only delivers a great service but also considers the wider communities it works within and the environment. Gateley is always looking for ways we can give back whether that’s in supporting our communities or our planet. It is one of the reasons that makes Gateley such a great place to work.”

Tina Woods, HR Director

“For me a Responsible Business must be holistic in its approach by valuing all elements that make up a healthy life, society and planet – like listening to the needs of employees and communities and honouring and preserving the environment. A business that does this well will remain balanced inside and out.”

Rory Lynch, Legal Director

“Being part of a Responsible Business means that I am confident that when I step out to meet clients or business peers in the market that I am coming from an organisation which is at the forefront of directing what the business platforms shall look like over the next 30 years. It’s about trailblazing the highest calibre of work, mechanisms, negotiations, software and tools and simultaneously being able to make a difference both at work and in my personal life.

“Whether you take an interest in sport, charities, human rights or the environment, there is a voice for anyone in a Responsible Business who wants to better the organisation. It’s about ensuring everyone has a supported, safe and healthy environment to be who they want to be at work so that they remain passionate about their jobs and have balance in their personal lives.”

Shiv Nand, Solicitor

“A Responsible Business is one that provides equality of opportunity to all at every stage throughout their careers, where everyone is welcome and our differences are celebrated. It’s really important to me that our emerging talent recruitment process is accessible to people from all backgrounds. We offer graduate and school-leaver apprenticeships as well as the traditional graduate routes to qualification across the Group, and we are actively increasing our school and college outreach to attract talented people from our communities to a career at Gateley.”

Stuart Evans, Partner and Training Principal

“Gateley’s purpose, what we stand for and why we get out of bed in the morning focuses on three things, our clients, our people and the communities in which we live and work. For me that is a reminder, every day in everything we do of the wider world in which we do business and contribute. With contribution comes responsibility, for the environment, for society, for stepping up and doing the right things. I feel proud to be part of an organisation that is purpose led and for that purpose to include carving out our place in the world and doing the right things.”

Jill Jenkinson, CEO, t-three

“I think being part of Responsible Business is massively important to helping local and wider communities. The values align with my own in being supportive to others in all aspects of life including in the workplace and at home. Being part of Responsible Business brings the whole Gateley together to work for vital causes which benefit the wider group and its supporting partners.”

Gabriel John, Apprentice surveyor for Gateley Vinden

“How a business operates in society and being a force for good for its employees, its clients and the wider community is so important. Our business is not only driven by profit, but also creating an environment where inclusivity and sustainability is encouraged.”

Rubena Rahman, Trainee Solicitor

“It is really important to me to work for a company that understands both its power and its responsibility to effect positive change for individuals and communities and it is inspiring how much time and resource we put into creating social value across Gateley. You can see the impact right throughout the business including employment and training, equality and diversity, raising much needed funds for charity, reducing our carbon footprint and inspiring staff to make a difference both in and outside of work. I feel really proud to work for an organisation that is committed to such authentic and meaningful action.”

Julie Pickering, Bids Manager

Much has been achieved and we are happy with all the progress we are making.

We know we have an important role to play in providing positive social contributions to the world we live in, which we do through our people and partnerships.

We want our people to be proud of the business they work for as we continue to champion a diverse and inclusive workforce, but also provide our people with the opportunity to give back to the community in ways that matter most to them.

We continue to collaborate with organisations that have the same Responsible Business goals that we do and by working together we continue to be that positive force in society.

This year’s report reflects on all the amazing causes we have supported this past year and echoes the momentum, enthusiasm and engagement from across the business which has been wonderful to be a part of.

Andlyn White

Responsible Business
Manager



Gateley /