

*Forward thinking*  
Straight talking

# *We are Gateley*

Join us

Gateley /

# Heelo

## **A world of opportunity**

We offer our people opportunities they won't find easily elsewhere. We are not only a great place to work – with great people – but we provide a career path that's rewarding and allows your strengths and ambitions to shine.

# Why *Gateley?*

## **Working for a listed business**

Gateley started as a traditional LLP law firm, but since our listing on AIM in 2015 we've diversified into a professional services group. What does this mean for you and your career?

## **Having an equity stake in the business**

Unlike a traditional LLP, Gateley offers all employees the opportunity to build share ownership throughout their careers, including a share save scheme and a new share incentive scheme which awards £50,000 worth of Gateley shares to those being promoted to Partner within Gateley.

## **Platform offering**

Since listing, Gateley has acquired several complementary legal and professional services businesses as part of our diversification strategy. Our platform offering brings together specialist advisers delivering joined-up commercial solutions for our clients. Within the group, we have legal and business professionals working side by side to support the needs of our clients whether this is an employment lawyer working alongside a management consultant, a real estate lawyer working alongside a chartered surveyor, or a patent attorney working alongside the legal team on a due diligence exercise.

“

***Having this strong culture around us helps us to continually drive our performance and has got us to where we are today.”***

Rod Waldie, CEO



# Be *supported*

At Gateley we have a culture of continuous learning, whether that's on-the-job, self-directed or formal training courses.

Our investment in your development begins on day one with our comprehensive onboarding programme and will continue throughout your Gateley career, supporting you every step of the way. Our career development programme is designed so that you have the knowledge, skills, tools and techniques you need to thrive in your role, feel engaged with your learning and maximise your potential to succeed. From virtual learning that you can access at any time to meet a training need, to tailored face-to-face development programmes, including one to one coaching that will support you on the run up to and past a promotion, we're committed to ensuring that we set you up for success.

## *ignite*

**Ignite** brings together people at the early stages of their career to build their networks, skills and confidence.

## *influence*

**Influence** is for colleagues at a more developed stage of their career and looks at how they can influence upwards as well as supporting colleagues at a more junior level.



*My supervisors are approachable and there's an open door culture here. I have had opportunities to get to know my colleagues outside of the office through the social events organised by the firm."*

# Be *rewarded*

As a listed company, free from the usual constraints of a professional services partnership, our people are all a part of the business.

We therefore reward those who help our business to grow. This includes a bonus scheme as well as a share save scheme. The share save scheme gives everyone the opportunity to participate in the future success of the business. Employees also have access to a huge range of benefits including:

- Annual discretionary bonuses of up to 20% of base salary, dependent on your job family
- Health cover
- Competitive pension
- A minimum of 25 days' holiday plus bank holidays (for full time employees)
- Flexible holiday – buy 5 extra or carry 5 to the next calendar year
- Enhanced maternity and paternity leave
- An electric and plug-in hybrid car scheme
- Access to YuLifeline - insurance, a 24/7 virtual GP, an Employee Assistance Programme and a wellbeing app

However, we recognise too that reward isn't just about money. This is why we've introduced enriching programmes and networks which ensure our people excel.

# *belong...*

Creating an inclusive culture where everyone can bring their whole selves to work requires focus and energy. We do this through our five network groups which create a safe place for debate where people can share experiences, raise awareness, and celebrate our uniqueness.

It's not just us saying this. We are regularly recognised by external organisations for the culture and workplace that we have created. Take a look at our reviews on Glassdoor: 93% of reviewers would recommend us to a friend and we achieve a rating of 4.6. In 2022, Glassdoor also identified the top 25 UK companies for senior leadership, and we were proud that Gateley was recognised as the only legal and professional services business within this Glassdoor have also recognised the quality of our leadership.



*ability* 

Supporting employees with disabilities and raising awareness around neurodiversity

*inspire* 

Nurturing talent and supporting career development.

*pride* 

Recognising our LGBTQ+ community

*thrive* 

Taking care of the health and wellbeing of all our employees

*unity* 

Recognising and celebrating different cultures, religions and backgrounds

# Who are we?

Property Platform	People Platform	Business Services Platform	Corporate Platform
Gateley / LEGAL	Gateley / LEGAL	Gateley / LEGAL	Gateley / LEGAL
Gateley / CAPITUS	/ ENTRUST	/ ADAMSON JONES <small>part of Gateley</small>	Gateley / GLOBAL
Gateley / HAMER	/ KIDDY & PARTNERS <small>part of Gateley</small>	/ SYMBIOSIS IP <small>part of Gateley</small>	
Gateley / VINDEN	/ T-THREE	AUSTEN HAYS <small>part of Gateley</small>	
Gateley / SMITHERS PURSLOW			
Gateley / RJA			



*One of the things I think we all really value is when the advice is tailored to us and Gateley manage to show a real understanding of not just the business but also how we like to operate. Ideagen is a fast-paced business where you need to be readily adaptable to potential changes in business strategy or the marketplace, and I think that Gateley being able to get on board with that and deliver advice (particularly where potential disputes are concerned) is really useful and allows us to manage stakeholders internally in an effective way”.*

