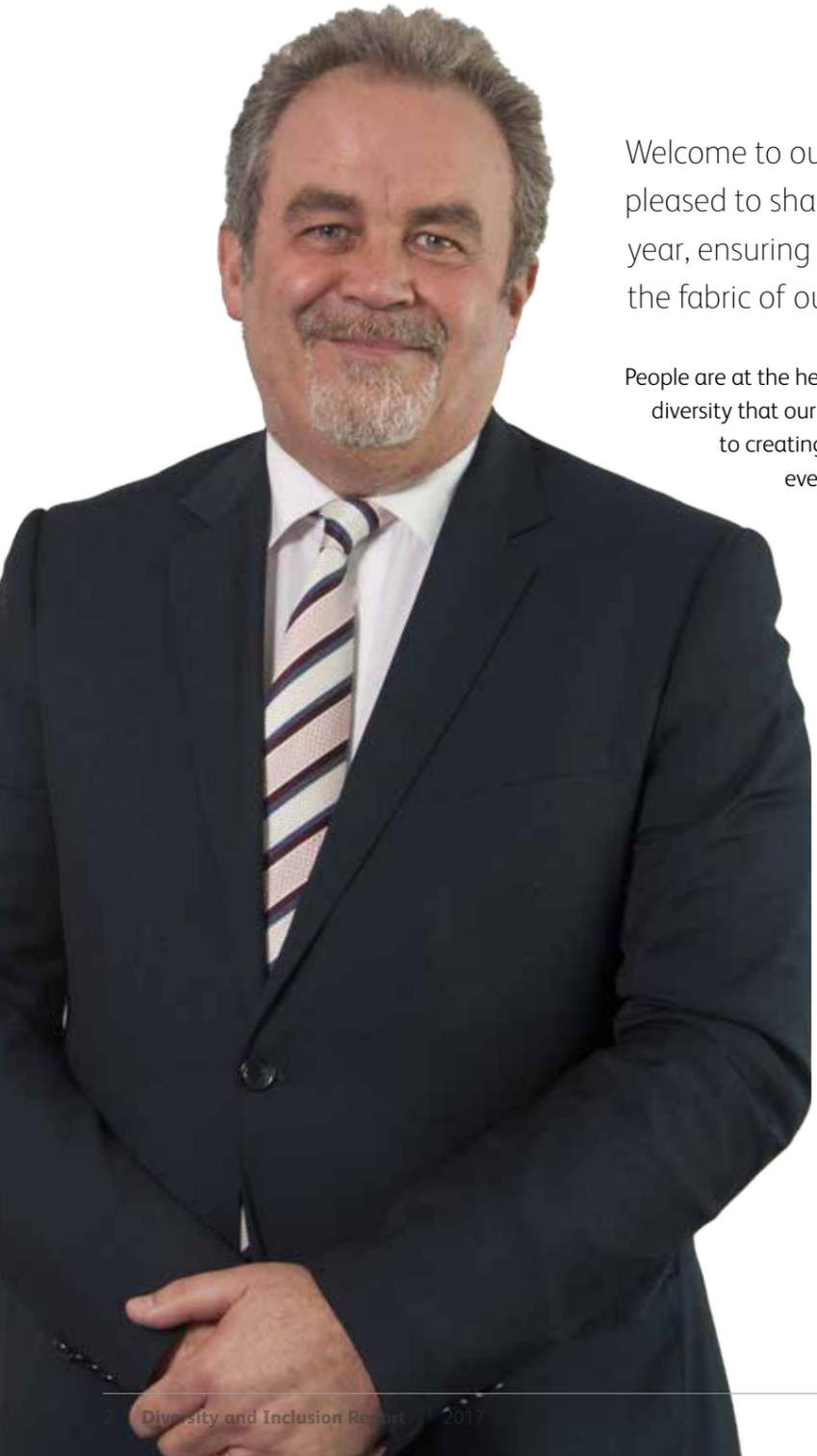


Diversity and Inclusion Report



Welcome to our Diversity and Inclusion Report. We are pleased to share the progress we have made in the past year, ensuring that diversity and inclusion is woven into the fabric of our Group.

