

Diversity and inclusion and pay gap reporting

Introduction

At Fox Williams we believe an inclusive workplace, based on a culture of openness and mutual respect, enables everyone to reach their full career potential.

The simple truth is that we are a stronger and better firm when we actively embrace and promote diversity and inclusion.

Diversity and Inclusion is in our DNA; they are part of our culture and values:

- **Our People** are at the centre of core values. We understand and celebrate what makes each of us unique, value each person's contribution, and treat everyone fairly. We foster a friendly, collaborative culture that enables everyone to thrive.
- **Open Communication** – we will continue to have an ongoing dialogue (internally and externally) with input from everyone about how we can become more a diverse workplace.

We are serious about reducing our Gender Pay Gap and Ethnicity Pay Gaps, which is why we have been voluntarily publishing our pay gap reports internally since 2019.

Our commitment to diversity and inclusion is a strategic priority for the firm as we continue to grow.



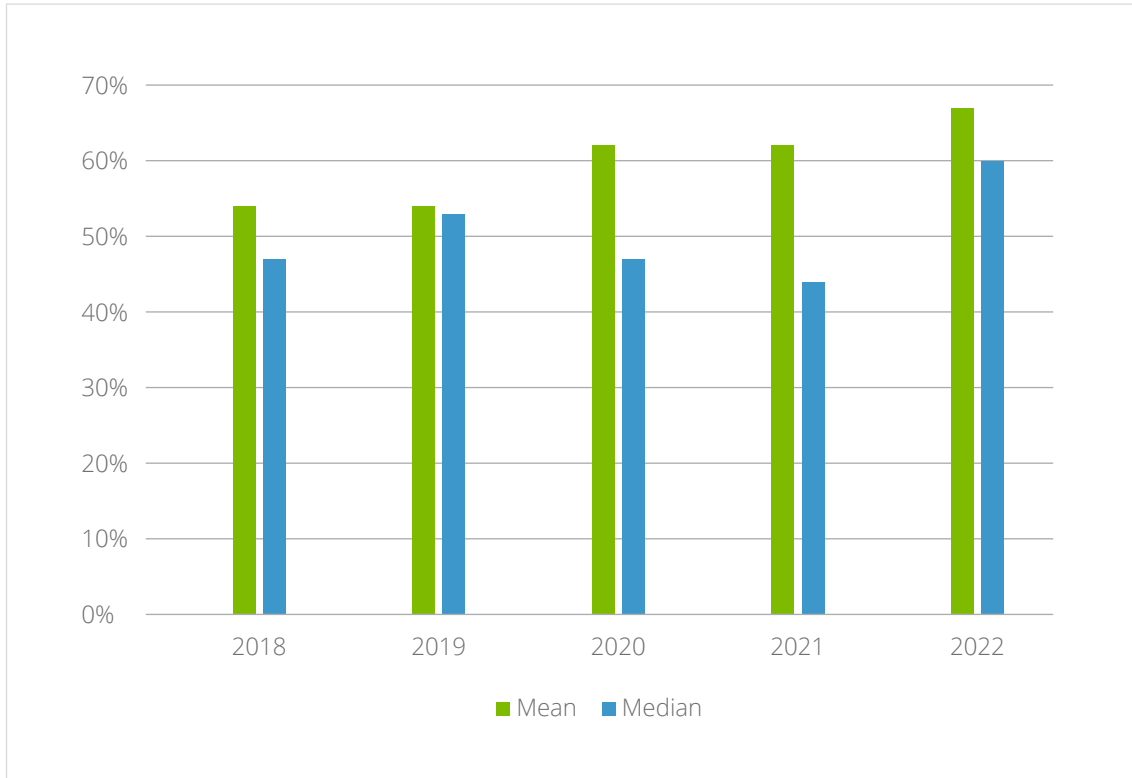
Paul Osborne
Senior Partner

Pay Gap Reports: Overview

Snapshot period is the April payroll each year

- We passionately believe that **our people** have made us the success we are today and our decision to voluntarily publish our data demonstrates our commitment to our colleagues.
- The reporting that follows has been carried out with **integrity and professionalism**. We strive to be honest and transparent with our staff and the wider community in sharing our reporting results alongside the various initiatives and policy changes we have put in place to drive change and address areas where we believe we could be making more progress.
