fox williams

Diversity and inclusion and pay gap reporting

Introduction

At Fox Williams, our core purpose for our diversity and inclusion commitment is to create and maintain a more diverse workforce which represents the City, our clients and our responsibility as a global citizen.

We believe 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.



Gavin Foggo, 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.

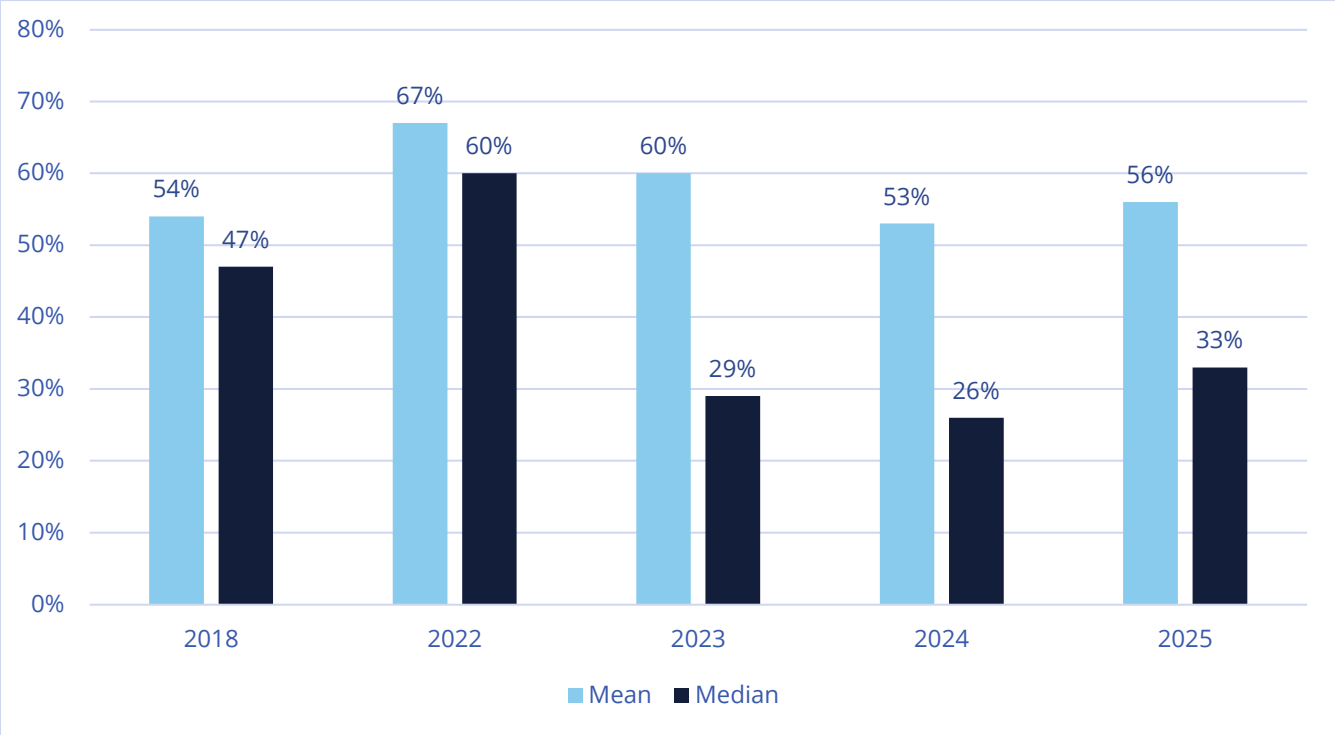
- The Gender and Ethnicity Pay Gap calculations were undertaken using April of each year as our 'snapshot period'. Due to the relatively small number of people in each cohort, we would ask you to understand that a singular promotion and / or small movements within quartiles can vary our results quite 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



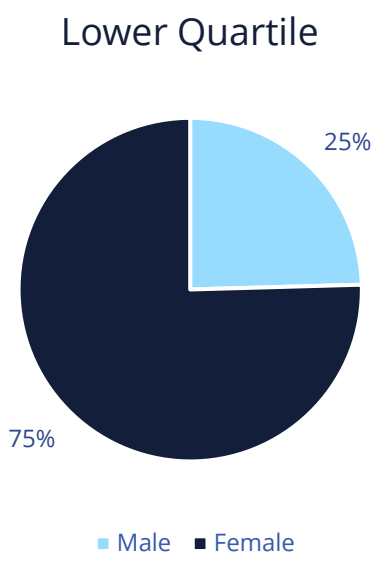
Employees	2018	2022	2023	2024	2025
Mean	2%	-1%	5%	4%	18%
Median	13%	11%	14%	16%	24%

