

PEOPLE IN LAW \ AWARDS 2020

OUTSTANDING EMPLOYEE ENGAGEMENT

WINNER:


DAC BEACHCROFT

“We were over the moon to be shortlisted and then win the Outstanding Employee Engagement category at the People in Law Awards. Hearing that the judges recognised our ‘end-to-end approach to employee engagement from concept, to execution and then impact’ really was a great moment for us. We recognise that creating more engaged employees, employees who would naturally act as advocates and feel proud to work for the firm, is hugely important.

Winning this award is great recognition of our commitment to creating a place where talented people want to work, which is a core element of our People Strategy. We’re determined that this award won’t be the last.”

EXCELLENCE IN TALENT MANAGEMENT AND LEARNING & DEVELOPMENT

WINNER:



"We're delighted that our Pathways to Partnership Programme has been recognised for talent management and L&D. 'Pathways' involves a robust training programme, coaching and mentoring support for candidates and a more transparent and business-focused partner promotion process.

The programme was a great collaborative exercise with Partners, HR, Finance and BD Directors, Associates and L&D working with our consultants deWinton-Williams.

The programme required candidates to produce an individual personal business plan forming a major part of the partnership selection process. The hard commercial edge to the programme meant candidates kept track of new behaviours in the form of a financial metric, showing how those actions made a difference to the bottom line.

Of the 21 candidates at the start of the two year programme, ten people were promoted early to the partnership this year. Candidates have shown energy, skill and determination, giving us confidence they can take on the increase in responsibilities which partnership will bring."

BEST APPRENTICESHIP INITIATIVE

WINNER:

CLYDE & CO

"Clyde & Co was an early adopter of the apprentice pathways. We needed (and wanted) to offer a different pathway to legal qualification and provide opportunities to all regardless of education, background or any other perceived form of disadvantage, aligning our strategy and approach more closely to our broader Early Careers ambitions.

We realised that earlier iterations of the programme were not as successful as they needed to be. We identified a number of development areas within our apprentice programmes and invested in providing a more comprehensive and positive career structure and wellbeing support for this population, ensuring apprenticeships were placed at the heart of our Early Careers strategy.

We're delighted to have won our first ever award at the People in Law Awards. The Early Careers team took over management of the apprentice programme approximately 18 months ago and it is fantastic to see all the hard work and dedication recognised."

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BEST HEALTH & WELLBEING INITIATIVE (FOR FIRMS OF UP TO 750 EMPLOYEES INCLUDING PARTNERS)

WINNER:

fladgate

"In 2019 we sought to take our wellbeing programme to the next stage: offer something 'different', reflect on one of our key values of truly focusing on the 'personal' as well as promote and encourage mental and physical wellbeing across the firm in a fun way. yulife complements our existing group life insurance products with wellbeing apps and services, game theory and big brand rewards to inspire employees to live their best lives every day. Using the app, individuals can earn 'yucoin' by undertaking activities such as walking or mindfulness minutes, and exchange these into rewards such as air miles or vouchers from brands such as Amazon or ASOS. Individuals can also undertake challenges on the app to earn bonus yucoin. The yulife Leaderboard, which creates healthy competition, encourages participation and inspires our people to walk more and be more mindful, creating sustainable change in their lifestyles. By combining technology and gamification, we have seen exceptional engagement levels with the platform which has resulted in genuine behavioural changes – we have found people using the stairs in the office instead of the lift to boost their yucoin and stay on the Leaderboard, consequently users are walking on average over 9,000 steps a day!

We were thrilled to win the People in Law Award for Health & Wellbeing, recognising the importance and value of the physical and mental health and wellbeing of all our people, especially in the current environment, and the part it plays in promoting an environment which allows everyone to flourish and reach their full potential."

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BEST HEALTH & WELLBEING INITIATIVE (FOR FIRMS OF OVER 750 EMPLOYEES INCLUDING PARTNERS)

WINNER:



"Our Disability & Wellbeing Group was keen to address a topic often not spoken about: Menopause; and to increase awareness and support for those experiencing or affected by it. Our 'Focus on Menopause' intranet page highlighted PM's Menopause Guidelines for line managers and adjustments available and also hosted Webexes from experts as well as discussion boards with articles and tips and guidance for those impacted by menopause. Colleagues then established 'Fan Clubs' across our offices to provide a safe, open and comfortable environment for both men and women to discuss menopause and its impact. Our senior leaders were extremely supportive and vocal on the importance of ending the stigma around menopause.

