

Corporate Advisory



Shoosmiths Diversity & Inclusion

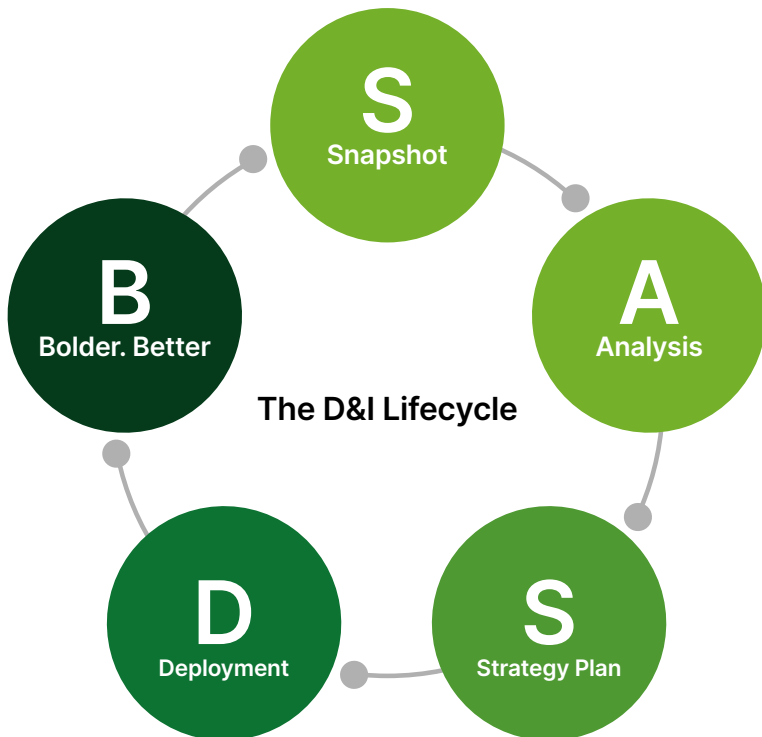
A full-service diversity and inclusion offering, helping businesses and their people reach full potential.

Introduction

To thrive, businesses need difference. Difference of thought and perspective, difference in perception.

Diverse businesses are more likely to attract the best talent, drive innovation, appeal to the widest customer base – and financially outperform their peers.

Society, businesses, employees and clients alike are all demanding a more proactive approach when it comes to D&I and at the end of the day, is it not simply the right thing to do?



Our core services

- D&I Dashboard
- Senior Leadership
- Equality, Diversity and Inclusion
- Reciprocal Mentoring
- Interviews
- Case Studies
- CV Blind Recruitment
- Review of Interview Processes
- Reporting
- What does female leadership mean today?
- Flexible / Remote Working
- Positive Action
- Internationally Aware
- Commercially Astute
- Bolder. Better.

D&I Dashboard

Our online survey enables you to understand how diverse your business is currently. The results will be accessible via a central dashboard, enabling you to quickly view a snapshot of your workforce, and a central repository for any D&I matters you may face. This information can then help shape your approach to diversity and inclusion – or simply ensure you are properly equipped to answer the D&I section in your next invitation to tender.

Senior Leadership

Working with key decision makers, we can help shape your organisation's commitment to diversity and inclusion. This can include working with you on your communications strategy, ensuring diversity and inclusion forms part of your reward and appraisal structure – and much more.

Shoosmiths' Equality, Diversity and Inclusion Programme

Our blended learning solution supports in-house teams to create &/or better execute their Equality, Diversity & Inclusion (EDI) strategies. Through group facilitation, mentoring & one-to-one coaching – delivered both face-to-face & virtually – we explore the various aspects of EDI in detail, applying our in depth knowledge to identity the mindset, skillset & toolset required to create & implement an effective strategy. Working in partnership with our team of experienced facilitators, you will learn to apply the concepts & measurement techniques related to EDI & explore ways to create & develop allies within your organisation. Informed by the latest in EDI best practices, the programme combines proven theory with practical tools – brought to life by experts & guest speakers who have first-hand experience creating & implementing sustainable strategies.