- We choose to voluntarily report on both Gender and Ethnicity Pay Gaps as we believe that in doing so it helps us to understand the size and causes of any pay gaps and helps identify any issues that need to be addressed.
- The Gender and Ethnicity Pay Gap calculations were undertaken using April of each year as our 'snapshot period'. Due to the relatively small number of people in each cohort, we would ask you to understand that a singular promotion and / or small movements within quartiles can vary our results quite dramatically.
- Both our Gender and Ethnicity Pay reports include all employees and partners at the snapshot date.
- We will continue to review whether it is possible to produce other Pay Gap Reports (for example, sexual orientation and disability) as our workforce demographics change.

Gender Pay Gap – Year-on-Year

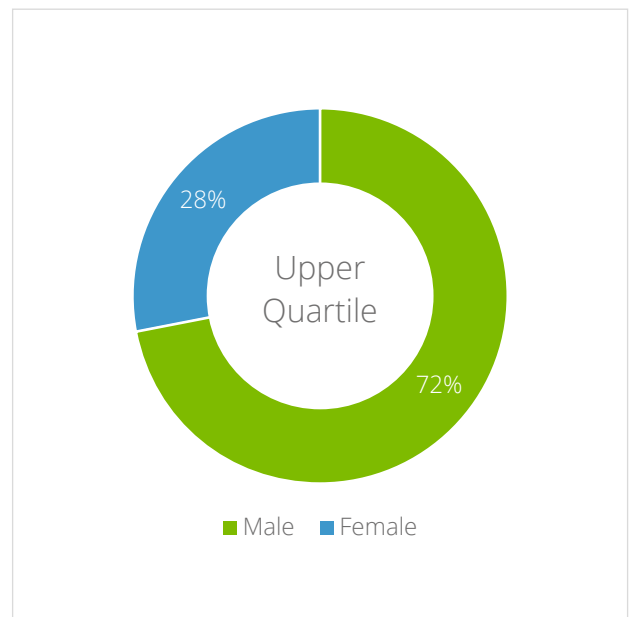
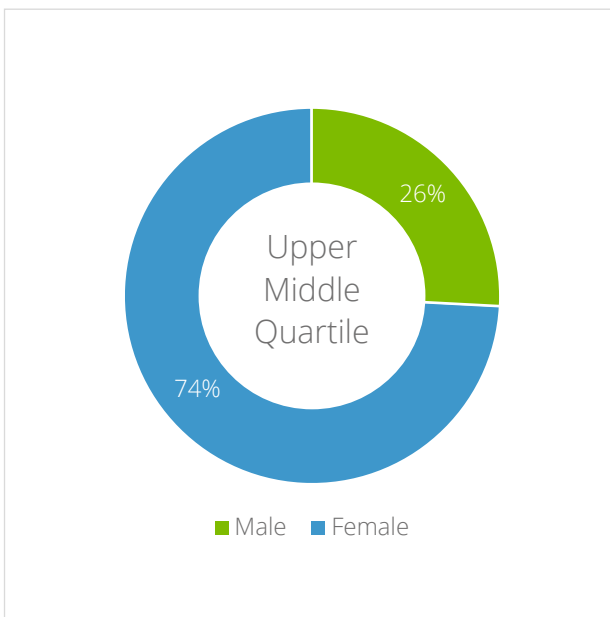
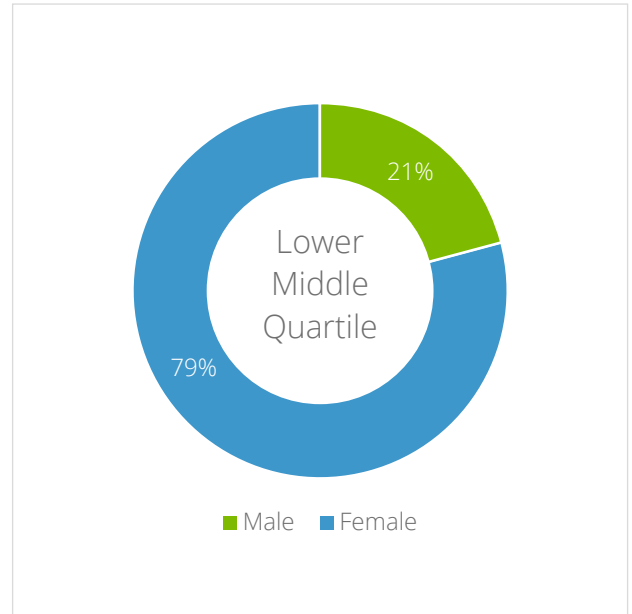
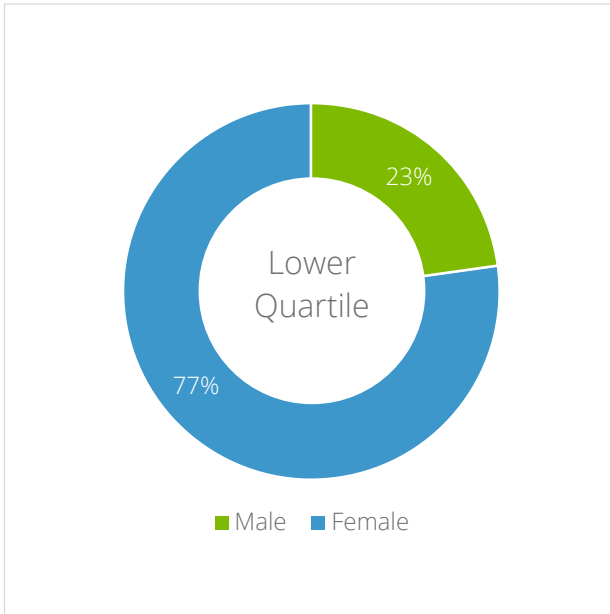