People are at the heart of all we do and we understand the individuality and diversity that our people bring is one of our biggest assets. We are committed to creating an inclusive and supportive working environment where everyone can flourish and support our clients to the best of their combined abilities.

In 2015 we merged with Thomas Eggar, another leading law firm with a strong presence in London and the south of England. The joining of two dynamic firms has created an even stronger and more diverse team, with offices across 14 locations.

Although we are proud to already be recognised as one of the UK's most diverse law firms, we are on a journey to ensure that we continue to be seen as a leader in this important area.

This report celebrates the progress we have made and highlights our focus for the future.

Stuart Henderson
Social Responsibility and Diversity
Boards Chairman

Our Approach

- Our vision is simple: to create an environment which celebrates individuality; rewards contribution; recognises success and embraces people from all of our communities.
- We are committed to building an inclusive and supportive working environment which celebrates the individuality and diversity each person brings to our business.
- We have an integrated approach to social responsibility with a focus on supporting people. Our aim is to empower, support and provide opportunities for our own people, our clients and our communities.
- As part of our commitment to being a diverse workplace, Irwin Mitchell's Diversity Board forms part of our integrated social responsibility agenda. Stuart Henderson, Chairman of our Diversity and Social Responsibility Boards, is also a member of our Executive Board, ensuring that diversity is on the agenda at the highest level.

Key Successes

Diversity is where **we score highest (86%)** through our **Great Place to Work** annual employee survey. This recognises that our people themselves feel they are part of an inclusive and diverse workplace.

We ranked 106 in the **Stonewall Equality Index 2016** and **14th** in the **Stonewall Legal Top 20 2016**. The Stonewall Equality Index is Britain's leading tool used to measure how employers are tackling discrimination and creating inclusive workplaces for lesbian, gay and bisexual staff.

We are proud to support **PRIME** and over the past year have provided **27 work experience placements to students** from less advantaged backgrounds.

We launched a dedicated Twitter account for the firm's social responsibility work **@Community_IM**.

38% of our partners are female. Following our merger with Thomas Eggar, Vicky Brackett, Chief Executive for Business Legal Services (previously Managing Partner at Thomas Eggar) became our first female Executive Board Member. We are proud to have women on all our senior Executive Committees.

We are a **founder** signatory of **The Law Society Diversity Charter**, a commitment to help our industry become more diverse.

We have **won two prestigious awards** for diversity, recently scooping the **silver prize** at the **Citywealth Powerwomen Awards** as well as the **Excellence in Diversity Award** at the **Signature Awards**.



Celebrating Our People

We're committed to constantly improving our diversity internally and we have a number of networking groups to celebrate our people. These groups aim to support those who need a stronger voice and raise awareness of the challenges they face in society.



IMPowered
led by Alison Eddy

Our IMPowered gender diversity group considers and raises awareness of the issues faced by female employees. As a firm we are committed to tackling gender equality and responding to the issues women face in the workplace.



"It's important for me to work for a company with a culture compatible with my personality. I'm a strongly driven woman, continually reassessing my skills to ensure I can improve and develop. With their strong values and an environment promoting diversity, Irwin Mitchell is a great place to work."

Anna Ai, Trainee Solicitor, Real Estate, Sheffield



IMEqual
led by Luke Daniels

Our IMEqual sexual orientation group raises awareness among employees and within our communities on lesbian, gay, bisexual and transgender (LGBT) issues.

Our teams throughout the UK have celebrated and supported Pride events this year. We were named Law Firm of the Year at Bristol's Pride Awards where we were recognised for our commitment to supporting the LGBT community.

