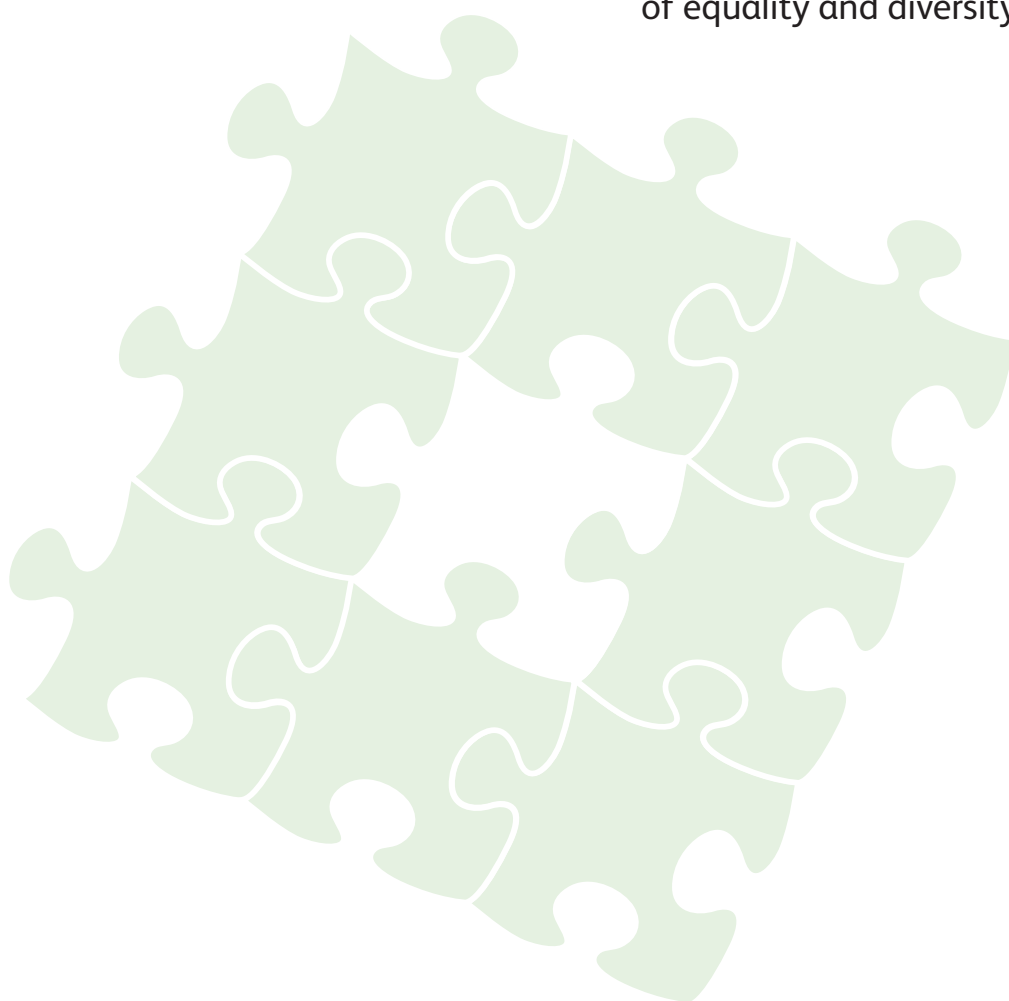




Increase your competitive advantage and thrive in the market place

- Improve your recruitment and retention
- Develop better client relationships
- Enhance your organisation's reputation

Find out how the Law Society can help drive you and your business forward by uncovering the real benefits of equality and diversity



