



Senior Leader's Pledge

In my capacity as a senior Partner of Beck Greener LLP and head of the firm's Corporate Social Responsibility (CSR) function, I make the following pledge in order to demonstrate my personal commitment to improving Equality, Diversity & Inclusivity (EDI) in our firm and in the IP profession as a whole:

I commit to:	I will demonstrate this commitment by:
<p>1. Providing visible and proactive leadership to improve EDI in my organisation</p>	<ul style="list-style-type: none"> • Being personally involved in, and contributing to, EDI projects and events • Publicising my commitment in regular corporate communications, both internally and externally, including publicising this pledge • Putting my name to a public statement of the organisation's commitment to EDI • Acting as an ally to, and champion for, colleagues from under-represented groups
<p>2. Taking EDI seriously at the highest level</p>	<ul style="list-style-type: none"> • Including EDI in my organisation's corporate strategy and business plans • Seeking allocation of a budget for EDI work • Acting as (or appointing) an EDI champion at partnership level • Encouraging and supporting partners and managers in our firm to invest time in EDI work
<p>3. Embedding and valuing EDI throughout the organisational culture</p>	<ul style="list-style-type: none"> • Building and maintaining a culture in which the whole of our firm is involved in our EDI efforts and activities • Encouraging and allowing time for staff to work on EDI-related projects and training (including outreach and well-being initiatives) • Recognising EDI-related achievements in performance evaluation • Ensuring that internal communications regularly include EDI-related content, including EDI-related topics in new starter inductions
<p>4. Building trust and safe spaces throughout the organisation</p>	<ul style="list-style-type: none"> • Continuing to ensure zero tolerance of discrimination and harassment • Continuing to work as part of our CSR Team to ensure: <ul style="list-style-type: none"> ○ Our CSR Team continues to have representatives from all roles and all levels within the organisation



I commit to:	I will demonstrate this commitment by:
	<ul style="list-style-type: none"> ○ Regular feedback between partnership and CSR Team regarding objectives/activities ○ Regular communication and feedback between CSR Team and whole firm regarding objectives/activities ● Supporting all staff, at all levels, to be themselves at work, and leading by example where appropriate
5. Educating myself and my colleagues about EDI issues	<ul style="list-style-type: none"> ● Supporting allyship, privilege awareness and/or unconscious bias training for staff at all levels, including partnership level ● Educating myself about and supporting publication of key EDI-related awareness dates (e.g. LGBTQ+ History Month, Black History Month, International Women's Day), and encouraging staff to learn about these dates
6. Sharing my privileges	<ul style="list-style-type: none"> ● Continuing to support our firm's involvement in outreach activities through our STEM: Branching Out project, to improve access to the IP professions, working where appropriate with schools, 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 our firm
7. Insisting on equity	<ul style="list-style-type: none"> ● Supporting fair, diversity-enhancing recruitment and promotion procedures throughout our firm ● Regularly reviewing the procedures with colleagues to evaluate whether/where improvements could be made
8. Working closely with HR and/or management colleagues to achieve this	<ul style="list-style-type: none"> ● Involving HR personnel in partnership level decision making on EDI-impacting issues ● Allowing HR personnel access to EDI-related training and professional development and valuing the expertise they acquire from it ● Giving HR personnel the mandate to effect EDI-related changes in the organisation, and providing visible and proactive support for their work ● Encouraging involvement of fellow partners in HR communications, conversations and projects