

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.

JAYNE PIKE
DIRECTOR OF HR



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:

- Being personally involved in, and contributing to, D&I projects and events
- Putting my name to a public statement of our Firm'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

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I WILL DEMONSTRATE THIS COMMITMENT BY:

- Including D&I in my organisation's corporate strategy and business plans
- Acting as, or appointing, a D&I champion at board/partnership level
- Encouraging my senior colleagues to do as I do to provide visible and proactive leadership on D&I issues

Embedding and valuing D&I throughout the organisational culture

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

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Building a culture in which the whole of our Firm is involved in the quest for D&I
- Recognising D&I-related achievements in performance evaluation and professional development systems
- Encouraging all staff, through those systems and targets, to:
 - Seek out and value diversity in their teams
 - Champion under-represented groups, in particular when allocating work within teams
- Including D&I-related topics on the agendas of internal events such as for new starter induction, would-be partner training and staff awaydays

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
- Encouraging all staff, at all levels, to speak openly about their identities
- 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:

- Providing allyship, privilege awareness and/or unconscious bias training for staff at all levels, including board/partnership level

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Sharing my privileges

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I WILL DEMONSTRATE THIS COMMITMENT BY:

- Involving my organisation in some form of outreach scheme to improve access to the IP professions (eg a work experience, internship, sponsored placement or similar scheme), working where appropriate with outreach charities and community interest groups
- Encouraging staff in all roles and at all levels to get involved, and leading by example with my own involvement
- Widening the channels through which we advertise vacancies in the organisation, including through external recruitment consultants

Insisting on equity

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I WILL DEMONSTRATE THIS COMMITMENT BY:

- Establishing fair, diversity-enhancing recruitment and promotion procedures throughout my organisation
- Commensurate with the organisation's size and resources, requiring the use of:
 - objective selection criteria
 - 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 the organisation and if necessary improve them



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

I WILL DEMONSTRATE THIS COMMITMENT BY:

- Involving HR personnel in board/partnership level decision-making on D&I-impacting issues
- Encouraging involvement of board/partnership level colleagues in HR communications, conversations and projects

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