

# 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.



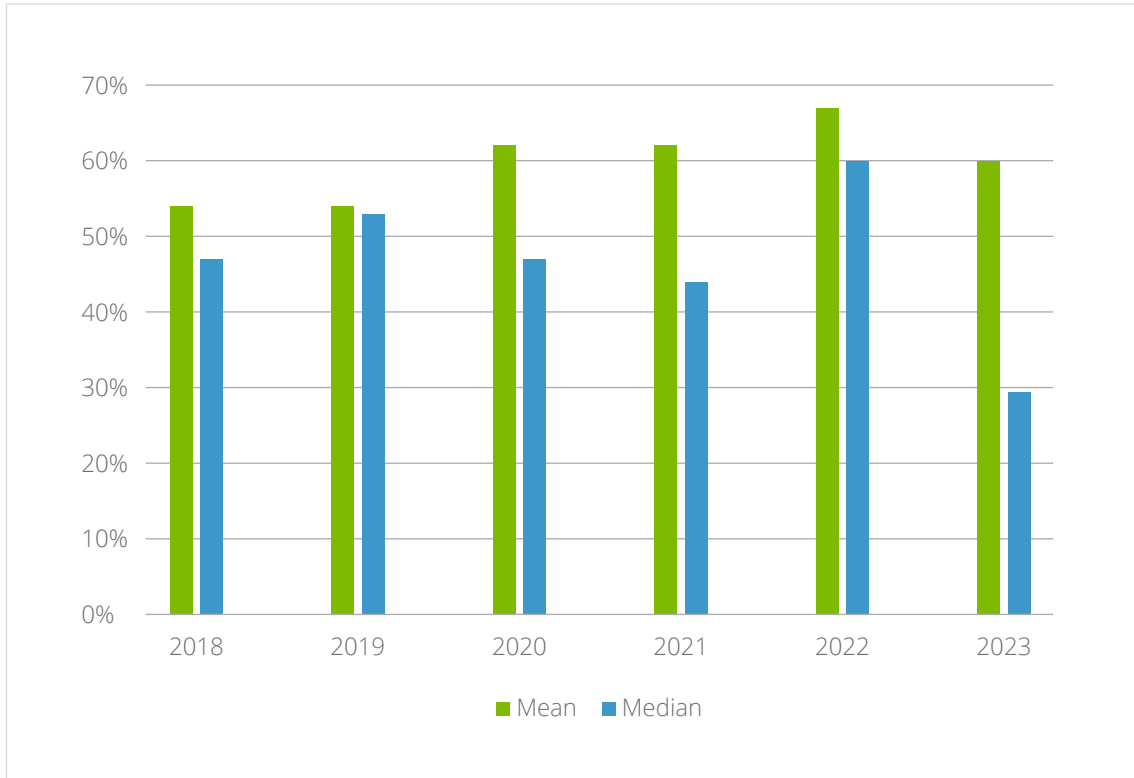
**Gavin Foggo**  
Senior Partner

# 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

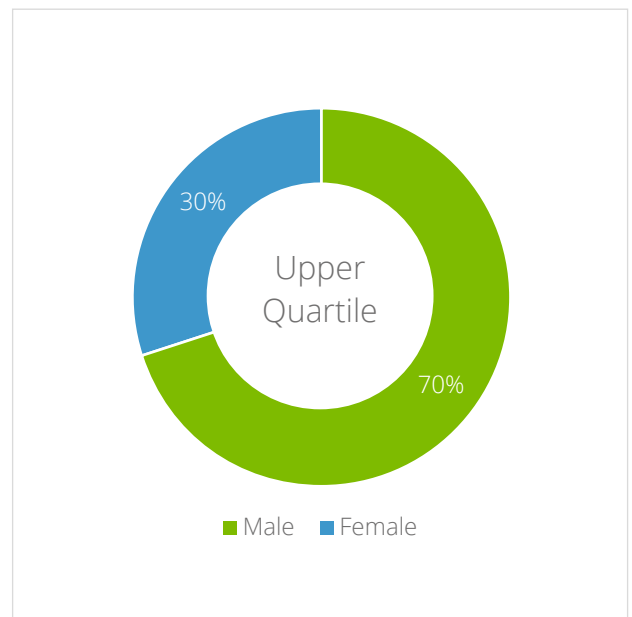
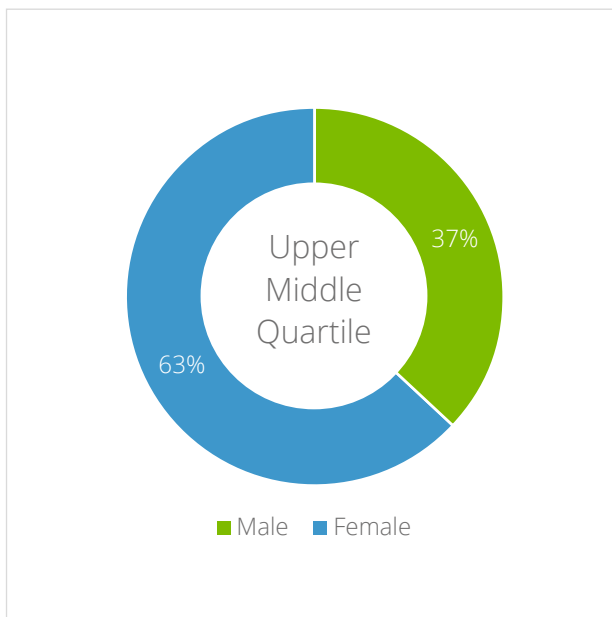
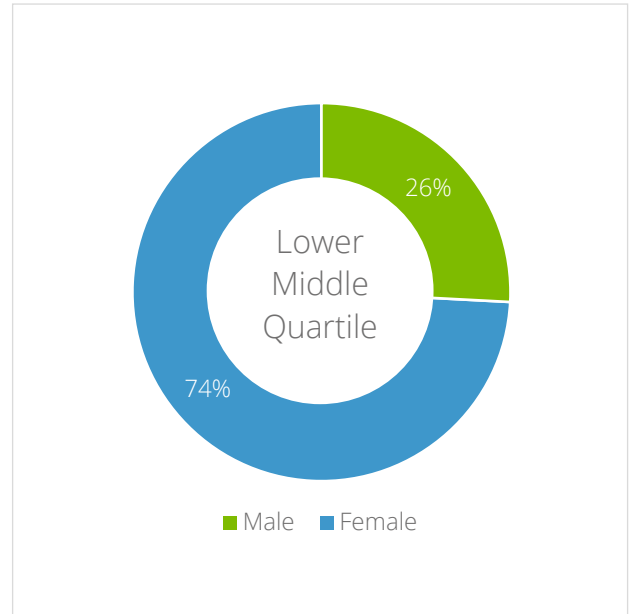
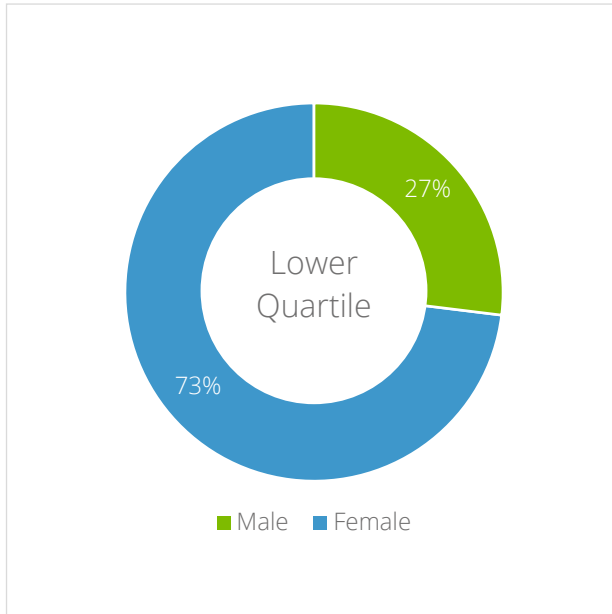


Employees	2018	2019	2020	2021	2022	2023
Mean	2%	2%	4%	10%	-1%	5%
Median	13%	22%	20%	27%	11%	14%

Partners	2018	2019	2020	2021	2022	2023
Mean	3%	19%	26%	29%	34%	33%
Median	45%	45%	53%	58%	59%	55%

All	2018	2019	2020	2021	2022	2023
Mean	54%	54%	62%	62%	67%	60%
Median	47%	56%	47%	44%	60%	29%

## 2023 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.

We have seen a positive change in the gender split in the upper quartile over the last few years, which we believe is a direct result from the changes in our partnership demographic and the increase in female partners through internal promotion and lateral hires. In April 2023, we had 41 partners, 29% were women. Our Board was 20% female.