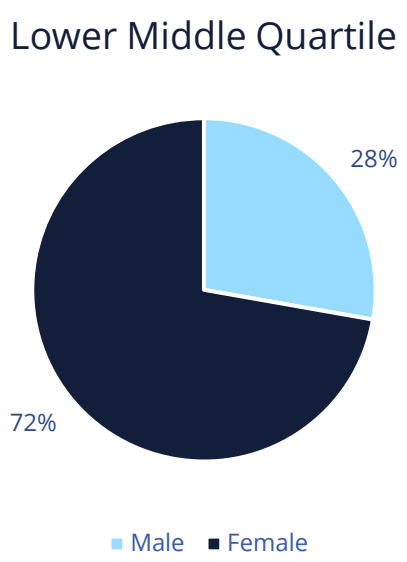
Partners	2018	2022	2023	2024	2025
Mean	3%	34%	33%	31%	31%
Median	45%	59%	55%	56%	62%

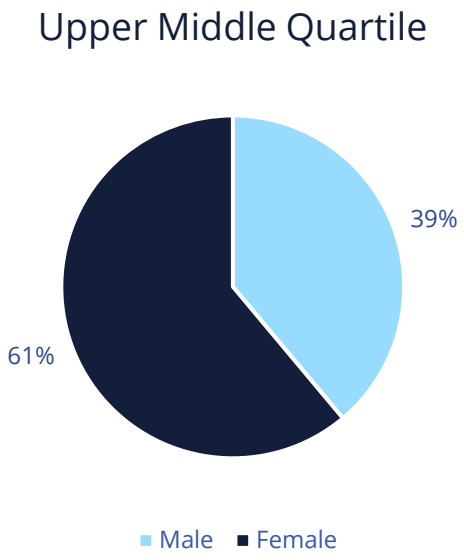
All	2018	2022	2023	2024	2025
Mean	54%	67%	60%	53%	56%
Median	47%	60%	29%	26%	33%

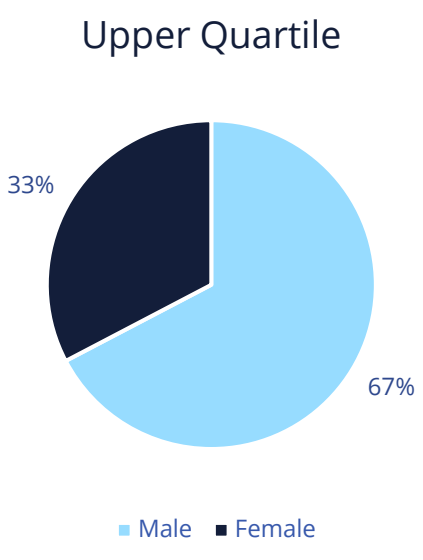
NB: We use 2018 as our baseline as this was the first year we reported on our Gender Pay Gap. We use our baseline to understand our overall progress, recognising that our smaller numbers may be impacted by a few key changes year-on-year.

2025 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 more men in the upper pay quartile, particularly at partner level.

We have, however, seen a positive change in the gender split in the upper quartile and upper middle quartile over the last few years, which we believe is a direct result from the changes in our partnership demographic through both internal promotions and lateral hires and the retention of our senior lawyer and business services colleagues. In April 2025, we had 50 partners, 36% were women. Our Board was 40% female.

While we are seeing progress across the legal industry and many other professional services sectors, the reasons for the workforce demographics are multifaceted. When putting initiatives in place to drive change in the long term, we have attempted to address as many of those reasons as practicable.

