

Senior Leaders' Pledge

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I commit to:	I will demonstrate this commitment by:
1. Providing visible and proactive leadership to improve D&I in my organisation, by	<ul style="list-style-type: none"> • Contributing to, and where appropriate initiating D&I projects and events • Putting my name to a public statement of the organisation's commitment to D&I and of its D&I objectives, strategy and policies • Personally acting as an ally to, and champion for, colleagues from under-represented groups
2. Taking D&I seriously at the highest level	<ul style="list-style-type: none"> • Encouraging senior colleagues to provide visible and proactive leadership on D&I issues • Acting as a D&I champion at board/partnership level • Making sure D&I is a standing agenda item at board/partnership meetings
3. Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none"> • Helping enable a culture in which the whole of the firm is involved in the quest for D&I • Recognising D&I-related achievements in performance evaluation and professional development systems
4. Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"> • Maintaining a zero-tolerance policy on discrimination and harassment • Encouraging all staff, at all levels, to bring their whole selves to work and speak openly about their identities • Leading by example in sharing my own identity and experiences
5. Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> • Promoting and supporting, privilege awareness and/or unconscious bias for staff at all levels, including board/partnership level • Ensuring that we continue to mark within our firm D&I-related awareness dates (e.g. LGBT+ History Month, Black History Month, International Women's Day) and encouraging staff to learn about and mark those dates
6. Sharing my privileges	<ul style="list-style-type: none"> • Continuous review of ways in which we can widen the channels through which we advertise vacancies in the organisation, including through external recruitment consultants



	<ul style="list-style-type: none"> • Where feasible, adopting the IP Inclusive guidelines on recruiting for social mobility¹ and on improving social mobility and access to the IP professions • Ensuring that our firm is aware of, and ideally involved with, IP Inclusive’s Careers in Ideas outreach initiative²
7. Insisting on equity	<ul style="list-style-type: none"> • Promote fair, diversity-enhancing recruitment and promotion procedures throughout the firm • Reviewing the procedures with senior colleagues to evaluate their impact on D&I levels in the firm, and striving to make improvements where possible
8. Working closely with management colleagues to achieve this	<ul style="list-style-type: none"> • Maintaining involvement of management personnel in board/partnership level decision making on D&I-impacting issues • Encouraging and supporting management personnel to effect D&I-related changes in the firm

¹ See <https://ipinclusive.org.uk/resources/recruiting-for-social-mobility/>

² See <https://ipinclusive.org.uk/careers-in-ideas/>