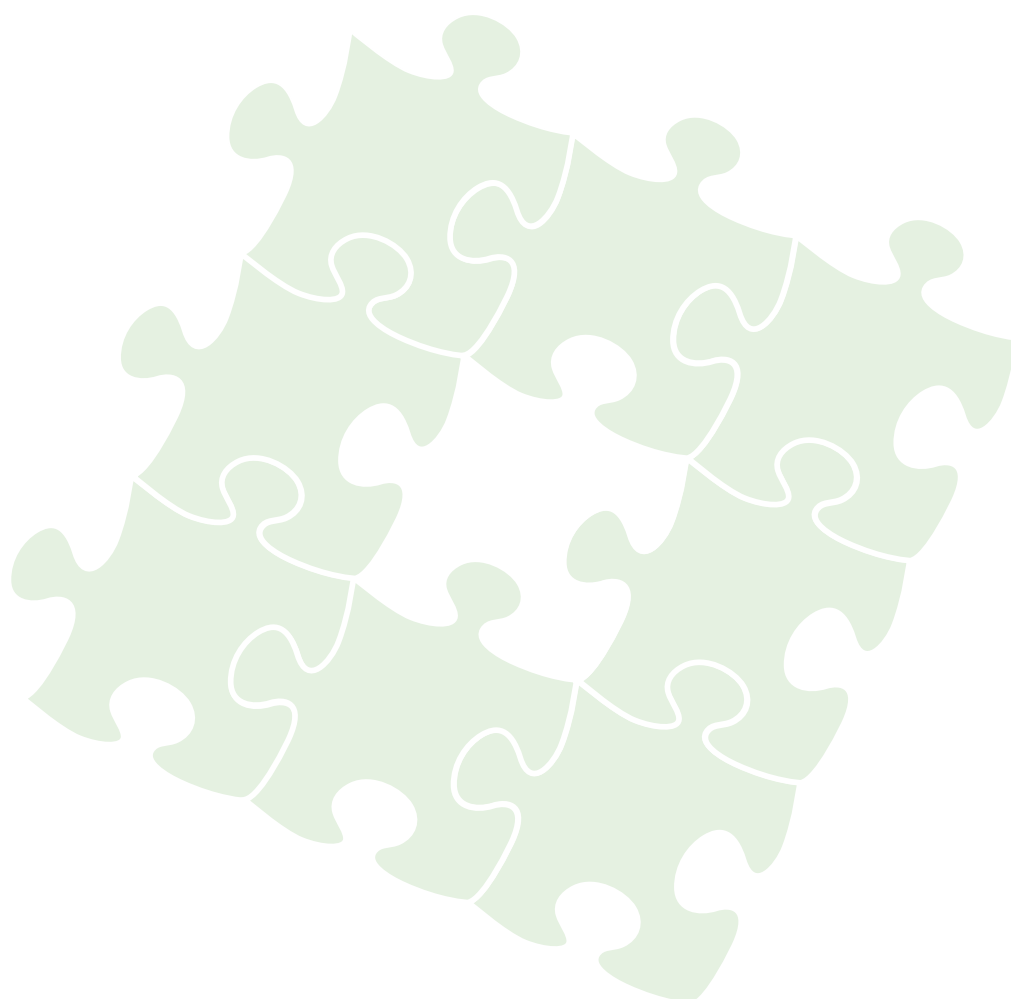


Achieving real business benefits from equality and diversity best practice

Understanding equality and diversity as well as realising its benefits can be challenging. In joining the Law Society's Equality and Diversity Section you'll receive all the support you need to understand your obligations, and practical tools to help you implement best practice.

Join today and see how your practice can benefit from equality and diversity in almost every area of your business including:

- **Recruitment** – finding the right people for your organisation from a wide talent pool
- **Staff retention** – a diverse and flexibly supported workforce can help to reduce staff turnover and absenteeism
- **Client relationships** – being more aware of your clients' needs and having the right skills in your organisation to better meet those needs can help to strengthen your client relationships
- **Reputation** – organisations' social contribution and commitment to equality and diversity may be evaluated by clients, suppliers, potential employees and regulators. Best practice in equality in diversity is not just a legislative requirement. It can help to enhance your reputation in your community and beyond
- **Compliance** – the SRA has embedded equality and diversity through Principle 9 of the SRA Handbook (see opposite page). Implementing best practice can help you to meet your legislative and regulatory obligations.



How the Equality and Diversity Section can help you

The Section is designed to help you keep up-to-date with regulation, news and best practice. It offers:

- Support to comply with equality and diversity legislative and regulatory requirements
- Insight from leading specialists into current best practice
- Specialist training and guidance on key equality and diversity issues
- Networking opportunities with peers and experts.

Membership benefits

Membership of the Equality and Diversity Section gives you the following benefits:

- Four CPD webinars* per membership year – accredited in total for 4 CPD hours and worth £140 – topics include:
 - Unconscious bias
 - Supplier diversity
 - Age diversity
 - Equal pay
- Equality and Diversity Update – a quarterly e-newsletter with the latest news and information
- Discounts on related Law Society publications - including 20 % off the forthcoming Equality and Diversity Toolkit due out in April 2013
- Discounts on related Law Society events and training including the newly launched e-learning packages (see next page for details)
- Networking opportunities
- Up to 20 % discount on Digital Accessibility Centre services.