All	2018	2019	2020	2021	2022
Mean	54%	54%	62%	62%	67%
Median	47%	53%	47%	44%	60%

Employees	2018	2019	2020	2021	2022
Mean	13%	2%	4%	10%	-1%
Median	13%	22%	20%	27%	11%

Partners	2018	2019	2020	2021	2022
Mean	4%	14%	26%	29%	34%
Median	46%	43%	53%	58%	59%

2022 Gender Pay Quartiles



Gender Pay Gap Commentary

Our Gender Pay Gap is a result of the demographic of the firm, i.e. there are more women in the first three pay quartiles, and significantly more men in the upper pay quartile, particularly at partner level. In April 2022, we had 39 partners, 28% were women. Our Board was 20% female. We have seen a positive change in the gender split in the upper quartile over the last four years.

A similar demographic pattern has emerged across the legal industry and many other professional services sectors, which is a reflection of the lack of women in senior roles.

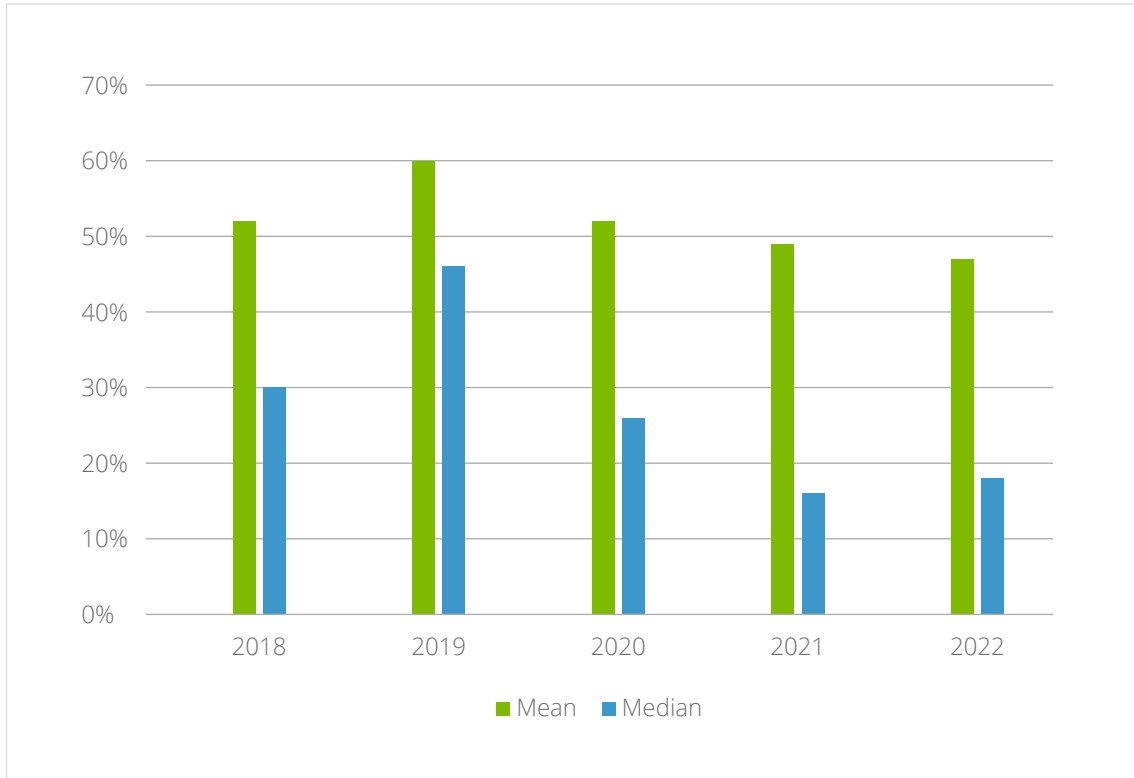
The reasons for this are multifaceted and, when putting initiatives in place to drive change in the long term, we have attempted to address as many of those reasons as practicable.

Ethnicity Pay Gap Report

Snapshot period is the April payroll each year

- When we first developed our Ethnicity Pay Gap report, we decided to use the Census 2011 definition of ethnicity as it is widely recognised and understood, both internally and externally.
- All employees and partners are asked to identify whether their ethnicity is based within the group of 'white' or 'BAME' as per the Census definition to be able to compile the data for our report.
- As a firm, we use the term BAME for reporting purposes only.