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.

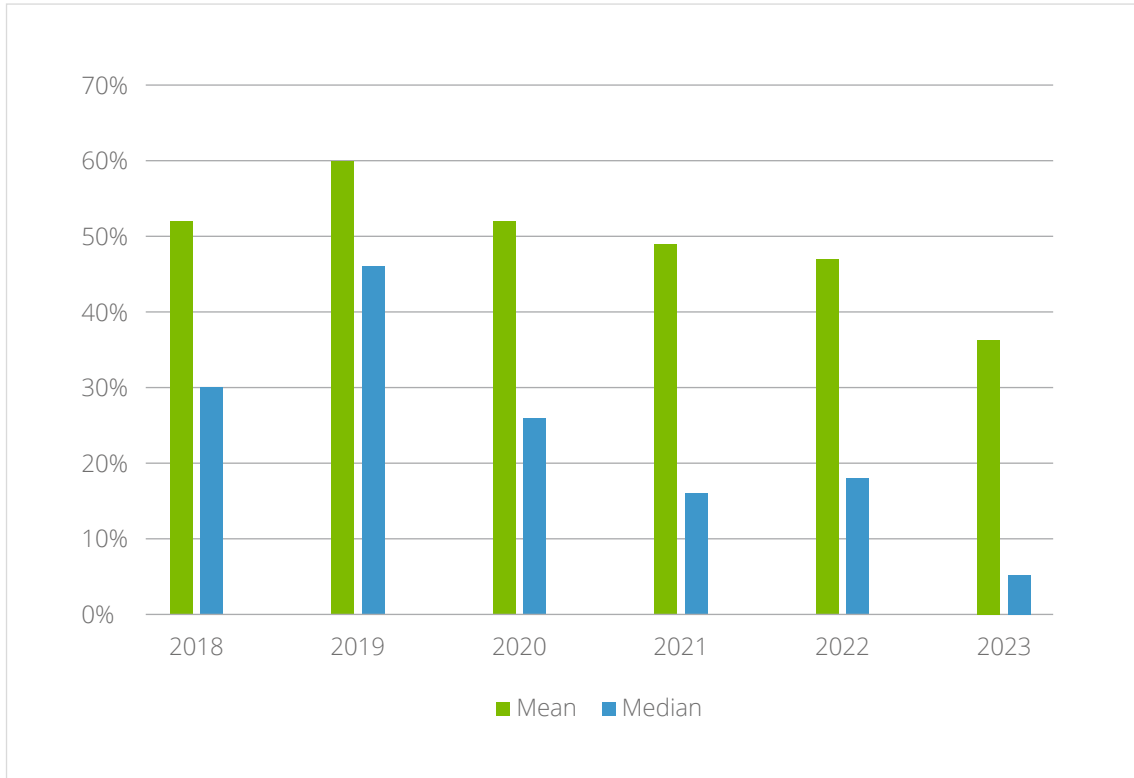
The reasons for this are multifaceted and, when putting initiatives in place to drive change in the long term, we have attempted to address as many of those reasons as practicable.