We were delighted that our efforts to encourage discussion around a topic that impacts so many has been recognised in this way. Our Disability & Wellbeing Group was especially proud of the win since the impetus to address menopause and establish Fan Clubs originally came from members of its Mental Health Champions network who were keen to build on the network's ethos of supporting those in need."

BEST CSR/PRO BONO
INITIATIVE

WINNER:



"The Rainbow Cards Project believes that the simple concept of small gestures like sending Christmas cards to those who do not receive any from their family can have a big impact, combatting the isolation, prejudice and fear LGBTQ+ people often face, one card at a time. A project does not need to be complicated in order to be exceptional and impactful, and the beauty of the Rainbow Cards Project is how simple it is while still being hugely effective.

We are hugely proud to have partnered with the Rainbow Cards Project, and to have helped have a positive impact on LGBTQ+ individuals from all corners of the world. The response to the programme from everyone in the office has been overwhelmingly positive, and there was a fantastic atmosphere in the room when writing the cards; one of quiet reflection of how lucky we are to feel part of a workplace supportive of LGBTQ+ individuals, mixed with encouragement that it is OK to be who you are."

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EXCELLENCE IN EQUALITY & INCLUSION

WINNER:



"Our project helps break down the barriers young people with disabilities, including autism, face when trying to enter the world of work and live independent lives. In the past year, five young people have been offered paid employment with us after impressing with their attitude, skills and dedication during work placements offered by Stockport-based charity, Pure Innovations.

Pure Innovations partner with local businesses through a Supported Internship programme where individuals are able to get hands-on experience, develop their confidence and learn new skills. The programme we built with them includes things many of us take for granted such as allowing enough time to get ready for work, planning a journey to work, and understanding what language is, or isn't, appropriate in the workplace. We believe our tailor-made programme has been pivotal in not only helping the young people enjoy their new roles in the workplace, but also to become more independent, confident, and self-assured individuals.

Rachel Halliwell, Horwich Farrelly's People Development Specialist, said: 'It was a very proud moment when we were announced as the winner for the award in Excellence in Equality & Inclusion. It is amazing to receive recognition for all the hard work we have done to help further develop and nurture our interns and colleagues. They are a credit to themselves. They work so hard, have so much enthusiasm and bring so much to the business. We are extremely lucky to have these young adults working with us. None had even entered a workplace before but now they are succeeding in, and enjoying, an aspect of life many of us take for granted.'

BEST HR INNOVATION
THROUGH TECHNOLOGY

WINNER:



"When we partnered with Inside Sherpa in 2019 to design an innovative, market-leading and accessible virtual work experience programme, little did we know that the virtual world would soon become our day-to-day reality from March 2020. For Pinsent Masons' Early Talent team, the launch of our virtual programme was the first step towards democratising legal work experience, offering access to an opportunity which can be challenging for many candidates to secure in the conventional 'in-house' way. Winning this award validates our efforts and investment in this programme. It's also inspired us to look at other areas where we can effectively use technology in HR to make business work better for those interested in a career with Pinsent Masons."

BEST TRAINEE RECRUITMENT MARKETING CAMPAIGN

WINNER:

Hogan
Lovells

"The project is centred around increasing the diversity of our vacation scheme and trainee solicitor hires. This has been a strategic focus for the firm for a number of years, and while there is still more work to be done in this area, we are proud of the success that we have had to date.

We work with key diversity partners including Aspiring Solicitors, Rare Recruitment, and The Sutton Trust, who have contributed significantly to the increase of our BAME and Social Mobility hires. Through the implementation of the Rare Contextual Recruitment System, we have been able to identify a number of hires who would have previously been discounted from the process based on grades alone. We have collaborated with clients on diversity initiatives, to introduce students from minority backgrounds to everything a career in law has to offer.