We held a groupwide fundraising day to support and raise awareness of Alternative Families Week, with donations going to the Stonewall 'Same Love, Different Families' campaign.



"We are committed across all of our offices to forging strong links within the communities where we are based and our IMEqual group does an important job of promoting the importance of an inclusive and supportive network for all employees. Our teams consistently act with empathy and understanding of the issues faced in the LGBT community and are a major credit to the firm."

Julie Lewis, Partner, Personal Injury, Bristol





IMRespect
led by Amandeep Dhillon (left)
and Suki Chhokar (right)

Our IMRespect group raises awareness about the racial and religious diversity of our employees, clients and communities; ensuring that everyone treats each other with respect while celebrating our differences in faith and ethnicity.

Our Birmingham team also work in partnership with Walsall College and the University of Wolverhampton to host information sessions for alternative routes in to the legal profession for students from ethnic minority backgrounds, and have launched overseas initiatives to promote diversity and cultural equality.

Irwin Mitchell's commitment to Diversity saw us being shortlisted for Excellence in Diversity at the Law Society Excellence Awards in 2015. We were shortlisted again in 2016 at the National Diversity Awards, as one of eight companies from over 20,000 nominations and then went on to win two prestigious awards for diversity scooping the silver prize at the Citywealth Powerwomen Awards for our ethnic diversity, as well as the Excellence in Diversity Award at the Signature Awards.



IMRespect in Birmingham have successfully piloted an **internal mentoring programme working alongside the Network for Black and Asian Professionals** with a view to raising the aspirations of BAME staff.



IMAspiring
led by Tracey Storey

Our IMAspiring group looks to encourage social mobility; providing opportunities for everyone, regardless of their backgrounds.

We are proud to support PRIME, an alliance of law firms and legal departments across the UK tackling social mobility issues in our sector. In 2016 we offered 27 high quality work experience opportunities to students from less advantaged backgrounds.

In Birmingham we support the Legal Social Mobility Partnership which is an extension of PRIME, involving businesses and general counsel. The initiative offers students the opportunity to gain valuable work experience with our business clients.

In June 2016, Irwin Mitchell won the **Ablaze award for Outstanding Business Contribution to a School** for our partnership with the Orchard School in Bristol. Our year long project saw five solicitors run mentoring sessions to help students learn key employability skills to help them follow their own career paths.

“PRIME is a great opportunity to work together and give talented school students an insight into law and high quality work experience. The scheme is extremely helpful to bright young people at a pivotal time in their lives.”

Andrew Wallis, Partner, Real Estate, Sheffield

“The pupils have benefited hugely from this experience. Solicitors at Irwin Mitchell were fantastic at making the students feel at ease through sharing their own personal experiences and showing them that the sky is the limit. This has raised both their aspirations and self-belief that anything is possible for them.”

Hayley Galpin, Work Experience and Post 16 Coordinator, Orchard School



IMAge led by Tom Farrell

In 2016 we re-launched IMAge, our networking group established to discuss issues related to age, including the differing needs of people at various stages of their careers. The group looks at issues such as flexible working and the changing needs of employees as they reach different life stages.

Through our IMAge group, we have identified issues faced by those approaching the end of their working life at Irwin Mitchell. We are working together to provide even more support and guidance, while ensuring that valuable experience is shared with, and passed down to, other members of the team.



IMable led by Polly Sweeney

Our IMable disability networking group has highlighted areas where we can provide greater support and assistance to employees and clients with disabilities. Our aim is to encourage people with disabilities to be confident in discussing the challenges they face, while understanding the ways we can make their time at Irwin Mitchell easier and more enjoyable.

The aims of our newly relaunched IMable group are to:

Provide support and assistance to individuals with a disability and those caring for a family member with a disability

Raise awareness of issues internally and externally through listening groups, networking and training events

Develop relationships with external disability organisations to understand the issues that impact disabled people.