# 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

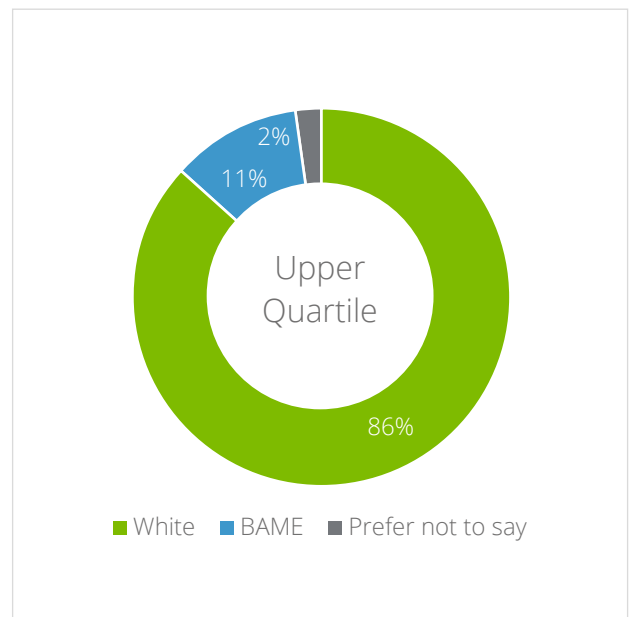
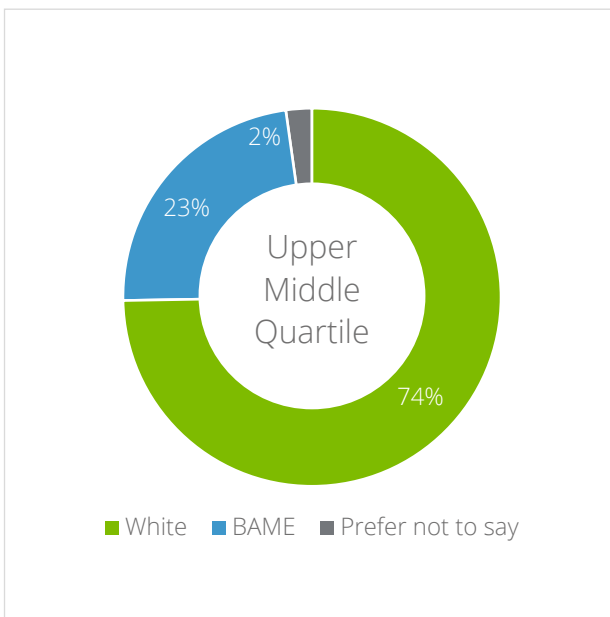
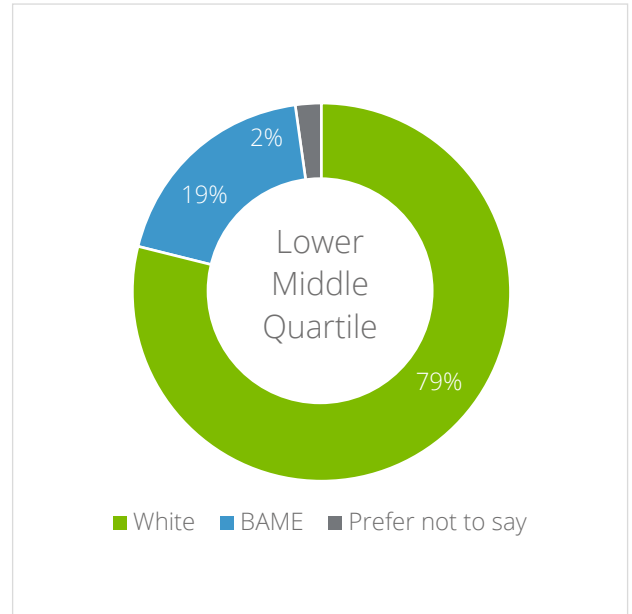
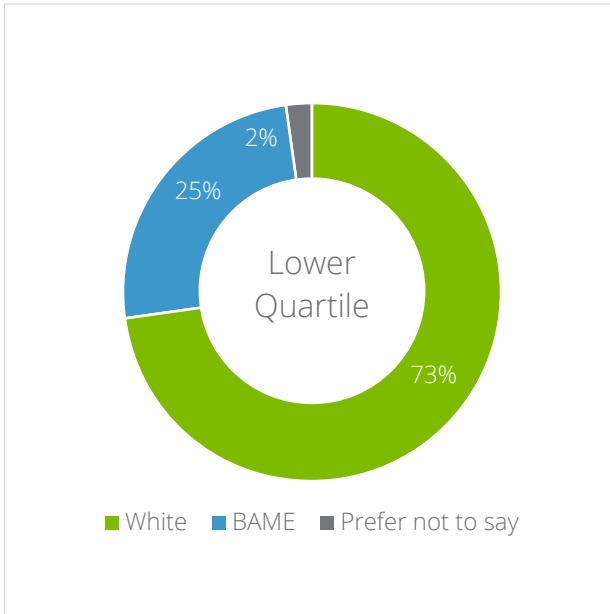


Employees	2018	2019	2020	2021	2022	2023
Mean	16%	34%	14%	18%	16%	8%
Median	18%	38%	14%	7%	3%	13%

Partners	2018	2019	2020	2021	2022	2023
Mean	39%	27%	14%	35%	25%	22%
Median	41%	-11%	17%	46%	37%	22%

All	2018	2019	2020	2021	2022	2023
Mean	52%	60%	52%	49%	47%	37%
Median	30%	46%	26%	16%	18%	5%