Ethnicity Pay Gap – Year-on-Year

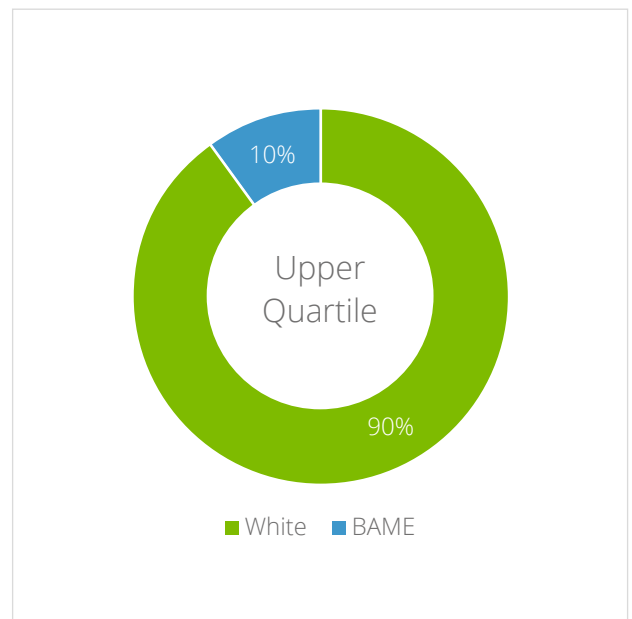
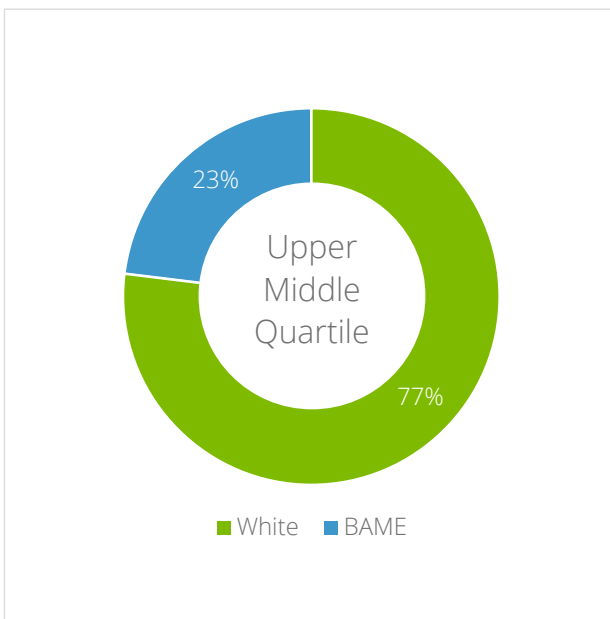
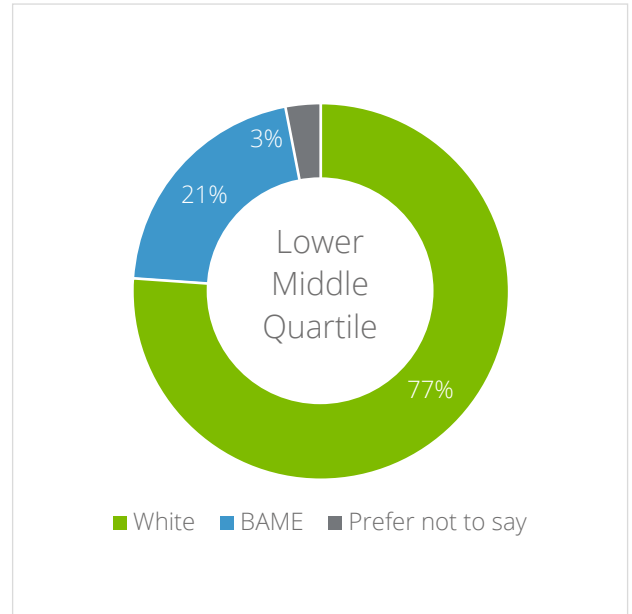
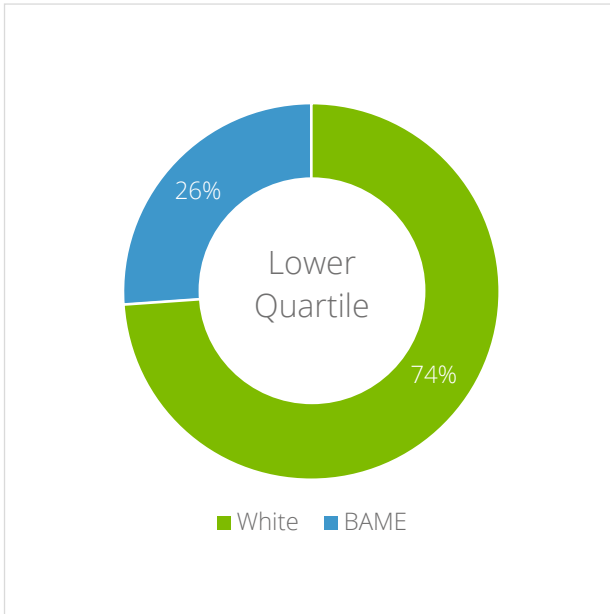


