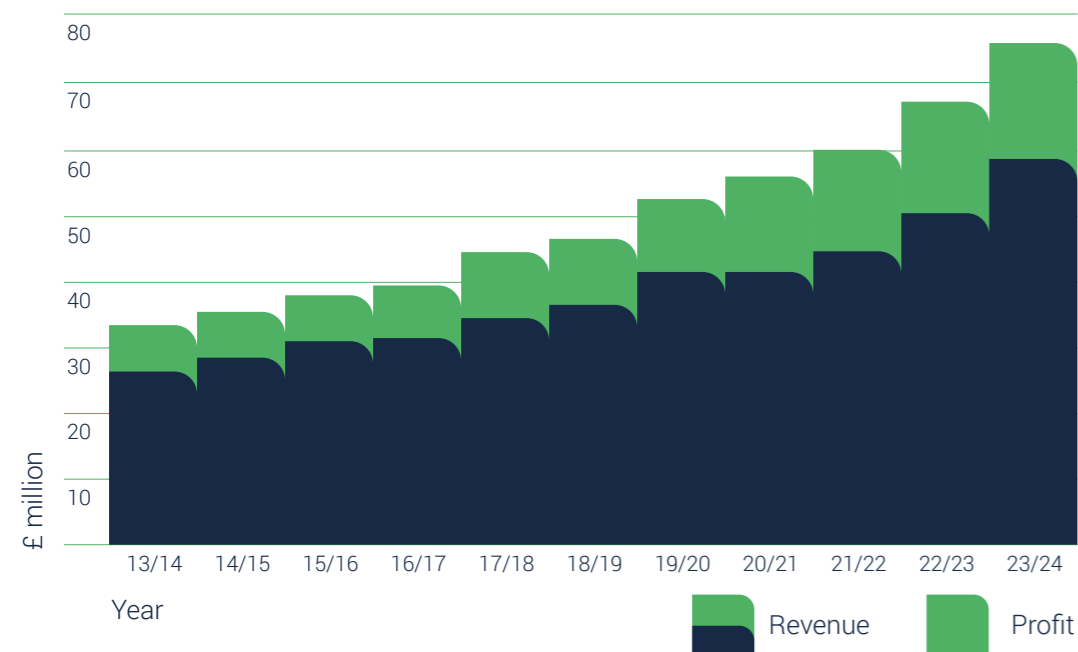


Financial and Business Review 2023/24

Revenue and profit

Record-breaking revenue increase and eleven consecutive years of growth



In 2023/24 we achieved a record-high 13% increase in revenue to £76.2m (2022/23: £67.3m)
 Net profit rose by 11.2% to £18.9m (2022/23: £17m)

Highlights

Market growth
 Top three growth markets are Higher Education (37%), Independent Health & Care (32%) and Central & Local Government (24%).

Promotions
 We promoted 38 team members in a record promotions round, creating five new Partners, a Legal Director, 13 Senior Associates and 19 new Associates.

Recruitment
 32 senior lateral hires, including eight Partners, joined us this year.

Milestone
 For the first time, more than half of our Partners are women, 52% up from 47.8% last year.

Our people and clients

650 Colleagues **100** Partners **1,900** Clients

Responsible business



Equality, Diversity & Inclusion - We improved the collection and quality of our Diversity Data, remaining committed to the Law Society D&I Charter, Disability Confident Employers, and Inclusive Employers. Colleagues engaged in events including Pride and South Asian Heritage Month.



Wellbeing - We continued to embrace our Mindful Business Charter commitments, developing our Mental Health First Aiders, employee networks and support groups, whilst promoting our range of employee wellbeing benefits.



Environmental Sustainability - Maintained our carbon neutral status and UN Climate Neutral Now accreditation. Planted 120 trees, picked 19 bags of litter, donated 15 bin bags of clothing, and surveyed 135 m² of land for biodiversity during our first Green Week.



Community Support - We donated £100k, shared across our four office charities: InUnity (Birmingham), 1625 Independent People (Bristol), Leeds Women's Aid (Leeds) and The Talent Tap (London).



Recognition and awards



Named as one of The Times Best Law Firms for the sixth consecutive year.



Maintained top tier rankings in 13 practice areas, ranking in an additional 41 practice areas, with seven new rankings and more lawyers recognised than ever before.



Maintained top band rankings in seven practice areas, securing four new rankings and an increase in ranked lawyers.