## 2023 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 since 2018.

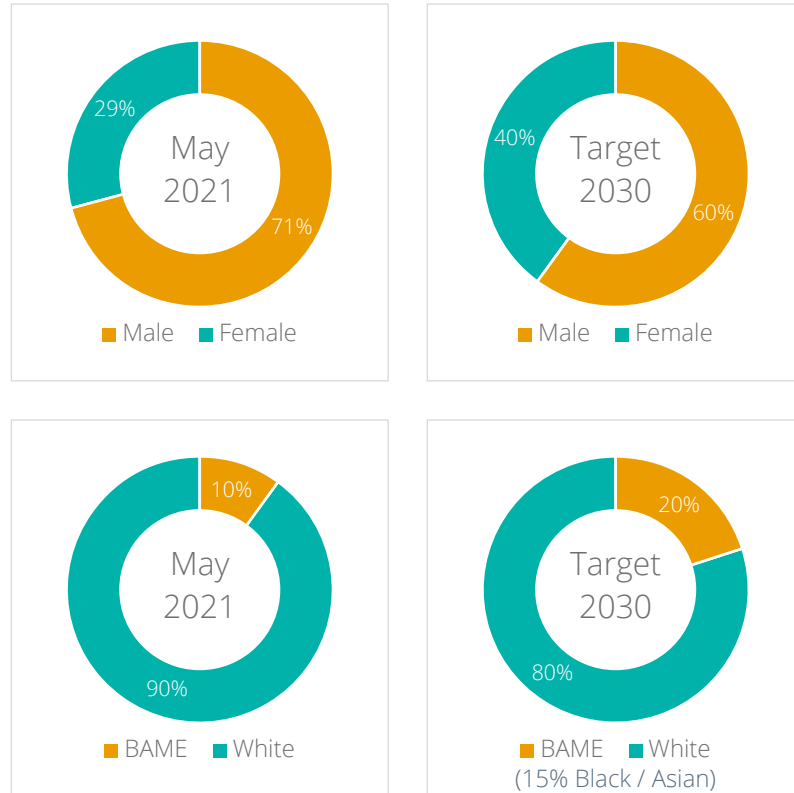


## How will we address our gaps?

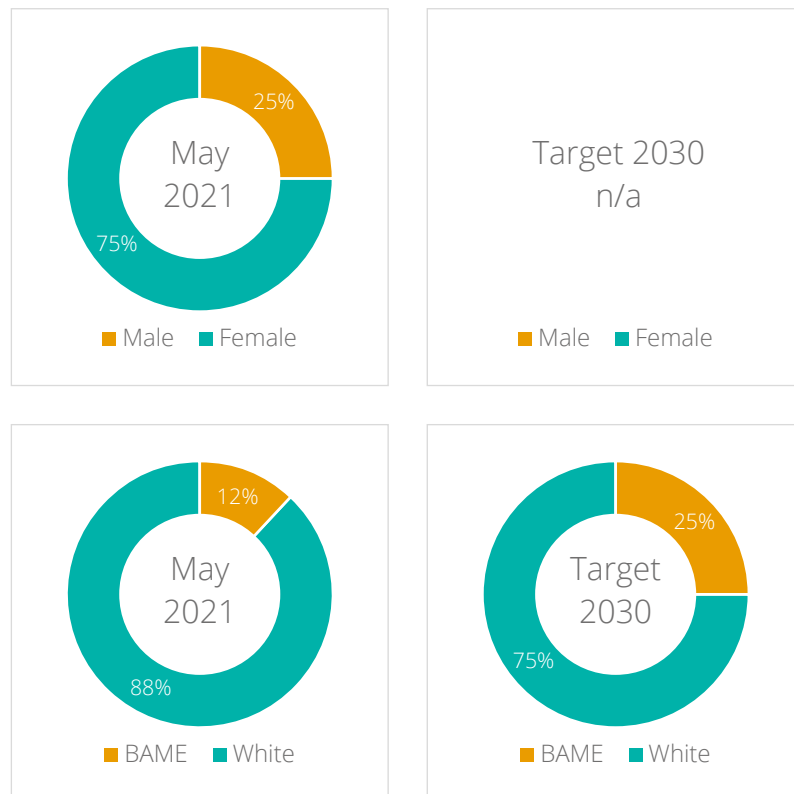
- Reflecting upon how we can address our Pay Gaps, the output from the Reverse Mentoring Programmes provided us with some clear direction and action points. The most significant outcome the desire to introduce D&I targets to focus our minds and monitor our progress, particularly at the senior end of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



