

Shoosmiths LLP

Corporate Responsibility Report 2019/2020

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Introduction

Welcome to our ninth annual Corporate Responsibility (CR) Report which details four appendices. The report relates to the financial year beginning 1 May 2019 and ending 30 April 2020 and explains our plans for 2020/2021.

About Shoosmiths

Shoosmiths LLP is a UK law firm with 13 locations across the United Kingdom. At 30 April 2020, we had 208 partners and partner equivalents and 1,811 business support employees. We are located in England, Scotland and Northern Ireland, namely Belfast, Birmingham, Edinburgh, Glasgow, Leeds, London, Manchester, Milton Keynes, Northampton, Nottingham, Sheffield, Solent and Thames Valley. Shoosmiths LLP was named National Firm of the Year at The Lawyer Awards in June 2019 and has been ranked in the top five firms for deal volume for the past four years in Experian MarketIQ's M&A Review.

We have been delivering legal services to businesses and individuals since 1845. Clients include household-name blue-chip companies, leading financial institutions, public and private sector organisations and foreign-owned corporates.

We operate four business units:

- Business advisory which provides commercial, employment, pensions and risk and litigation services;
- Corporate which provides banking, company secretarial, core corporate, restructuring and insolvency and tax advice;
- Personal advisory which provides wealth protection, court of protection, family and conveyancing, and specialist litigation teams advising on clinical negligence, personal injury, special education needs, residential landlord and tenant issues, contentious probate and other professional negligence; and
- Real estate which provides construction, planning, property litigation, and core real estate advice.

We are accredited to the ISO 9001:2015 quality standard and ISO 27001:2013 information security system standard, are an Equal Opportunities Employer and were the first top 100 law firm to achieve 'Gold Standard' Investors in People status. We are a member of the World Services Group working with partners to deliver international advice for our clients.



Shoosmiths website

<https://www.shoosmiths.co.uk/>

<https://www.shoosmiths.co.uk/insights>

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Read our responsibility policies, reports and United Nations (UN) Global Compact Communications on Progress:

<https://www.shoosmiths.co.uk/our-responsibility/corporate-responsibility>

<https://www.shoosmiths.co.uk/our-responsibility/diversity-and-inclusion>

Stay in touch with our latest CR news via our blog **SHOUTback**:

<https://www.shoosmiths.co.uk/our-responsibility/shoutback>

Read our annual slavery and human trafficking statements:

<https://www.shoosmiths.co.uk/slavery-and-human-trafficking-statement>

We would love to receive your feedback. Please send your comments, questions and suggestions to corporate.responsibility@shoosmiths.co.uk

Appendices

Appendix 1: Progress against targets

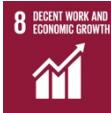
2019/2020 Targets

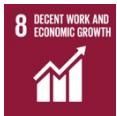
In line with our 2019/2022 business plan, we set 20 targets (3 marketplace, 7 workplace, 5 environment and 5 community). Targets have also been considered in the context of the 2030 Agenda for Sustainable Development and the global challenges set out as 17 Sustainable Development Goals and 169 associated targets.

We delivered against 19 targets with one area where we need to continue to focus attention.

Key: ✓ – achieved IP – in progress X – not achieved

Objectives and targets		Performance and status	
<p>Objective Working collaboratively in the marketplace with our clients and suppliers to evidence best CR practice aligned with our vision to be the leading law firm in the UK famous for its client experience.</p>			
	Engage with our key clients to identify joint opportunities that support our respective CR aspirations.	During 2019/2020, 46 firm donations were provided to charities to support client activities. See also our Insights and Articles and our Events and Webinars .	✓
	Engage with our 1 st tier estates suppliers to highlight our CR policies and reporting and identify collaborative opportunities for environmental improvement during 2019/2020.	See pages 33-39 of our 2021 UN Global Compact Report.	✓
	Conduct a third-party assessment of our processes and procedures in relation to the potential for slavery and human trafficking in our operations and supply chain	See our 2019 Modern Slavery Statement .	✓
<p>Objective Delivering an innovative and market differentiated employee value proposition based upon the firm's values and the Shoosmiths Way.</p>			
  	Conduct training and development of staff to ensure ongoing competency and provision of sound customer support and legal advice.	Achieved via mandatory training courses and provision of training resources to aid staff personal development.	✓
	Conduct regular engagement with staff on their contribution to the 2030 SDGs.	1 st year trainees completed a pro bono challenge to advise third sector organisations addressing the SDGs. Staff awareness campaigns on a variety of issues and 2019 annual internal CR Excellence awards presented to initiatives that advanced specific goals.	✓

