

Stephensons

Social Value Report

1st May 2025 - 30th April 2026

stephensons.co.uk

At Stephenson's, social value is not an add on to our work; it is an essential part of who we are, how we operate, and the impact we aim to have across our communities.

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Our colleagues have contributed more than
1,000
hours of volunteering time



Our commitment goes beyond legal services. It extends into sustained volunteering, meaningful financial contributions, longstanding partnerships, and an active role in supporting organisations that strengthen the social, cultural, and economic fabric of the places we serve.

Over the past year, our colleagues have contributed more than **a thousand hours** of volunteering time across a wide range of community activities. These include weekly efforts to reduce food waste, governance roles within schools and charities, youth sport coaching, support for homelessness services, cultural enrichment through arts and theatre groups, and mentoring the next generation of professionals. This hands on participation reflects our belief that social value is created through time, skills and consistent commitment.

Alongside volunteering, we have invested significantly in **initiatives that improve opportunities, wellbeing and community cohesion**. This includes sponsorships and donations supporting young people, disability and inclusion charities, grassroots sport, local cultural organisations, and events that champion professional development within the legal sector. From major contributions to local football and youth organisations to targeted support for amputee communities, business awards, charity events, and children's initiatives, our focus has remained on addressing real needs and delivering practical benefit.

Our social value activity is shaped by the strengths of our people, the needs of our communities, and the values that guide our firm: responsibility, collaboration and long-term impact. We continue to work closely with partners across the North-West and beyond to **create opportunities, reduce inequalities, and support initiatives** that make a tangible difference to the lives of children, young people, families and vulnerable groups.

This report provides an overview of the contributions made during the period, highlighting the hours volunteered, the financial support provided, and the wider outcomes achieved through our work. It reflects not only the scale of our activity, but the enthusiasm and dedication of our colleagues who drive it forward every day. Our commitment to social value will continue to grow as we build lasting relationships, empower communities, and use our capabilities to support positive change.

Community Engagement

Community engagement continues to be at the heart of our social value programme. Colleagues have contributed significant time, skills and leadership to local organisations, charities and community groups.



£17,152

provided in sponsorship across the year



46



days of work experience delivered

Volunteering and Governance Roles

Across the year, colleagues collectively contributed around **1,301–1,453 volunteer hours**, covering a broad range of activities including:

- Weekly Zero Waste volunteering supporting redistribution of supermarket surplus food.
- Trustee and governance commitments at Turnpike Community Theatre, local schools, community foundations and charities.
- Rugby coaching and team management roles of youth sports support.
- Homelessness outreach and community support, including governance roles and practical volunteering.
- Chaperoning, choir performances for charity, and supporting school fundraising groups.
- We have 10 colleagues who are mentors for Manchester Metropolitan University students giving a minimum of an hour a month to support students.

These activities collectively demonstrate a strong culture of civic responsibility, youth support and community participation.

Sponsorship and Community Investment

The firm provided **£17,152 in sponsorship across the year**, supporting a diverse range of community, youth and charitable organisations.

Key initiatives included:

- Sponsorship of Children and Young Persons Dinners across four major cities.
- Corporate Partner Sponsorship of Wigan Athletic Football Club.
- Support for disability groups through Limbless Association events.
- Funding for arts and culture through Turnpike Community Theatre.
- Contributions to business community initiatives such as the Wigan Borough Business Awards and Professionals of Wigan.
- Funding for Wigan Youth Zone to support Christmas food provision.

Talks, Presentations and Local Engagement

Our teams delivered free training and educational sessions to community groups, charities and schools, including:

- Limbless Hub.
- Free training to Citizens Advice Bureau and domestic abuse charities.
- Road Safety Week sessions delivered to 90 pupils.
- Litter picking, foodbank volunteering and community clean-up initiatives.

Education & Training

We have continued to invest in skills, learning and early career development both inside and outside the firm.

Work Experience

Across our departments, we delivered **46 days of work experience**, offering opportunities in Family, Clinical Negligence, Commercial, Marketing and Central Call Centre teams. We also showcased career pathways at:

- Manchester Metropolitan University Law Fair (400 students).
- Winstanley College law fair (800 students).
- Edge Hill University careers fair (1,000 students).
- Mock interview sessions for college students.

Training and Internal Development

Colleagues benefited from a wide range of development initiatives including:

- CPD workshops and department training.
- LGBTQIA+ inclusion Lunch & Learn sessions.
- External financial wellbeing support.
- CPR training for 20 colleagues.
- Interview skills EDI training.
- Specialist enquiry handling training for colleagues.
- Leadership programmes for colleagues.
- Suicide prevention training through Epic Hope.
- Planned networking skills development sessions for 2026.



17

Apprenticeships

supported during 2025/26



70



Easter eggs donated to our local foodbank

Economic Development

The firm has contributed to local economic resilience through apprenticeships, housing initiatives and financial support for social value commitments.

