

The IP Inclusive Leaders' Pledge



To make diversity and inclusivity a reality, it has to be a priority.

I'm proud to sign up to the Leaders' Pledge, to underline our Firm's commitment to implementing a genuine and effective D&I agenda.

ANDREW BIRKIN
HEAD OF FORMALITIES



Providing visible and proactive leadership to improve D&I in my organisation

1 2 3 4 5 6 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Putting my name to a public statement of the organisation's commitment to D&I and of its D&I objectives, strategy and policies
- Acting as an ally to, and champion for, colleagues from under-represented groups

Taking D&I seriously at the highest level

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Encouraging colleagues to work together to create a sustainable inclusive culture
- Treat D&I as a business priority

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Embedding and valuing D&I throughout the organisational culture

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Helping to deliver and achieve organisational D&I goals and targets

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Building trust and safe spaces throughout the organisation

1 2 3 **4** 5 6 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Introducing a zero-tolerance policy on discrimination and harassment
- Setting up informal mentoring or buddy schemes so that all staff have a trusted friend to speak with one-to-one, separate to their line manager, if they wish



Educating myself and my colleagues about D&I issues

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Communicating and demonstrating the importance of D&I to junior colleagues
- Encouraging D&I training as part of regular CPD activities

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Sharing my privileges

1 2 3 4 5 **6** 7 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Where feasible, adopting the IP Inclusive guidelines on recruiting for social mobility and on improving social mobility and access to the IP professions

Insisting on equity

1 2 3 4 5 6 **7** 8

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Establishing fair, diversity-enhancing recruitment and promotion procedures including the use of:
 - diverse decision-making panels
 - at least partially-blinded (eg name-blind) early-stage selection processes
 - unconscious bias training for decision makers
 - contextual recruitment
- Regularly reviewing the procedures with HR colleagues to evaluate their impact on D&I levels in my teams and if necessary improve them



**Working closely with
HR and management
colleagues to achieve this**

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Work closely with HR to achieve, maintain and review D&I practices

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