	<p>Progress integration of environmental management into an improved health and safety management system.</p>	<p>Engagement of a new Environment Health and Safety consultant to work with us to redesign our guidance was delayed during 2019/2020 due to the COVID-19 crisis.</p>	IP
	<p>Enable employees who champion positive mental health and wellbeing to better support colleagues; introduce more consistency, structure and best practice sharing across the network, and introduce enhanced signposting to external resources and organisations as appropriate.</p>	<p>Shoosmiths' network of mental health and wellbeing champions has developed an annual calendar of key mental health and wellbeing dates and events to be observed nationally and continues to successfully share best practice and ideas through an email distribution group and on network calls. Read about our support for Mental Health Awareness Week 2019 here; we also marked World Mental Health Day. The start of the Covid-19 crisis in early 2020 also led to the firm increasing the level of focus on mental health and wellbeing, as well as the level of support and signposting – a more detailed update on how that approach evolved is on page 16 of our 2021 UN Global Compact Report.</p>	✓
  	<p>Continue to refine our approach to diversity and inclusion and define how Shoosmiths can uniquely contribute to greater levels of social mobility in the firm, and in the UK.</p>	<p>We were due to launch our Social Mobility Action Plan in March 2020, but this was delayed due to the Covid-19 crisis. Our now launched Social Mobility Action Plan is available to read here, and there is also detail on page 15 of our 2021 UN Global Compact Report. Our action plan builds on our existing efforts as a firm, introduces socio-economic data for each of the locations where we have an office, and gives each office a tailored action through which they can have a positive impact.</p>	✓
	<p>Continue to build our employee network model; introduce a Black, Asian and Minority Ethnic (BAME) network and develop guidance on how Shoosmiths can best support BAME employees.</p>	<p>All our employee networks have continued to develop over this period, expanding in scope and membership. Employees also established a new network which celebrates the culture and heritage of everyone at Shoosmiths, and we'll update on further development in the 2020/2021 report. Information about these networks is shared on the firm's intranet. In 2020/2021, based on internal data analysis, Shoosmiths will continue the process of developing targeted mentoring and career progression opportunities to specifically support BAME employees.</p>	✓

			Conduct a review of interventions to date which aim to address gender and pay gap, and which promote greater diversity in senior roles, building on those which are proving most successful.	Our 2019 pay gap statement can be found on our website . We completed the first cohort of our High Performing Women programme – which seeks to increase female representation in senior roles. We also received a report at the end of the programme which provided insight into the experience of our senior female talent pipeline, and barriers to progression which we need to overcome. This feedback was incorporated into a wider paper of recommended next actions to further improve gender balance at Shoosmiths.	✓
Objective Demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services.					
	At sites where we control building energy use, reduce electricity consumption by 3% in 2019/2020 versus 2018/2019. Where we do not control the building, liaise with the landlord to identify opportunities to reduce electricity consumption.	10.7 % decrease in electricity consumption across the estate.	✓		
	At sites where we control building energy use, reduce gas consumption by 3% in 2019/2020 versus 2018/2019. Where we do not control the building, liaise with the landlord to identify opportunities to reduce gas consumption.	14.6% decrease in gas consumption across the estate.	✓		
 	Determine Shoosmiths' contribution to a pathway to 1.5 degrees.	In January 2020 the board approved the target for Shoosmiths' operations to become carbon net zero by 2025. See our Carbon Neutral policy.	✓		
 	By the end of April 2020, transition 65% of our employees to agile working and convert 80% of our offices to support task working.	80% of our offices based on amount of square footage office space were converted to working agile by the end of April 2020. All but critical workers moved to working from home in March 2020.	✓		
	Using an external organisation, undertake a second-party audit of two offices to assess legislative and best practice compliance, identifying opportunities for improvement.	Completed with site audits undertaken at our Manchester and Northampton offices.	✓		
Objective Building and maintaining enduring community relationships that achieve positive impacts for the organisations we work with.					
 	Continue to provide focus for Shoosmiths' colleague volunteering programme which enables colleagues to use their professional and personal skills to address social challenges in communities where we operate.	3,421 hours volunteered.	✓		
	Each office to support a local charity partner during 2019/2020.	See appendix 4 page 20.	✓		