All	2018	2019	2020	2021	2022
Mean	52%	60%	52%	49%	47%
Median	30%	46%	26%	16%	18%

Employees	2018	2019	2020	2021	2022
Mean	-9%	34%	14%	18%	16%
Median	16%	38%	14%	7%	3%

Partners	2018	2019	2020	2021	2022
Mean	53%	27%	14%	35%	25%
Median	55%	-11%	17%	46%	37%

2022 Ethnicity Pay Quartiles



Ethnicity Pay Gap Commentary

The overall pay gap is impacted by the relatively small population of BAME individuals in each quartile which can have a disproportionate and significant impact on our pay gap figures. As with our gender pay gap, our analysis shows that there are significantly less BAME representation, in comparison to our white population, at a senior level which is reflective across the legal sector.

We have, however, seen positive improvements in the ethnicity data within our Upper Middle and Upper Quartiles year on year since 2018.

How will we address our gaps?

- Reflecting upon how we can address our Pay Gaps, the output from the Reverse Mentoring Programmes provided us with some clear direction and action points.
- One of the most significant outcomes of the RM programmes was the desire to introduce D&I targets to focus our minds and monitor our progress, particularly at the senior end of the firm.
- These are long-term targets and we will review our progress annually.
- You can find out more about our initiatives [here](#).

What have we achieved



I would rate their commitment to diversity and inclusion initiatives as very strong. The team was very balanced from both a gender and equality perspective.

Chambers UK 2023

1.
The creation of a D&I committee to push our agenda forward.

2.
Continued with our annual D&I calendar '*Bringing the Outside In*'.

3.
Voluntary reporting on our Gender and Ethnicity Pay Gaps.

4.
Completed Reverse Mentoring programmes with our Partnership Board and Heads of Departments.

5.
Partnership with upReach for 3 years in a row.

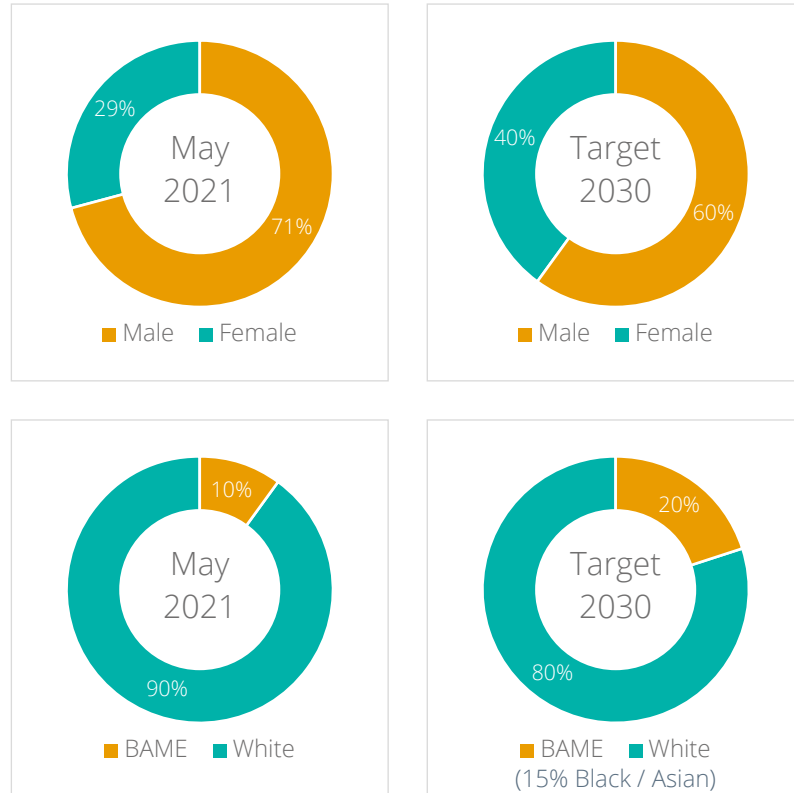
6.
Introduced contextualised grading for our training contract recruitment with upReach.