It is fantastic to be recognised for the work within this area. While we continually strive to increase our success rate in the diversity space, the acknowledgement of the People in Law Awards has been a huge achievement for the team."

M O S T I N N O V A T I V E
H R I N I T I A T I V E

WINNER:

C L I F F O R D
C H A N C E

“Learning Internships for Future Trainees (LIFT) is an industry-first internship programme. It provides our future trainees with access to exclusive internships at partnering organisations and internal business functions, giving them first-hand business experience and the opportunity to develop essential non-legal skills ahead of starting their careers with us. It’s of particular strategic significance because it enables us to further strengthen our client relationships, whilst also providing trainees with the chance to gain crucial paid work experience before starting their training contracts. We’re delighted to have received recognition for this innovative project and can’t wait to see it continue to grow.”

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BEST INDIVIDUAL CONTRIBUTION

WINNER: MARIYAM HASSAN



"I started working in my inclusion and wellbeing role a couple of years ago. It was a new role and, although the firm valued diversity, we did not have a formal programme at that time in the London office. It has been a great journey, often rewarding and sometimes challenging. I have worked closely with the firm's inclusion networks and have developed a number of initiatives to advance diversity, inclusion and wellbeing. I am thrilled to have won a People in Law award for Best Individual Contribution out of such a talented bunch of people. I am currently on maternity leave and it therefore feels especially good to be valued for the work I have done and a good example of inclusion in action!"

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RISING STAR

WINNER: YASMINA KONE

CLIFFORD
CHANCE

"I'm absolutely delighted to have won the Rising Star award. I was recognised for the role that I've played in launching the firm's pioneering industry-first Learning Internships for Future Trainees (LIFT) and IGNITE initiatives. I've led on both projects, and worked with key stakeholders and clients to successfully design, launch and manage the programmes. It has been an amazing opportunity to learn, as well as to demonstrate my innovative and commercial thinking. It's very special to have the success of these projects – and my contribution to them – recognised publicly. It's been a busy two years at Clifford Chance, and this has definitely given me a renewed sense of energy to look at what I can do next!"

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SENIOR HR ALLY AND GRAND PRIX

WINNER: RICHARD FOLEY



"Naturally, I was honoured to be recognised as Senior HR Ally at the 2020 People in Law Awards. A key element of Pinsent Masons' purpose is 'enabling everyone' and our HR team has a big role to play in bringing this to life. However, that responsibility is shared widely across the organisation, including with the leadership team. For that reason, it is natural for me to spend a good deal of my time ensuring that everything we do at the firm is aligned to bring that ambition to reality; whether that be our agile and flexible working strategies, our wider inclusion programme, the introduction of our Spark Board or the Mindful Business Charter. These are all part and parcel of the changes we need to make if we are to enable all of our people and thus make our business work better for people.

I was also delighted and no little surprised by the additional award of the Grand Prix trophy and the credit for that goes to our HR team – both the senior leaders and those recognised at the awards, but also all those other colleagues that do so much of the less glamorous day-to-day activity that is so critical to our goal of enabling everyone."

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H R T E A M O F T H E Y E A R

WINNER: Barcan+Kirby

"Barcan+Kirby is a mid-tier high street law firm with six offices across Bristol and South Gloucestershire and over 180 staff. The firm prides itself on its gender-balanced partnership, flexible working ethic and staff development, and considers its main goal to develop, train and recognise the successes in each staff member. The HR team consists of two HR Managers (operational and projects), an HR Officer and a dedicated Resourcing Officer. The team is managed by the Executive Partner.

Our contribution was inspired as we feel the HR team has been integral to the firm since we merged Barcan Woodward and Kirby Sheppard together to become Barcan+Kirby. Our application came at a time where we felt that we had harmonised the two firms together and the HR team had more established experience in providing services for a larger firm.

The team's ongoing accomplishments over the last 12 months have included striving to make the firm a more inclusive, healthy and career-driven place to work. Staff attraction and retention has been a prominent area of focus for the HR team and, by working with other departments such as Marketing, they've developed internal campaigns to promote positive mental health and encourage staff to talk to each other or their Mental Health First Aiders.

It really did mean such a great deal to our firm to win this prize, especially as we were up against some really tough competition."