Our core services

Reciprocal Mentoring Programme Design Package

Delivered by a team of Shoosmiths mentoring experts, we work with you to provide a reciprocal mentoring programme that creates a space where senior executives within your organisation enter a mutual mentoring partnership with those from under-represented groups. By doing this, you can enable a cultural change where those from under-represented groups can take the opportunity to talk with senior executive leaders to break down systemic barriers which can marginalise under-represented groups. Reciprocal mentoring can help shift the underlying culture to one where difference is respected and valued and where prejudice and unconscious biases are challenged to benefit the organisation. It is also an opportunity for the more junior mentoring partner to discuss career development with a senior leader.

With the Shoosmiths Reciprocal Mentoring Design Programme package, we help you decide how reciprocal mentoring fits your strategic business plan, culture and talent management objectives. We transfer knowledge and tools to your managers and leaders, providing them with insight and skills to implement and manage your mentoring programme. The key stakeholders are always closely involved to ensure the programme has a clear agreed goal and generates the desired results.

With five hours of online live sessions flexibly planned to suit your reciprocal mentoring programme schedule, we will provide you with a reciprocal mentoring programme plan ready for implementation by your management team.

Interviews

As an external third party we would interview a selection of staff in order to gauge their perceptions from a diversity and inclusion angle, including any potential barriers. We can also consult with employees to help them define their priorities for employee-led networks or working groups.

Case studies

Our bespoke workshops use realistic case studies, encouraging staff to identify ways in which they can foster a diverse and inclusive environment, be that from increasing the number of women applying for roles to greater ethnic diversity of the Board and senior leadership.

Our core services

CV Blind Recruitment

A simple step, but an effective one. We will work with you to remove unnecessary information at an early stage, ensuring you consider a broader range of candidates.

Review of Interview Processes

We will review your interview processes and promotion criteria to help facilitate a more inclusive recruitment and promotion process.

Reporting

We will advise on your legal obligations with regard to gender pay gap reporting, but will go further by considering the benefits of ethnicity and other reporting with you – and, if appropriate, designing ways to capture and present this information.

What does female leadership mean today?

Our in-house executive coaches and diverse guest speakers will collaborate on this series of insight sessions for your senior female leaders. Through face-to-face workshops and virtual classrooms, we explore what it means to be a female leader in 2021 and beyond; identifying the mindset, skillset & toolset required to flourish. We'll ensure participants develop the adaptability & capabilities required to progress in their chosen career - in a way that suits them, and with an understanding of the challenges that might come their way.

Informed by the latest in performance psychology, we will combine proven theory with practical tools, brought to life by female leaders who have first-hand experience of navigating successful organisations.

Flexible / Remote Working

Flexible working is often seen as key to diversity and inclusion – for example, by removing barriers for working parents or providing working options which are more inclusive of employees with health conditions, or disabilities. But remote working presents additional challenges, particularly in terms of mental health. Our tailored training identifies key steps you can take to ensure you and your staff benefit from flexible working – and remain supported while doing so.

Our core services

Positive Action

Positive action can be a controversial subject. But done correctly, it can be extremely valuable. We will work with you to ensure that if you wish to take positive action, it is done in a way which benefits your entire workforce and is legally compliant.

Internationally Aware

Different perspectives lead to different solutions. In a global market, businesses need to be alive to the differing priorities their customers face. Are your values aligned with those of your customers in other countries? Working in conjunction with our international network we can identify key diversity and inclusion issues that might be specific to where your clients are located.

Commercially astute

Do your commercial contracts reflect your diversity and inclusion aspirations? We are finding that increasingly tenders for work require you to specify your credentials in this area and/or meet certain specific standards. Alternatively, you may want your suppliers and commercial contacts to meet your high standards. Let us help you embed your D&I credentials into your commercial contracts and tenders.

Bolder. Better.

Diversity and inclusion is an ongoing commitment. No-one gets it right every time – we can always do better. If you face a formal grievance or a discrimination claim, whether well founded or not, our team of experienced employment lawyers will ensure you receive prompt, tailored and commercial advice. Importantly, they will also work with you to ensure lessons are learned – and that you go forward stronger as an organisation.

Get in touch



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