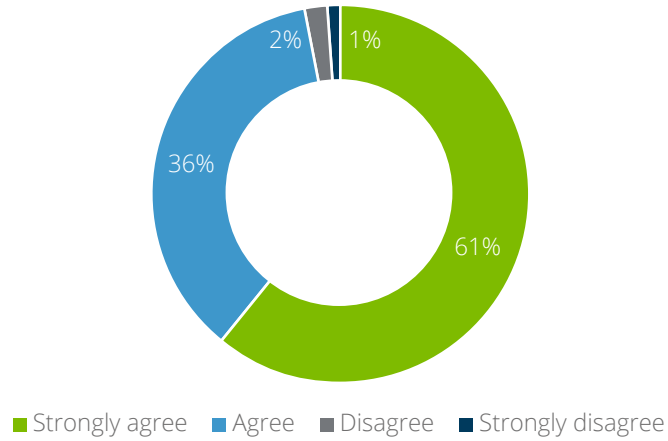
### Trainees



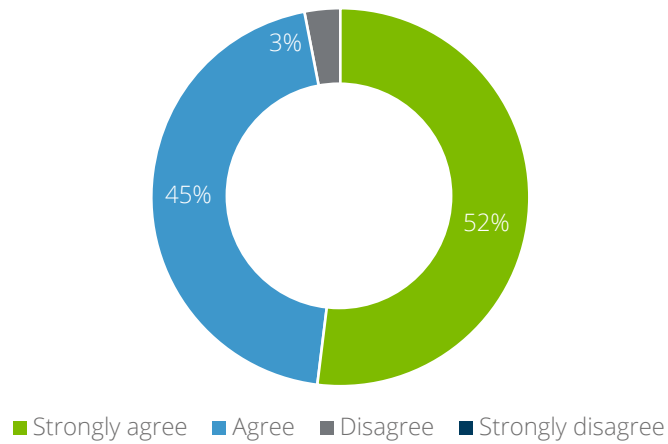
- The Partnership Board will take responsibility for meeting these targets.
- We will review, monitor and publish our progress annually.

## 2023 Engagement Survey Results

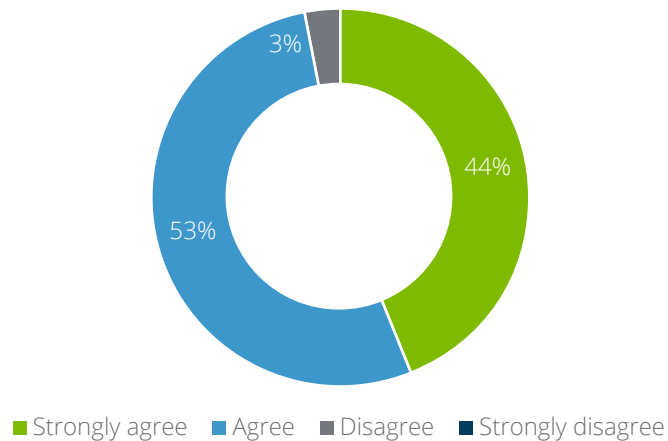
People in my department are treated fairly, regardless of their age, gender, race or ethnic origin, disability, sexual orientation



I am treated as a full team member regardless of my position



I can be myself at work



## 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.** Re-engaged with our recruiters and Executive Search firms to brief them on live roles and our commitment to our D&I targets. Revise our D&I statement for all of our live roles on all hires and the website.

**2.** Engaged with a specialist EDI Consultancy (ENEI) to provide external advice and resources to the FW team on our strategic plan, internal policies and training to achieve our D&I purpose.

**3.** Joined the CLLS' 'City Century' initiative to hire Solicitor Apprentices from September 2024.

**4.** Accessibility: working with ENEI, we have improved our website to support its accessibility to ensure our online presence is more accessible. This is an ongoing initiative across all of our digital platforms.

**5.** Corporate membership renewal with Black Solicitors Network to increase the firm's visibility across a wider pool of candidates and provide resources for their Grassroots programme.

**6.** Partnership renewal with upReach for the fourth year to support undergraduates from lower socio-economic backgrounds to access to the legal profession.

**7.** Refresh our annual D&I events calendar '*Bringing the Outside In*'.

**8.** Become a signatory of the Black Talent Charter. Use the Charter's three pillared programme, we will work with the other signatories to achieve systematic change across British business.

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