Charlie's Wheels

With a top up donation from Irwin Mitchell Charities Foundation, our Sheffield office were able to raise over £600 for life changing equipment for their colleague. Jamie Wilcock, whose daughter Charlie has a very rare brain condition, was able to buy her a specially adapted trike to assist with her mobility, which makes getting around more fun!

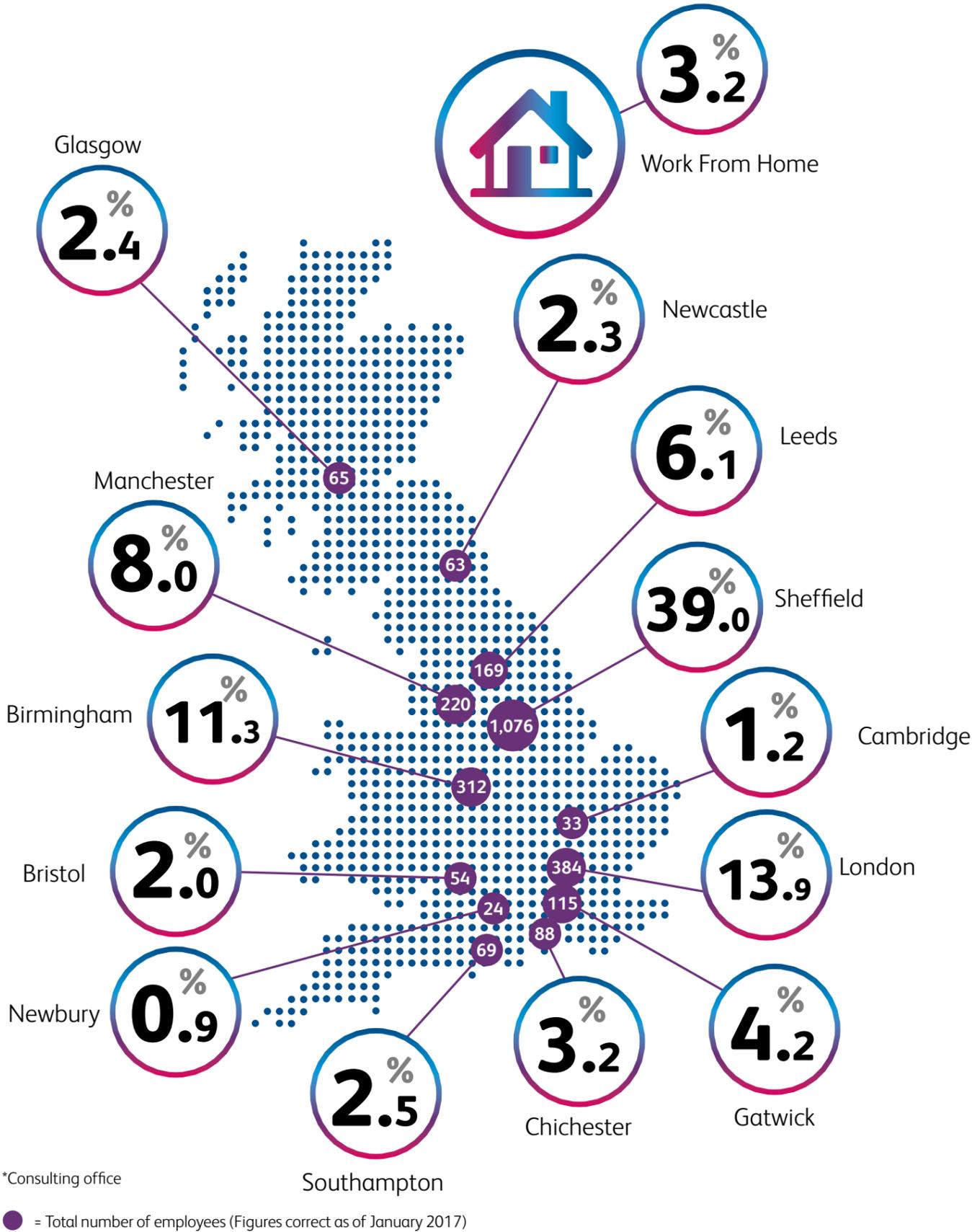
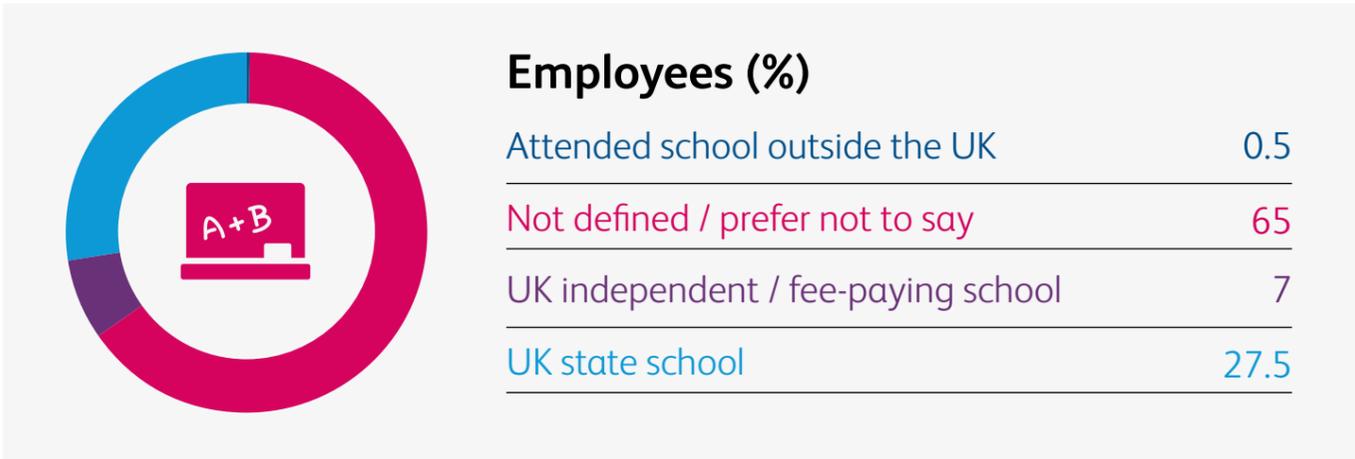
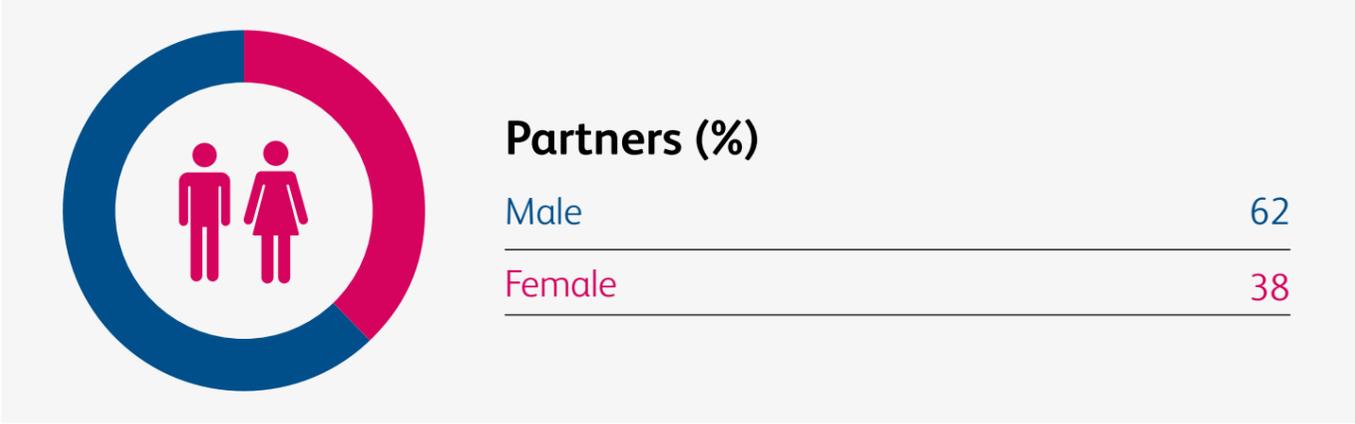