Key achievements:

- **17 apprenticeships supported** during 2025/2026, including an apprentice who won Business Apprentice of the Year at Wigan & Leigh College.
- Legal support on housing projects with helping expand affordable housing options for first-time buyers.
- A social value pledge of **just under £4,000** paid into the community through funded commitments.

Philanthropy

Colleagues across the firm continued to show generosity through donations, fundraising challenges and charitable activities.

Highlights include:

- Donations to child and family bereavement charities.
- Odd Socks Day as part of World awareness day for Down Syndrome with a donation to Bolton Smiley Faces.
- £4,800 plus toy donations to Daffodils Dreams.
- Brake charity fundraising activities.
- Donations to Day One Trauma.
- Fundraising challenges, including Pretty Muddy 5k with a team of 18, the Snowdon hike and 100km charity walks.
- Ice Bucket Challenge raising awareness and funds for New Start.
- Public nomination scheme awarding money to local charities.
- Pro bono legal advice delivered through Citizens Advice Bureau partnerships.
- Donation to Give it a Grow Wigan, supporting community planting.
- We donated 70 Easter Eggs to our local Foodbank.
- Our Colleagues have raised over £5,000 for our charity of the year New Start, The Wythenshawe Hospital Transplant Fund.

Environmental Stewardship

We continue to strengthen our commitment to environmental sustainability and responsible resource use.

Key contributions this year included:

- Regular recycling initiatives at work and home.
- Litter picking and community clean-up activities.
- Recycling of:
 - **Nearly 200 laptops,**
 - 15 server switches,
 - 27 mobile phones,
 - 7 iPads, and
 - 2 NUC devices since May.
- Book swap initiatives.
- Space optimisation resulting in **2,750 sq ft** of space savings.

Innovation, Technology & Workplace Improvements

We have continued to invest in smart, safe and accessible working environments, supporting both efficiency and wellbeing.

Key advancements included:

- Development of Sharedo to strengthen risk management, governance and compliance.
- Launch of Your Voice, an anonymous internal reporting tool.
- Firmwide AI Forum launched to embed responsible innovation.
- Sexual harassment training delivered to 300 colleagues.
- Modernisation initiatives such as early pay, accessibility tools, British Sign Language access, e-shot accessibility and an app to process expenses.
- Deployment of Teams telephony across the firm.
- Implementation of Legl for firmwide ID checks.
- Over **300 desk assessments** to support physical wellbeing.



100km

Charity walk completed for Day One Trauma



50



Colleagues received neurodiversity training



Inclusion & Diversity

Creating an inclusive culture remains a strategic priority.

Key developments:

- Launch of BSL SignVideo service on our website.
- Sponsorship of Wigan Pride.
- Centralisation of all ED&I policies and learning materials within Kallidus.
- Launch of Unreasonable Behaviour Policy
- Launch of Pregnancy Loss Policy and support packages.
- Creation of a data collection area within BOB for ED&I benchmarking.
- Introduction of the Name Pronunciation Tool and related awareness campaign.
- Race Equality week 5 day challenge carried out firmwide.

Health & Wellbeing

Colleague wellbeing continues to be supported through a range of initiatives such as:

- Fitness challenges including Manchester 10K, Pretty Muddy and Snowdon.
- Neurodiversity training delivered to 50 colleagues.
- Stress and time management training for all managers.
- 100km charity walk for Day One Trauma.
- Launch of the Anxiety Support page on our reward and well being platform.
- Taking part in Wigan to Southport 20 mile walk to raise money for our charity of the year.

Governance & Transparency

Good governance underpins our approach to social value.

Activity during the year included:

- Regular involvement in the Risk Committee.
- A new supplier procurement questionnaire for all contracts over £50k.
- Monthly Board meetings.
- Quarterly ED&I, Social Value and Brand Values forums.
- Staff Engagement Committee meetings.
- Governance responsibilities through external trustee and foundation roles.
- Sharing of our social value outcomes publicly across social media and the website.
- Firmwide Board Tour providing staff with updates on finance, IT, compliance and organisational priorities.

The past year showcases the strength of our commitment to social value and our belief that the legal sector has a vital role in contributing to healthy, resilient and inclusive communities. Through volunteering, environmental sustainability, inclusive policies, education initiatives and community investment, our colleagues continue to demonstrate the values that define Stephensons.

Our Social Value Pillars

Stephensons is committed to creating positive social value in all aspects of our operations. Our social value pillars guide our dedication to contributing to the wellbeing of our communities, supporting sustainable development, and fostering inclusive growth.



Community Engagement

Actively engage with local communities to understand their needs and aspirations.

Support community-led initiatives and projects that promote social cohesion and resilience.



Economic Development

Promote local employment and skills development opportunities.

Support local businesses and social enterprises through procurement and partnerships.



