



SHEPHERD AND WEDDERBURN

Diversity Pledge



Shepherd and Wedderburn is committed to treating all colleagues equally and to fostering an inclusive and meritocratic culture because our clients, colleagues and business are best served by a diverse and representative workforce, with the multiplicity of experiences, ideas and perspectives this brings.

Our diversity and inclusivity pledge is for all – regardless of age, disability, partnership status, family or caring responsibilities, race, religion or belief, sex, gender identification, sexual orientation or background.

To that end, on 1 May 2019, we appointed [Yvonne Brady](#), a Partner in our restructuring and business advisory team, as our first Head of Diversity, Development and Inclusion (DDI). Yvonne has overall responsibility for all our various DDI projects, including our [S+W Together](#) focus groups – comprising Gender; Race, Faith and Beliefs; LGBTIA; Healthy Working Lives; and Social Mobility – and ensuring our working values are upheld across the business.

The firm is a [Stonewall Diversity Champion](#), and we have signed up to the organisation's [No Bystanders](#) pledge, affirming our commitment to challenging bullying and discrimination. In 2019, Shepherd and Wedderburn was the only Scottish-headquartered law firm to be ranked by Stonewall and the [InterLaw Diversity Forum](#) in their [inaugural list of the UK's top 25 legal employers](#) for lesbian/gay, bisexual, non-binary and transgender staff.

In addition to regularly monitoring diversity in our workforce, we have reviewed all of our policies to ensure they are inclusive, and we have attained 'gold' accreditations as Investors in Young People, Investors in People and for our Healthy Working Lives programme.

We profile our graduate recruitment opportunities across a broad range of universities and ensure all our managers have successfully completed training in order to tackle unconscious bias during the recruitment process and in the workplace.



Shepherd and Wedderburn is a founder member of [PRIME](#), a pioneering initiative involving the UK's leading law firms working with young people from socioeconomically disadvantaged areas with the twin aims of promoting social mobility and encouraging greater diversity in the legal profession. We have now extended the programme to all our offices, providing 12-14 work experience placements each year to young people aged 13-17, to give them an insight into the range of careers available in the legal sector and the potential routes into these careers.

In addition, the firm employs [Modern Apprentices](#), all of whom have obtained, or are studying for, SVQ Level 3 awards. We were the first Scottish law firm to secure a relationship with [Aspiring Solicitors](#) – an organisation that provides advice and training to students aiming to secure legal training contracts throughout the UK – and we offer diploma funding and maintenance allowances for incoming trainees to provide financial assistance and promote social mobility within the profession.



Andrew Blain

Managing Partner, Shepherd and Wedderburn LLP



We have also:

- achieved [Living Wage Scotland](#) accreditation;
- conducted a major values exercise, involving more than 200 colleagues across the business;
- implemented an agile and flexible working programme;
- established a New Parent Forum, which is being extended to expectant parents;
- expanded our mentoring scheme - we now have 30 trained mentors who will work with Associates, Senior Associates and senior managers in Management Services;
- introduced a reverse mentoring programme to allow colleagues from our S+W Together groups to mentor members of our executive team with the aim of enhancing our approaches to diversity and inclusion;
- worked with the [Prince's Trust](#) to host our first [World of Work](#) day for state school pupils from a variety of backgrounds; and
- retained our [Disability Confident Employer](#) badge in recognition of our work with disabled prospective and current employees. As a Disability Confident Employer, we guarantee an interview to any disabled applicant who meets the minimum criteria for any vacancy.