“Charlie adores her new wheels and loves going out on rides and splashing through puddles! The trike helps to improve Charlie’s core strength and encourages her to learn how to pedal. One day she may be able to ride on her own - thanks so much Irwin Mitchell!”

Jamie Wilcock, Legal Assistant, Real Estate, Sheffield

Our Statistics

Here's an overview of some of our key diversity statistics. You can view the full breakdown of statistics at the back of the report.





Looking Forwards

We're proud of what we have achieved so far and the people who make it happen. As a firm, we're aiming even higher in the coming years and our key 2017 - 2018 goals are outlined below.



IM, irwinmitchell solicitors

DON'T
QUIT

Be Part Of It

#DontQuitDoIt

www.irwinmitchell.com/dont-quit-do-it

Diversity Statistics

Gender	%	Partners	%	Associates	%	Employees	%
Female	67.5	38	65	71.5			
Male	32.5	62	35	28.5			
Total	100						

Ethnic Origin	%	Partners	%	Associates	%	Employees	%
Asian	5.5	3	7	5.5			
Black	1.35	0.5	1.4	1.5			
Mixed Race	1.5	0.5	0.8	1.8			
Not Defined	13.5	22.5	9.5	13			
Oriental/Chinese	0.5	0	0	0.5			
Other Ethnic Groups	0.35	0	0.8	0.6			
White	77.3	73.5	80.5	77.1			
Total	100						

Religion	%	Partners	%	Associates	%	Employees	%
Atheism	1	0.7	0.7	1.15			
Buddhism	0.2	0	0	0.25			
Christianity	37.5	35	32	38			
Hinduism	0.8	0.5	0.8	0.6			
Islam	2.5	1	0	2.7			
Judaism	0.35	1.5	0	0.2			
None / not specified	52.5	60.1	60	52			
Other	3.55	0.5	3.5	3.5			
Rastafarianism	0.1	0	0	0.1			
Sikhism	1.5	0.7	3	1.5			
Total	100						

Disability	%	Partners	%	Associates	%	Employees	%
Disabled	1	0.5	0.5	1.1			
No	81.5	68.5	87	82			
Not defined / prefer not to say	17.5	29.5	12.5	16.9			
Total	100						

Sexual Orientation	%	Partners	%	Associates	%	Employees	%
Not defined / prefer not to say	37	56	49.5	34			
Opposite sex	60	41.5	47.5	63.5			
Same and opposite sex	0.5	0	0.5	0.8			
Same sex	2.5	2.5	2.5	1.7			
Total	100						

School Attended	%	Partners	%	Associates	%	Employees	%
Attended school outside the UK	1.5	0.75	1	1.5			
Not defined / prefer not to say	53	2.5	42	53.5			
UK independent / fee-paying school	5	8.5	11.5	3.5			
UK state school	40.5	88.25	45.5	41.5			
Total	100						

First Gen University	%	Partners	%	Associates	%	Employees	%
Did not attend university	16.5	3.5	9.5	19			
No	14	13.5	22.5	13			
Not defined / prefer not to say	54.5	52.5	41	55			
Yes	15	20.5	27	13			
Total	100						



expert hand,
human touch

 0370 1500 100

 www.irwinmitchell.com

 @irwinmitchell

For a list of our offices visit our website

IMG-0049-B

Irwin Mitchell LLP is authorised and regulated by the Solicitors Regulation Authority.