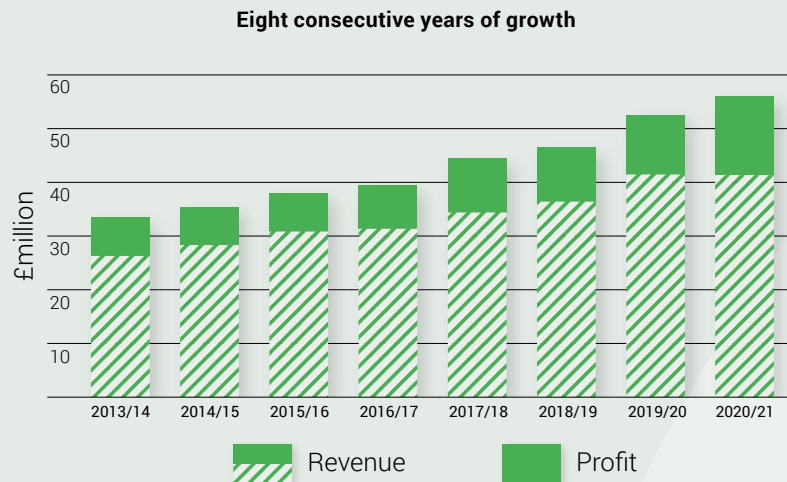


Financial and Business Review 2020/21

Revenue and Profit



In 2020/21, we saw a 9.1% increase in revenue to **£56.1m** (in 19/20, revenue was £51.4m).
 Net profit rose by 29.5% to **£14.7m** (in 19/20, net profit was £11.35m).

Highlights

- **Recruitment:** we recruited eight new partners and legal directors across a range of legal practice and market areas.
- **Promotions:** we promoted 15 colleagues – one to partner, eight to senior associate and six to associate.
- **Office refurbishment:** we refurbished our Bristol office and moved to new a new interim office in Birmingham.
- **Furlough repayment:** in August 2020 we were one of the first law firms to announce full repayment of furlough monies received by Government.
- **IT investment:** we invested further in IT systems and completed the Practice Management System upgrade.

Our People and Clients



480

Staff



85

Partners



1,400+

Clients

Responsible Business

We launched our Responsible Business programme by appointing:



23

Mental Health First Aiders



20

Wellbeing Ambassadors



36

Equality, Diversity & Inclusion Ambassadors



29

Green Ambassadors

- We launched a wellbeing programme in partnership with health insurer **Vitality**.
- We introduced our **'Coffee With'** scheme, pairing up colleagues at random once a month for an informal catch-up over Zoom.
- We have committed to becoming **carbon neutral** in 2021.
- We donated more than **£40,000** to our four dedicated office charities:



Awards



Recognition



Named among The Times Best Law Firms 2021.



Increased both the number of 'Tier One' practice area rankings and elite 'Leading Lawyers', while improving or maintaining our ranking in every practice area in Yorkshire.



Increased Band 1 practice areas to six, adding the new 'Employment: Employer: Healthcare' category.