VP Legal Operations, Ideagen



*Gateley is a formidable legal and advisory firm, evident from its wide client base and extensive services. We were particularly impressed by Gateley’s steadfast commitment to ESG initiatives, and DEI, showcasing the company’s determination to make a positive impact.”*

Judges at Property Week RESI Awards 2024

**23**  
UK locations

**70%**  
of employees are share or option holders

**15 hours**  
volunteering per year

# At a glance

Our purpose is to deliver results that delight our *clients*, inspire our *people* and support our *communities*

**Being straight talking about what matters, inside and outside of our business: supporting diversity and inclusion, encouraging potential and ensuring a sustainable future.**

## Gateley *team spirit*

- Five values which are at the heart of the way we work together captured in our Gateley Team Spirit: ambitious for success; forward thinking; room to breathe; trusted to do and working together.
- Annual Gateley Team Spirit Awards recognise the contribution that people make across the Group.

## Supporting *diversity*

- Five active employee communities: Ability; Inspire; Pride; Thrive; and Unity.
- Stonewall Diversity Champions.
- Law Society Gold Standard for our Diversity and Inclusion Charter.
- A Disability Confident employer.
- A Halo Code workplace.
- Investors in People accredited.
- Winner of the 2024 Birmingham Law Society ‘Equality, Diversity and Inclusion’ award.

## Encouraging *potential*

- 26 offices in 23 locations including offices in major commercial hubs across the UK.
- Two collaborations networks building group-wide relationships and supporting cross-team working: Ignite and Influence.
- The only UK legal business to be ranked in the Glassdoor top 25 best companies for senior leadership.
- 159 internal promotions during FY24.
- Recognised in 47 areas by Legal 500 2024 and 28 areas by Chambers & Partners 2024.

## A *sustainable* future

- A commitment to achieving net zero by 2040 and with a carbon reduction plan to reduce emissions by 50% by 2030.
- An active CSR programme through our Gateley Gives committees in each office.
- A proactive volunteering programme with employees given 15 hours per annum of volunteering time.
- Social impact dashboard captures activities across the Group and recognises community participation.
- Active wellbeing programme and proud to be a signatory to the Mindful Business Charter.

## Commitment to *professional and ethical standards*

- Regulated by The Law Society in England and Wales, The Law Society in Northern Ireland, RICS, IPReg
- Lexcel accredited
- Cyber Essentials+ accredited

## Flexible *benefits*

- Proud that 70% of employees are share or option holders.
- Commitment to office and remote working for many roles.
- Access to YuLife, life insurance, a 24/7 virtual GP, an EAP and a wellbeing app that rewards daily healthy activities.
- Electric Plug-in and Hybrid Car Scheme.

# Responsible Gateley

Being a responsible business is important to Gateley, with a focus on the wellbeing of our people as well as being a force for good in society and within the communities in which we operate.

Each year, we publish an annual Responsible Business report which sets out new internal targets to move the business forward and keep us aligned with our Responsible Business priorities that support our clients, people, communities and the environment.

## Supporting our communities

Some of the ways we support our communities include:

**Partnerships** – One of our approaches to community support sees us forge strategic partnerships that tackle critical areas in society such as education, environment and health.

**Volunteering** - Volunteering plays an important role for our people as they support good causes that are important to them. Since introducing our volunteering policy, which grants our people 15 hours annually, we've worked hard to embed this policy across our business.

**Gateley Gives** - We have Gateley Gives teams in all our offices to coordinate fundraising activities throughout the year. They are the driving force behind local initiatives that align to our Responsible Business ethos.

**School outreach** – We commit to ongoing collaboration with educational institutions which are multifaceted to support a range of students of various ages, locations and educational/social needs. We encourage our people to get involved with school outreach programmes such as mentoring, providing guidance to young people or hosting workshops.



*We know we have an important role to play in providing positive social contributions to the world we live in, which we do through our people and partnerships.*

*We want our people to be proud of the business they work for and therefore empower them to give back to the community in ways that are important to them.*

**Andlyn White**  
Responsible business manager, Gateley



**The Purpose Pod** – We have launched a Responsible Business Podcast called The Purpose Pod, which is hosted by our responsible business manager, Andlyn White and senior internal communications manager, Lee Southen. Each episode shares insight from the forward thinkers we engage with as a business as we look at how our social values bring us together to improve society.

## Sustainability

At Gateley, we are committed to minimising our environmental impact and fostering sustainability throughout our operations.

We have pledged to achieve Net Zero by 2040 and are working towards this through the development of a Carbon Reduction Plan to ensure we stay on track with our sustainability goals.



*We have made several significant changes to support our environmental agenda such as moving our main offices onto a green tariff, installing screens in common areas of our offices to reduce printing and increasing the focus on the hotels we use as a business to ensure they have sustainability credentials.*

*We are also proud to partner with the Heart of England Forest as our environmental charity to support our sustainability agenda. During the year we participated in volunteering days to help create and manage the forest.*

*While we understand there is a lot more to be done and we are in the early stages of our environmental journey, I am proud of the progress we have made so far excited to keep building on this momentum.*



**Peter Davies**  
Partner



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