

# Our equality, diversity and inclusion mentoring scheme

16 July 2020

Our equality, diversity and inclusion (EDI) mentoring scheme offers law firms the opportunity to access resources and receive free mentoring, designed to help them develop their own approaches to EDI.

Open to any small and medium-sized law firms, the scheme will see 12-months of one-to-one mentoring delivered by law firms who are recognised as leaders in the EDI field.

Participating firms will also get access to a wider range of advice, support materials and networking opportunities. [Read our mentee firm role description below](#) [[#heading\\_c57c](#)].

## Mentors

The mentors include top performing law firms on EDI and specific areas such as mental health and wellbeing, gender, race, disability and social mobility:

- [Baker McKenzie](https://www.bakermckenzie.com/en) [<https://www.bakermckenzie.com/en>]
- [Bryan Cave Leighton Paisner](https://www.bclplaw.com/en-GB/) [<https://www.bclplaw.com/en-GB/>]
- [Clifford Chance](https://www.cliffordchance.com/home.html) [<https://www.cliffordchance.com/home.html>]
- [DWF](https://www.dwf.law/) [<https://www.dwf.law/>]
- [Eversheds Sutherland](https://www.eversheds-sutherland.com/global/en/index.page) [<https://www.eversheds-sutherland.com/global/en/index.page>]
- [Freshfields Bruckhaus Deringer](https://www.freshfields.com/en-gb/) [<https://www.freshfields.com/en-gb/>]
- [Hogan Lovells](https://www.hoganlovells.com/) [<https://www.hoganlovells.com/>]
- [Norton Rose Fulbright](https://www.nortonrosefulbright.com/en-gb/) [<https://www.nortonrosefulbright.com/en-gb/>]
- [Thrive Law](https://www.thrivelaw.co.uk/) [<https://www.thrivelaw.co.uk/>]

Support will be designed around the individual needs of each participant with mentoring firms providing an average of two hours free support and guidance every month. Areas which could potentially be covered include:

- business reasoning and buy in
- complying with legislation
- policy development
- recruitment
- role models
- role of senior leaders in promoting EDI
- staff networks

## Apply to get involved



To apply to take part in the scheme simply complete a short expression of interest form by 12 August.

The mentoring scheme builds upon a [similar project](https://jobs.sra.org.uk/lgbt) [<https://jobs.sra.org.uk/lgbt>] run by us in 2018, which focused specifically on LGBT issues.

Complete the mentee firms application [<https://form.sra.org.uk/s3/EDI-Mentee>]

## **Role description for mentee firms**

Small or medium-sized firms that wish to develop their approach to equality, diversity and inclusion (EDI).

### **Requirements**

- You are an SRA-regulated law firm.
- You agree to track and share information on your progress with the SRA
- You agree to the SRA including details on your experience within reports/case studies on the scheme

### **Benefits**

- You will be provided with a dedicated mentor firm who will support you for 12 months
- Your mentor will help you develop your approach on key EDI issues
- You will receive at least two hours of dedicated mentoring per month
- You will be invited to take part in networking events with other mentor and mentee firms
- Your mentor will provide guidance and support in business areas most relevant to you, this may include:
  - policy development
  - training
  - staff networks
  - business reasoning
  - buy in
  - recruitment
  - complying with legislation
  - the role of senior leaders in promoting EDI