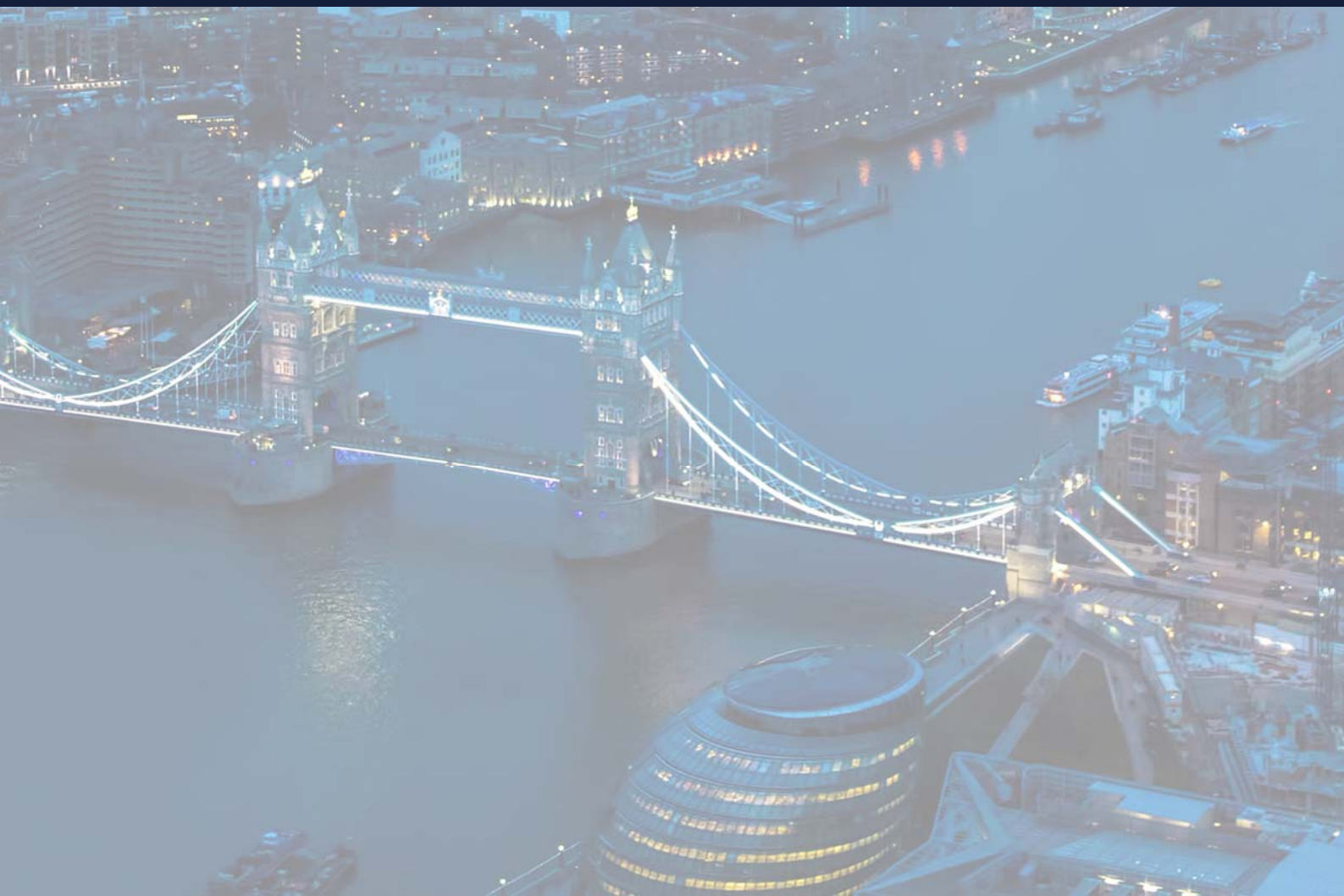
Ethnicity Pay Gap Report

Snapshot period is the April payroll each year

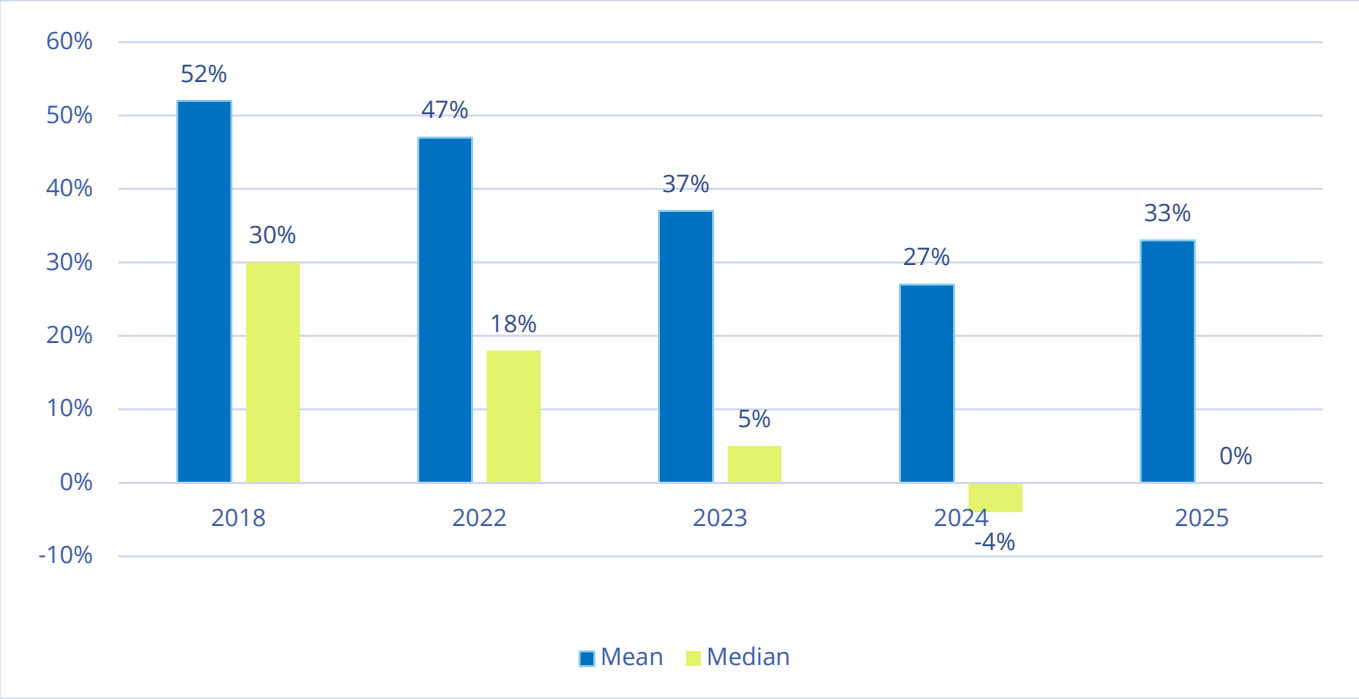
When we first developed our Ethnicity Pay Gap report, we decided to use the Census 2021 definition of ethnicity as it is widely recognised and understood, both internally and externally.