Environmental Stewardship

Implement sustainable practices to minimise our environmental impact.

Promote environmental awareness and education within the communities we operate.



Inclusion & Diversity

Foster an inclusive and diverse workplace that reflects the communities we serve.

Ensure equal opportunities for all, regardless of background or circumstances.



Health & Wellbeing

Support initiatives that promote physical and mental health and wellbeing.

Create safe and healthy working environments for our employees and partners.



Education & Training

Provide educational opportunities and training to support personal and professional development.



Philanthropy

Engage in charitable activities and donations to support various social causes.



Innovation

Encourage and implement innovative solutions to address social and environmental challenges.



Health & Safety


Ensure the health and safety of our employees through rigorous safety initiatives.



Governance

Maintain high standards of corporate governance through transparent reporting and regular board meetings.

Good News & Highlights



Showcased career pathways to

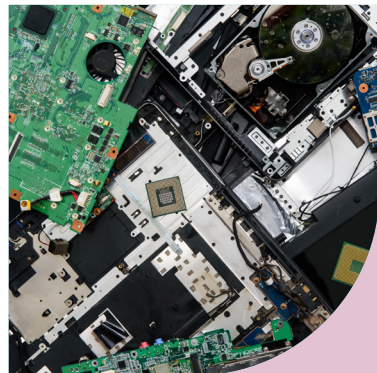
2,200

students



300

colleagues completed sexual harassment training courses



10

colleagues mentor Manchester Metropolitan University students



300

desk assessments carried out to support physical wellbeing

All



managers given training on stress and time management




18



colleagues completed Pretty Muddy 5K Fundraising challenge

Launched

BSL




Sign Video Service on our website for deaf and hard of hearing clients



191

laptops recycled since May 2025



2,750

 sq ft
of space saved by optimisation

Good News & Highlights



Pro bono

legal advice delivered through Citizens Advice Bureau partnerships



All

members of staff took part in the Race Equality week 5 day challenge



27



mobile phones and 7 iPads recycled since May 2025



20

colleagues completed CPR training



Your voice

anonymous internal reporting tool launched



Sponsored
**Wigan
Pride**



Book swap

initiative launched



Social Value pledge of almost

£4,000

paid into the community through funded commitments

Our Goals & Milestones

Our comprehensive strategy provides a clear roadmap for integrating social value into our operations and decision-making processes, ensuring measurable impacts and positive outcomes for our community, environment, employees, and overall business operations.

01

Community Engagement

Strengthen community ties and support local initiatives.

- ✓ Sponsor **local events** that promote social cohesion.
- ✓ Provide **free meeting room facilities** for community groups and local authorities.

02

Economic Development

Enhance local economic stability & support job creation.

- ✓ Partner with the Growth Hub to **support 50 local businesses** annually.
- ✓ Stephenson's is committed to Wigan Council's **Believe in Business Charter**.

03

Environmental Stewardship

Reduce environmental impact and promote sustainability.

- ✓ We publish our **Carbon Reduction plan** annually.
- ✓ The firm **recycles IT and telephone equipment** as well as paper, cardboard, plastic and food waste.

04

Inclusion and Diversity

Foster an inclusive and diverse workplace.

- ✓ Conduct **diversity training programmes** and ensure completion by all staff.
- ✓ **Transparently report** on diversity metrics and progress.

05

Health and Wellbeing

Promote the physical and mental health of our employees.

- ✓ Organise **health and wellness programmes**, including talks, mental health drop-in sessions, and menopause awareness training.
- ✓ Provide access to the **Employee Assistance Programme (EAP)** and a well-being and rewards platform.

06

Education and Training

Provide educational opportunities and training to support personal and professional development.

- ✓ Offer **free training on legal topics** annually.
- ✓ Train **mental health first aiders** and menopause ambassadors within the company.

07

Philanthropy

Engage in charitable activities and support social causes.

- ✓ Donate money to **local charities** each year.
- ✓ Allocate **100 hours annually** for community projects and volunteer work.

08

Innovation

Implement innovative solutions to address social and environmental challenges.

- ✓ Invest in **sustainable technologies and practices**, such as solar panels and recycling initiatives.

09

Health and Safety

Ensure a safe working environment for all employees.

- ✓ Conduct regular **workplace safety initiatives** and risk assessments.

10

Governance

Maintain high standards of corporate governance.

- ✓ Hold **12 board meetings** and quarterly risk meetings to review performance and mitigate risks.
- ✓ Complete the **SRA diversity study** annually.

Stephensons is dedicated to making a meaningful difference in the communities we serve. Our social value strategy provides a clear and actionable roadmap for achieving our social value objectives. Through ongoing efforts and a steadfast commitment to social responsibility, we will create lasting positive impacts and foster sustainable, inclusive growth.

To find out more about our Social Value Strategy get in touch today.



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