7.
Introduced the option to include our gender pronouns on our email footers.

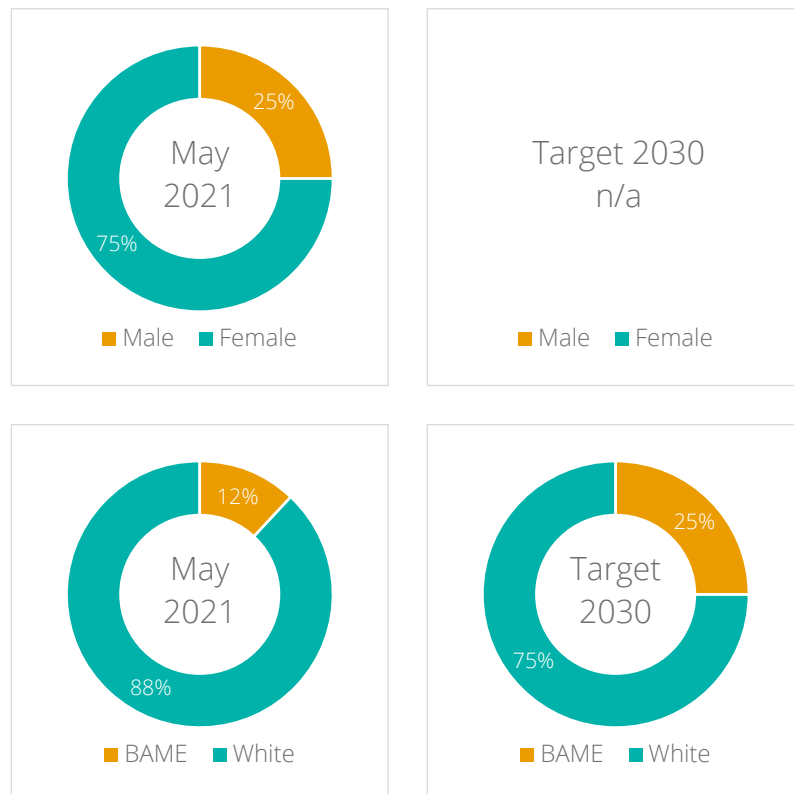
8.
Introduced more detailed online D&I training for the firm.

Diversity and Inclusion Targets for Fox Williams

Partners



Trainees



- The Partnership Board will take responsibility for meeting these targets.
- We will review, monitor and publish our progress annually.

Action plan overview



I would rate their commitment to diversity and inclusion initiatives as strong. This was evident to me over some time, primarily in the trainees engaged by the team and in their overall approach to side conversations about talent and career development.

Chambers UK 2023

1.
We have met with all partner recruiters to brief them on live roles and our commitment to our D&I targets.

2.
Corporate membership agreed with Black Solicitors Network to increase visibility across a different pool of candidates, commitment to advertise our legal roles on their Job Board.

3.
Connected with Black Young Professionals network and commit to advertise our Business Services and Legal roles on their social media platforms.

4.
Connected with new recruiters and agencies who focus on diverse recruitment to improve our reach.

5.
Introduced contextualised recruitment tool via upReach for our trainee roles.

6.
Included a D&I statement for all of our live roles on all hires and the website.

7.
Improved capture and analysis of data with respect to recruitment, retention and promotion.

8.
Improved mentoring opportunities, particularly for our senior associates and legal directors with regard to partnership.

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