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



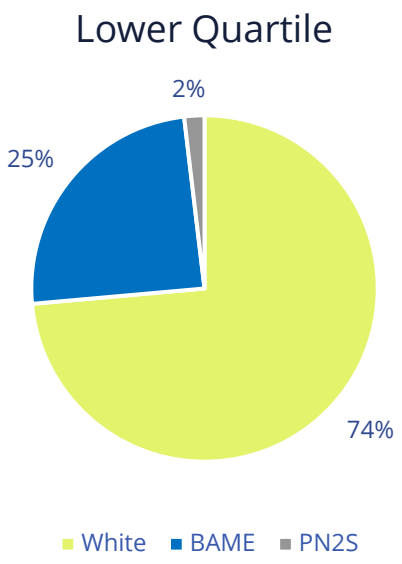
Employees	2018	2022	2023	2024	2025
Mean	16%	16%	8%	0%	7%
Median	18%	3%	13%	-3%	0%

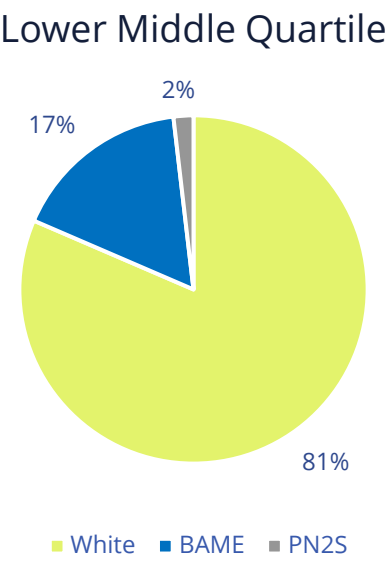
Partners	2018	2022	2023	2024	2025
Mean	39%	25%	22%	27%	29%
Median	41%	37%	22%	26%	44%

