

# #aLastingChange

2017 was the year women's workplace issues dominated the public conversation. The media shone a light on issues including unequal pay, sexual harassment and under-representation of women in senior roles. Responsibility for dealing with these – and other – problems lies with all of us.

Lewis Silkin is committed to helping organisations to make lasting improvements to the workplace experience of women. We believe that positive engagement with these issues will make work better for everyone. We will support any organisation that wants to deal with these issues.

We have established a project site at [www.lewissilkin.com/alastingchange](http://www.lewissilkin.com/alastingchange). There is already a lot of useful material and links on that site, and we encourage you to check in regularly as we will be adding to it throughout the year. Other initiatives, such as having a platform to share ideas, articles and roundtable discussions, will be rolled out during the coming months.

In addition to all the free support we are offering, we are also delivering tailored sessions focusing on specific aspects of business culture. Below are some of the initiatives and programmes we can offer:

## Leadership Workshop

Designed as a session for Executive Leadership to create awareness of the issues, understand the law and risks and provide practical advice on how to handle complaints. The workshop has a number of interactive case studies and filmed clips to demonstrate the consequences of poor behaviour, allowing participants to work in smaller groups and contribute to wider discussions. There is a workbook which accompanies the session.

## Speak Up Seminar

Designed as a seminar session for up to 40 participants. It is intended to be run after the workshop events and encourage employees to Speak Up when they themselves experience unacceptable behaviour or support a colleague who has experienced poor behaviour. There are filmed clips to emphasise key messages but limited group work due to the size of the audience. The session offers practical advice on what to say / how to respond when faced with inappropriate comments or behaviour and how to support a colleague.

## Unconscious bias – classroom or e-learning

Unconscious bias can impair effective decision-making and cause unfair treatment of others. We are all biased, but an awareness of those biases and how to address them makes for a more efficient and happier workplace, where everyone's true potential can be realised. This course will introduce participants to the concept of unconscious bias and provide practical guidance on how to ensure everyone is treated fairly at work.

## Diversity – classroom or e-learning

Equal opportunities and diversity training is a must for every business. It's not just about avoiding discrimination claims - although that is important! An inclusive workplace where employees respect diversity and each other is a good place to work, bringing benefits to both staff morale and productivity. This type of training is key to helping your business avoid costly and damaging claims of discrimination and harassment. It enables everyone to understand their obligations and how to avoid breaching the law. If the worst happens and you do face a claim, appropriate training will help your business defend itself by showing it has taken steps to prevent discrimination from taking place.

## Recruitment Workshop

Good recruitment practices are key to any organisation's success, but this is also a time when things can go wrong before someone has even become your employee. The most common pitfalls relate to discrimination - but there are a number of other tricky areas including data protection and contractual issues. We use a mixture of written and filmed case studies to illustrate specific points and generate plenty of discussion.

## Coaching

Executive coaching is a great way to support emerging female talent or a newly appointed executive board member. We have a number of experienced coaches who have worked with women when approaching or reaching a career milestone. This is one way of increasing the pool of women reaching more senior positions within an organisation.

## Policy and procedure review

Are your policies supporting or hindering your female employees? Is there any language bias? Do the criteria you use for recruitment or promotion decisions favour male candidates? Is your performance management process a fair one? Reviewing documentation to remove any bias, particularly if combined with training helps bring an awareness of how to make fair

and equitable selection decisions. We have experienced HR Consultants who can work with you to review your policies.

### Reward strategy

As part of your gender pay gap reporting commitment you may already be aware of a need to narrow a pay gap. An audit of reward decision making and a review of reward strategy can provide useful data on what, if any, trends are emerging regarding reward decisions both as part of the annual pay cycle or at key promotion points. Our Reward Consultants can help you navigate this specialist area.

### Women in Leadership programmes

A number of HR Consultants have experience of creating and delivering women in leadership programmes, to further develop the skills and confidence of senior female managers and executives. These programmes can be a series of training initiatives, a one off event prior to a promotion process or combined with a coaching or mentoring scheme. Our experienced HR Consultants can help establish the right options for you.

### For more information

If you are interested in any of these programmes or want to discuss more generally how you can effect a lasting change within your organisation, please contact:



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