Forthcoming membership benefits:

- An online Equality and Diversity Section member community
- Exclusive, cost-effective e-learning packages for all staff on a number of hot topics.

Embedding equality and diversity in regulation

The Solicitors Regulation Authority (SRA) has embedded equality and diversity within the SRA Handbook through Principle 9 which states that you must “run your business or carry out your role in the business in a way that encourages equality of opportunity and respect for diversity”.

The SRA’s equality and diversity requirements apply in relationships with clients and others, and mean that everyone in your practice has a role to play in ensuring compliance with the requirements.

In addition, your practice must comply with requirements set out in legislation including the Equality Act 2010.

It is no longer enough to have a policy in place. Your practice needs to demonstrate measurable activity and take steps to encourage diversity.

The Law Society’s Equality and Diversity Section can support you in meeting your obligations.

*Webinar topics and dates are subject to change.



New e-learning support

Training is key to ensuring that your staff understand and support equality and diversity best practice. Delivering training is also one of the ways in which you can demonstrate to the SRA that your practice is complying with Principle 9.

The Law Society has worked with specialist training providers to bring you a range of online equality and diversity learning courses. These courses address core issues and because they are online they offer an easy way to implement training through your practice to all staff. There are three courses:

Diversity and inclusion: Managing with respect

Explore the principles of being an ethical leader and understand the relevant laws through this course. You will be immersed in a fictitious corporate environment through the use of lively video scenarios. As the course progresses, you will apply and test your knowledge throughout. Suitable for people managers.

Developed by Law-Now Limited (a part of CMS Cameron McKenna)

CPD hours: 1

Standard price: £45 + VAT ** (£54 in total)

Equality and Diversity Section members' price: £36 + VAT** (£43.20 in total)

2012
Law Society
Excellence in
Equality and
Diversity Award
finalist

Understanding bias

Discover how unconscious or 'hidden' bias impacts the workplace through this course. You will have the opportunity to think about situations where your own unconscious bias might affect your ability to make objective decisions or judgements. The course also covers how to manage bias and includes an assessment quiz to test understanding.

Developed by Skill Boosters

CPD hours: 1.5

Standard price: £50 + VAT ** (£60 in total)

Equality and Diversity Section members' price: £40 + VAT** (£48 in total)

Disability confident

This course aims to promote disability equality through disability confidence. By the end of the course, you will be able to understand what disability confidence means, what inclusive behaviour is, and the key general principles for best practice when communicating with clients, colleagues and employees. The course also covers how to develop an action plan to create an inclusive and accessible environment.

Developed by Skill Boosters in partnership with the Business Disability Forum

CPD hours: 1

Standard price: £45 + VAT ** (£54 in total)

Equality and Diversity Section members' price: £36 + VAT** (£43.20 in total)

Group discounts are available as follows***:

6-24 places: 15% discount

25-99 places: 25% discount

100-150 places: 35% discount

Order today at www.lawsociety.org.uk/cpdcentre

For more information about the group discounts email cpdcentre@lawsociety.org.uk

**VAT to be applied at prevailing rate. Prices correct at time of going to print - January 2013.

***Group discounts apply to standard prices only. Equality and Diversity Section corporate members may claim the group discount rates on the Section members' prices.



The Law Society

Diversity and Inclusion ✕

Scenario 1 - "Intent Versus Impact"



Let's take a closer look at the scenario.

Click each of the images in the video player.



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From the Diversity and inclusion: Managing with respect course



Skill Boosters



The Law Society

Help - Opens in new window Exit

Understanding Bias

ARE YOU BIASED?

Gender Bias

Question

Do you think your judgement, or decisions you make, are influenced by a person's gender?

Choose an option, then select the 'Submit' button. Try to answer as honestly as possible.

☐ Yes

☐ No

☐ Sometimes

SUBMIT **RESET**



Main Menu Print **Page 2 of 15** **Select Submit to continue** Back

From the Understanding bias course



Who can join

The Equality and Diversity Section is for all professionals working within SRA regulated practices. Members can include:

- partners
- directors
- solicitors
- risk and compliance officers
- practice management professionals
- HR professionals
- equality and diversity professionals.

How to join

Simply complete and return the enclosed membership form with your payment. You can also download an application form from www.lawsociety.org.uk/equality.