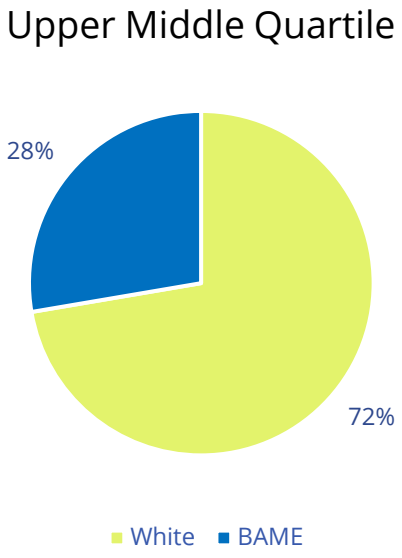
All	2018	2022	2023	2024	2025
Mean	52%	47%	37%	27%	33%
Median	30%	18%	5%	-4%	0%

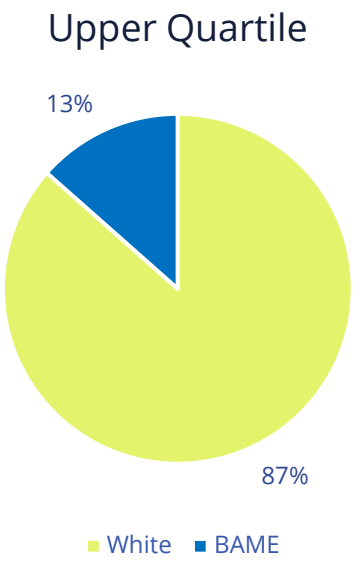
NB: We use 2018 as our baseline as this was the first year we reported on our Ethnicity Pay Gap. We use our baseline to understand our overall progress, recognising our smaller cohort may be impacted by one or two changes year-on-year.

2025 Ethnicity Pay Quartiles









Ethnicity Pay Gap Commentary

The overall pay gap is impacted by the relatively small population of BAME colleagues 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 since 2018.



How will we address our gaps?

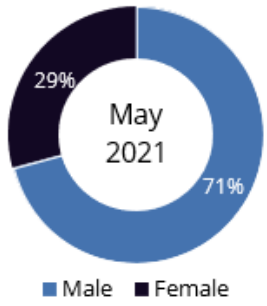
Reflecting upon how we can address our Pay Gaps, the output from the Reverse Mentoring Programmes provided us with some clear direction and action points. The most significant outcome the desire to introduce D&I targets to focus our minds and monitor our progress, particularly at the senior end of the firm.

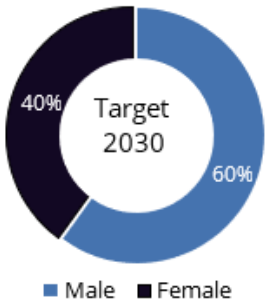
Our targets are long-term and our progress is reviewed and reported upon internally on an annual basis.

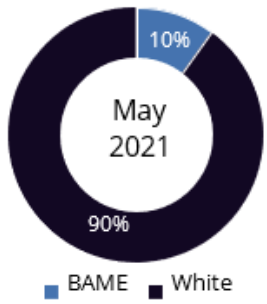
Review relevant internal data from colleagues arising from our annual Engagement Survey to respond to key themes and trends quickly.

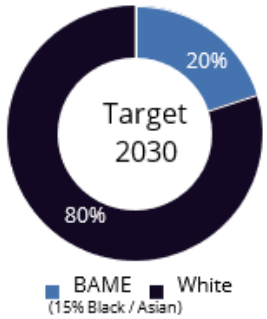
Diversity and Inclusion Targets for Fox Williams

