

Celebrates International Women's Day 2018



Awards

- Top 30 employer for working families in 2017
- Colin Passmore was ranked 25 in the 2017 FT and HERoes Champions of Women in Business list 2017
- Top 50 employer for women 2016



How are we Pressing for Progress?



The **Number One Club**

with existing and prospective female clients.

Our women's network (TNOC) supports the development and retention of talented female colleagues, and provides a platform for all staff to build new business relationships and opportunities with existing and prospective female clients.

FLEXIBLE WORKING: We operate a flexible working policy 'by right' which means all employees are able to work from home without asking permission. We were the first law firm in the UK to support this and are working to apply this to all our international offices.



SPONSORSHIP PROGRAMME: pairing the firm's most senior partners with female associates as a way to break down barriers and open doors to new opportunities, which otherwise may not have been possible.

DEMYSTIFYING THE PARTNERSHIP: a series of small focus groups with partners to raise associates' awareness and understanding of the partnership role; what this entails and whether it is an attractive and/or feasible option. Partners provide an honest view of their role, offering advice on what associates should be doing in order to achieve this promotion. We are invested in retaining and developing our associate talent and therefore recognise the importance of addressing this and promoting understanding of the partnership role.

Thought Leadership

(available upon request)

DARREN OSWICK
– The Need for Feedback



Head of tax Darren Oswick looks at the different ways in which men and women review themselves.

"I had the privilege of appraising two high performing female associates. They had both worked extremely well during the year, and achieved very good grades. After the appraisals, they both expressed some relief that it was over, and that it had "gone ok". I expressed some surprise about this – they were both strong performers, surely they must have known they would be getting a good review? Their responses surprised me even more – both essentially said "Well no-one told me that I was doing well, so I assume I was doing badly".

OMBLINE ANCELIN
– My personal commitment to progress



Partner, Ombline Ancelin discusses female coaching and why it is important to create a more diverse, inclusive working environment.

"Our female lawyers expressed the need for time during which they can express themselves, their questions and frustrations in a friendly and kind environment where they will not be judged or misinterpreted. I try to explain how to navigate in a professional environment where the rules have long been established by men for men."

Our events

LONDON: Thursday 08 March

We will be hosting a breakfast and TED Talk "It's time for women to run for office" by Halla Tómasdóttir's, followed by a discussion between members of our women's networks on gender diversity.

BRISTOL: Thursday 08 March

We are hosting an evening reception at the Arnolfini Gallery. We have two guest speakers Philippa Lowthorpe and Penny Ladkin-Brand who will give a talk followed by a Q&A discussion.

HONG KONG AND SINGAPORE: Thursday 08 March

We are planning to align with TNOC in London by running internal sessions at which we will watch Halla Tómasdóttir's TED Talk "It's time for women to run for office", followed by a discussion on gender diversity.

PARIS: Tuesday 27 March

The Paris office will be holding an event for 100 female clients. The first part will include a conference/interview with Miren Bengoa, the president of French National Committee for UN Women exclusively for a female audience, and this will then be followed by a drinks reception opened to all.

MILAN: Thursday 08 March

The Milan office will be hosting a "Coffee and cake for charity" to celebrate IWD.

Contact Us:

If you would like more information or to feature any of our content, please contact our Senior PR and Comms Exec, Naomi Nightingale (naomi.nightingale@simmons-simmons.com).