Supporting Diversity and Inclusion Charter signatories

Are you signed up to the Law Society Diversity and Inclusion Charter? The Section supports signatories in moving from compliance (red level) to best practice (green level) in the annual self assessment.

The Diversity and Inclusion Charter is the flagship diversity initiative of the legal profession. Find out more and sign up for free at www.lawsociety.org.uk/inclusioncharter.

Charter signatories save **25%** or more on Equality and Diversity Section membership. See www.lawsociety.org.uk/equality for details or call **020 7316 5685**.

Equality and Diversity Section membership form

To join, please complete the following:

Title: _____ First name: _____ Surname: _____

Roll number (if applicable): _____ (number given on practising certificate)

Practice: _____ Address: _____

Postcode: _____ DX: _____

Telephone: _____ Email: _____

Status/Role:

- ☐ Partner/Director/Member
☐ Solicitor
☐ Equality and diversity professional
☐ HR professional
☐ Risk and compliance officer
☐ Other (please specify) _____

Is your practice a signatory to the Law Society Diversity and Inclusion Charter?:

- ☐ Yes
☐ No
☐ Do not know

Type of practice:

- ☐ Sole practitioner
☐ 2-4 partner practice
☐ 5-10 partner practice
☐ 11-19 partner practice
☐ 20 plus partner practice
☐ In-house
☐ Other (please specify) _____

☐ I enclose a cheque payable to 'The Law Society' or

☐ BACS payment - A/C number: 80567493, Sort Code: 20-32-29. Please e-mail equalitysection@lawsociety.org.uk informing them of the payment and giving the code: PD38-LL119-EDMEMB and

☐ For future yearly renewals please complete and return the Direct Debit mandate overleaf.

Signed: _____ Date: _____

☐ The Law Society will not use the information provided on this form for any purpose other than for administrative purposes and to inform you of relevant products and services available from the Law Society. If you do not wish to receive this information, please tick this box.

Membership*	Number of members applying	Membership fee	Total fee including VAT**
<input type="checkbox"/> Individual	1	£150 + VAT	£180
<input type="checkbox"/> Sole practitioner	1	£120 + VAT	£144
<input type="checkbox"/> Corporate package 1	Up to and including 3	£410 + VAT	£492
<input type="checkbox"/> Corporate package 2	Up to and including 6	£675 + VAT	£810
To obtain a quote for 7+ members please contact our membership department on 020 7316 5685 or email equalitysection@lawsociety.org.uk			

*Membership starts from the date your application and payment are processed.

**VAT to be applied at prevailing rate. Prices correct at time of going to print - January 2013.

Please complete a separate form for each individual and send with your payment to:

The Law Society, Commercial Affairs Admin Team, 113 Chancery Lane, London WC2A 1PL • DX 56 Ldn/Chancery Lane.

Please note that a VAT receipt will be sent to you. Our VAT registration number is 239 2147 63.

Normal annual membership runs from 1 January to 31 December.

More information: www.lawsociety.org.uk/equality, equalitysection@lawsociety.org.uk or 020 7316 5685

For Law Society finance use only – G/L code PD38-LL119-EDMEMB



Instruction to your bank or building society to pay direct debit

Please fill in the whole form and send it to:

The Law Society, Commercial Affairs Admin Team, 113 Chancery Lane, London WC2A 1PL • DX 56 Ldn/Chancery Lane.

Name and full postal address of your bank or building society

To: The Manager	Bank or building society
Address	
Postcode	

Service user number

6	2	4	8	3	7
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Reference

EDS

Name(s) of account holder(s)

Bank/Building Society account number

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Branch Sort Code

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Instructions to your bank or building society

Please pay the Law Society Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee.

I understand that this Instruction may remain with the Law Society and, if so, details will be passed electronically to my Bank/Building Society

Signature(s)
Date

Banks and Building Societies may not accept Direct Debit Instructions for some type of accounts



This guarantee should be detached and retained by the payer:

The direct debit guarantee



- The guarantee is offered by all Banks and Building Societies that take part in the Direct Debit scheme. The efficiency and security of the Scheme is monitored and protected by your own Bank or Building Society.
- If the amounts to be paid or the payment dates change, the Law Society will inform you 10 working days in advance of your account being debited or as otherwise agreed.
- If an error is made by the Law Society or by your Bank or Building Society, you are guaranteed a full and immediate refund from your branch of the amount paid.
- You can cancel Direct Debit at any time by writing to your Bank or Building Society. Please also send a copy of your letter to us.