Partners

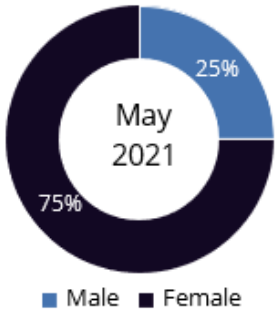




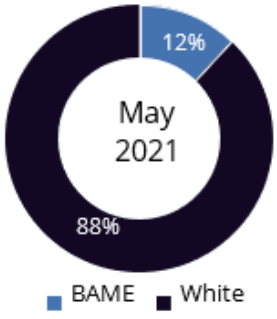


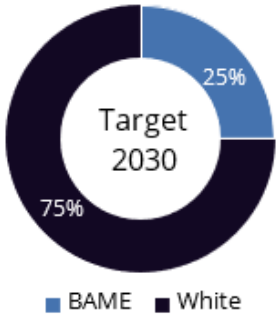


Trainees and Apprentices







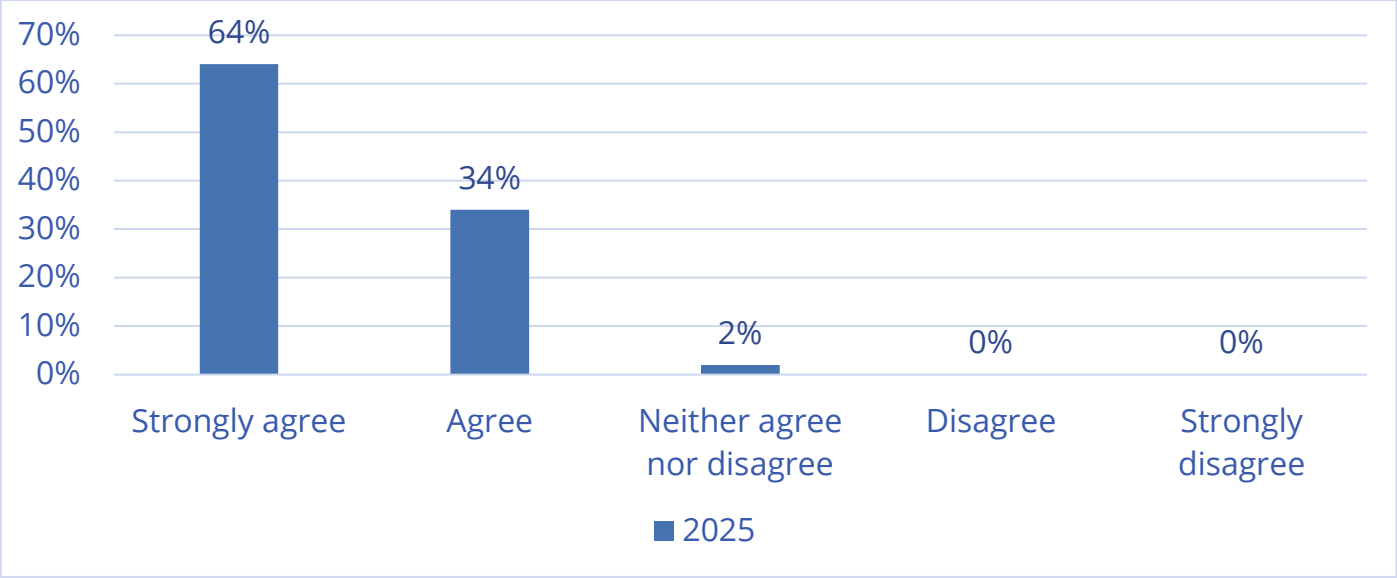


The partnership board will take responsibility for meeting these targets.

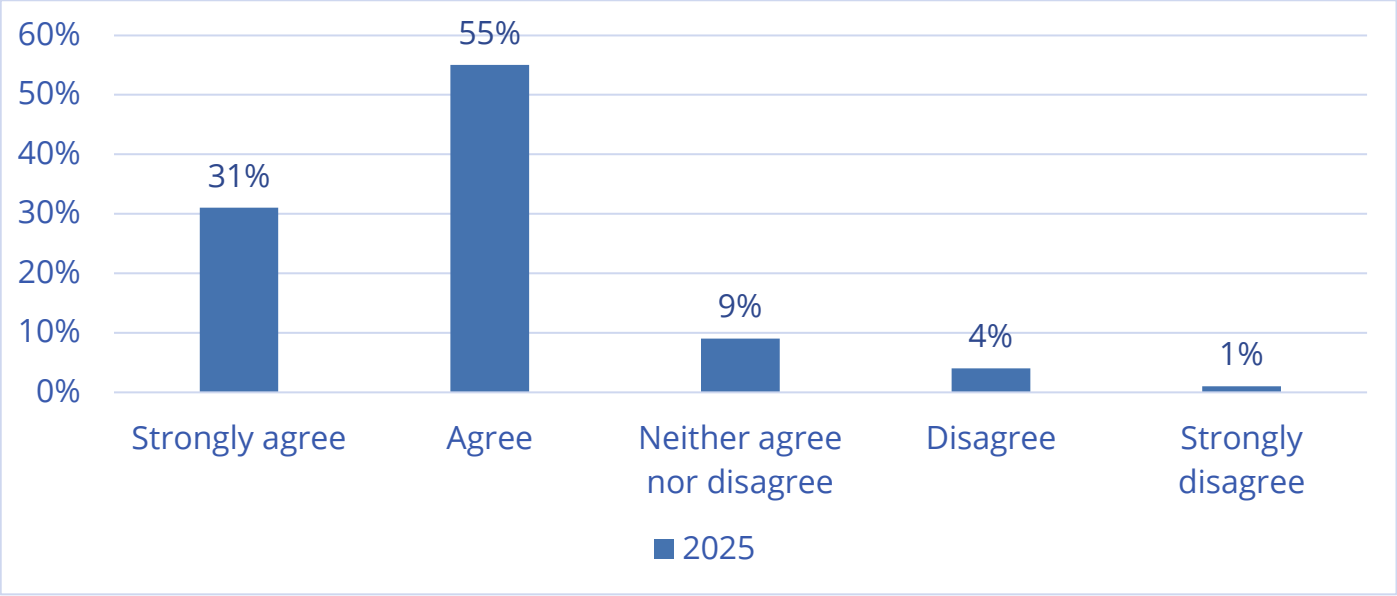
We will review, monitor and publish our progress annually.

2025 engagement survey results

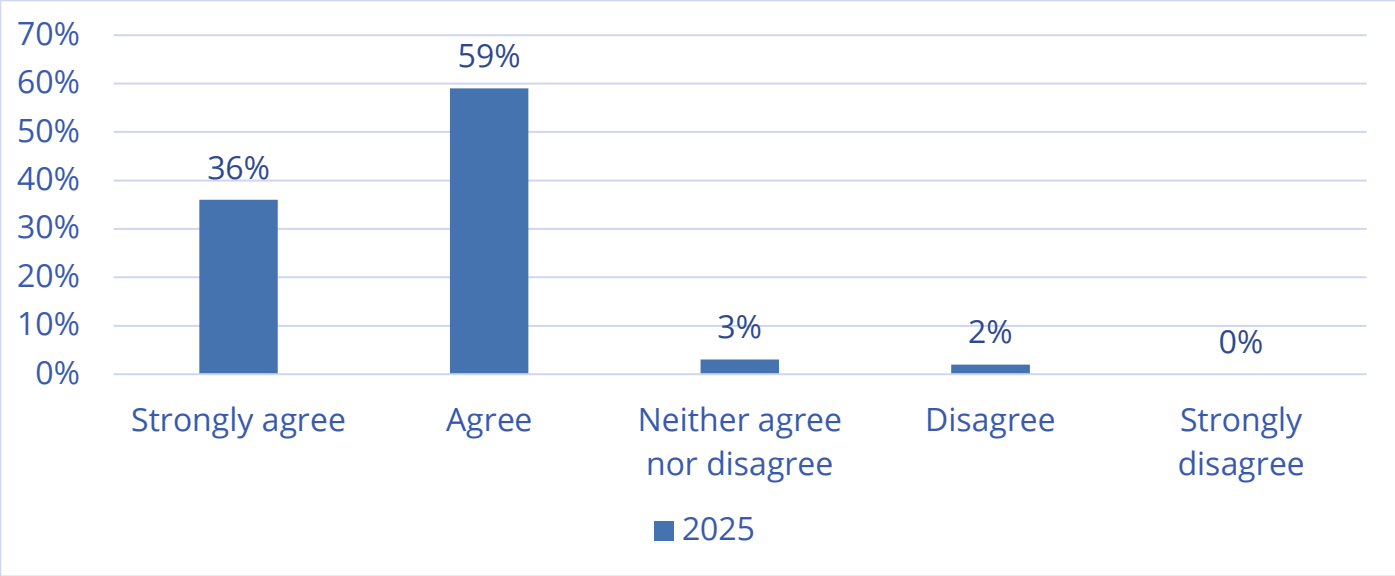
People in my department are treated fairly, regardless of their age, gender, race or ethnic origin, disability, sexual orientation



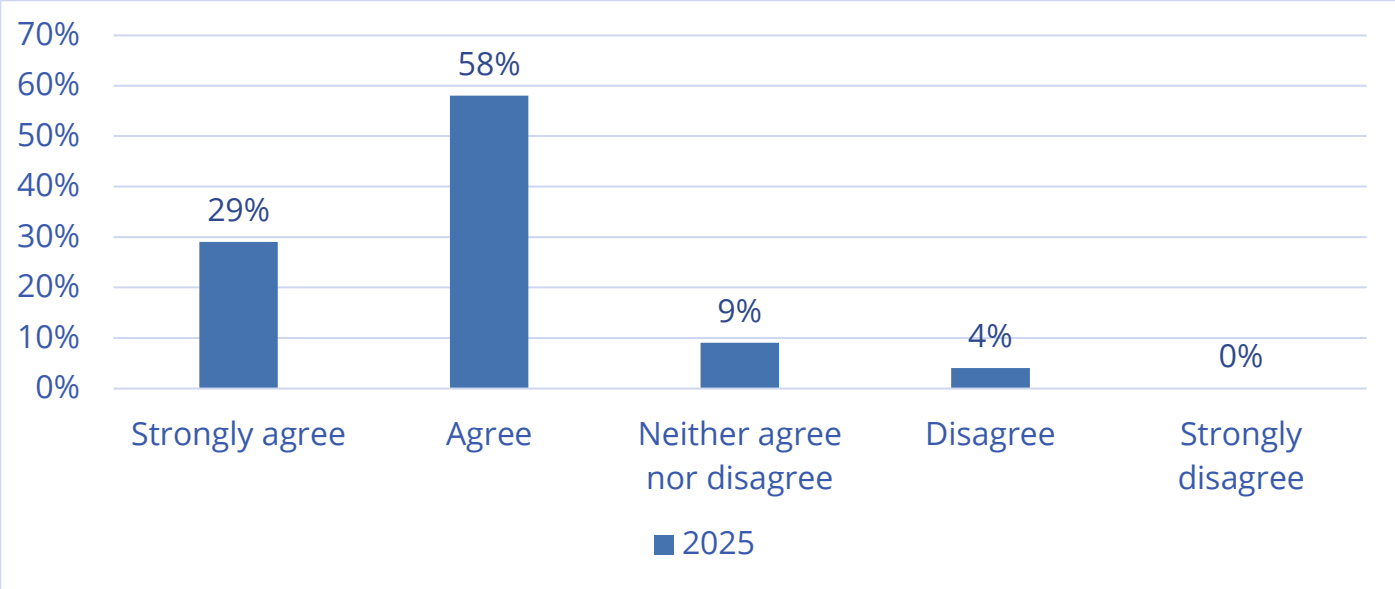
The firm demonstrates a genuine commitment to creating a diverse workforce



We have an inclusive working environment



I can be myself at work



Action plan overview

1	We continue to be a signatory of the Black Talent Charter an organisation that seeks to build race equity for Black talent into British business, using collaboration and evidence-based solutions.
2	Partnership renewal with upReach for the sixth year to support undergraduates from lower socio-economic backgrounds to access to the legal profession through 1-2-1 mentoring and Insight Days.
3	We continue to be a part of the CityCentury solicitor apprentice initiative to increase the number of solicitor apprentices and improve entry and access to the sector. Our Solicitor Apprentices are currently in their second year.
4	We continue to strengthen inclusive recruitment practices by applying contextualised recruitment to trainee applications, actively engaging with legal recruiters and executive search partners on their D&I approaches, and reinforcing our commitment to attracting a diverse talent pool across all hiring processes.
5	Following the implementation of our new HRIS system, we have enhanced our ability to monitor and report on workforce demographics and role applicants.
6	Accessibility: working with our Business Development and Marketing team, we have improved accessibility to external FW content (website and social media).

"Diversity and inclusion are not just words on a page but an active commitment that shapes our everyday actions and decisions."

Evie Meleagros
Partner & DE&I Group Chair

7	Continued our partnership with a specialist EDI Consultancy (Onvero) to provide external advice and resources to the FW team on our strategic plan, internal policies and training to achieve our D&I purpose.
8	Refreshed our annual D&I events calendar and bi-annual newsletter; and continue to schedule a range of D&I activities for learning, education and celebration across the firm.
9	We established our FW ESEA network and hosted our first networking event, creating opportunities for connection, visibility and support within the firm.