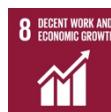
		Consider potential for expanding formal pro bono services provided by legal advisors.	See pages 16-20 of our 2021 UN Global Compact Report.	✓
	Report on impacts of pro bono services provided by legal advisors.		See pages 16-20 of our 2021 UN Global Compact Report.	✓
	Explore opportunities to collaborate with third-sector organisations addressing one or more of the 2030 SDGs in the UK.		See appendix 4 page 20.	✓

2020/2021 Targets

In line with our 2019/2022 business plan, we have set 22 targets (7 marketplace, 8 workplace, 2 environment, and 5 community). We have indicated where these align with the UN SDGs.



Targets	Related SDGs
Objective Working collaboratively in the marketplace with our clients and suppliers to evidence best CR practice aligned with our vision to be the leading law firm in the UK famous for its client experience.	
Review Shoosmiths' main strategic focus areas to ensure we are advancing the responsible business agenda through our business development work programme.	17 PARTNERSHIPS FOR THE GOALS
Engage with our 1st tier estates suppliers to highlight our CR policies and reporting and identify collaborative opportunities for environmental improvement during 2020/2021.	17 PARTNERSHIPS FOR THE GOALS
Conduct a third-party assessment of our processes and procedures in relation to the potential for slavery and human trafficking in our operations and supply chain.	5 GENDER EQUALITY
Standardise procurement policies and practices across the business that are aligned with Shoosmiths' responsible supply chain management requirements.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Continue to increase understanding of potential modern slavery and trafficking risk areas perceived by our priority suppliers within their supply chains. To include an on-site assessment of one of our key suppliers.	5 GENDER EQUALITY
Continue to explore opportunities for collaboration within the business sector and with third sector organisations involved in mitigating and preventing slavery and trafficking within the UK.	5 GENDER EQUALITY
Continue to raise awareness amongst stakeholders about the prevention of slavery and trafficking.	5 GENDER EQUALITY
Objective Delivering an innovative and market differentiated employee value proposition based upon the firm's values and the Shoosmiths Way.	
Conduct training and development of staff to ensure ongoing competency and provision of sound customer support and legal advice.	4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Move more Environmental Health and Safety training to an e-learning platform.	 4 QUALITY EDUCATION
Increase the number of advocacy, advisory, or pro bono opportunities available to our employees within community organisations; particularly those which consider environment, diversity, inclusion, and mental health and wellbeing.	 17 PARTNERSHIPS FOR THE GOALS
Progress integration of environmental management into an improved health and safety management system.	 3 GOOD HEALTH AND WELL-BEING
Build on our mental health and wellbeing efforts. Work closely with internal communications, leadership, managers, and mental health and wellbeing champions, to ensure signposting and support is disseminated to employees across the organisation and promotes wellbeing for all.	 3 GOOD HEALTH AND WELL-BEING
Publish our Social Mobility Action Plan and develop Key Performance Indicators for the localised recommendations through which we aim to advance social mobility prospects across the UK.	 10 REDUCED INEQUALITIES
Continue to support our employee-led networks in their activities and promote inclusion more widely; identify ways in which we can make further progress towards reduced inequalities by emphasising inclusion.	 10 REDUCED INEQUALITIES
Formalise our longer-term diversity and inclusion ambitions by April 2021; producing more in-depth representation and progression data, and liaising with external benchmarking organisations as appropriate.	   5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
<p>Objective Demonstrating high standards of environmental responsibility in all our operations and minimising the environmental impacts associated with our activities, products and services.</p>	
Shoosmiths' operations to become carbon net zero by 2025 with annual reporting on progress.	  7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
Using an external organisation, conduct a second-party audit of two offices to assess legislative and best practice compliance, identifying opportunities for improvement.	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
<p>Objective Building and maintaining enduring community relationships that achieve positive impacts for the organisations we work with.</p>	
Progress the establishment of the Shoosmiths Foundation for implementation from May 2021.	 17 PARTNERSHIPS FOR THE GOALS
Each office to support a local charity partner during 2020/2021 and to identify ways to financially support local Covid-19 related charity activities.	 17 PARTNERSHIPS FOR THE GOALS

Consider potential for expanding formal pro bono services provision by supporting appropriate schemes.	 1 NO POVERTY	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Report on impacts of pro bono services provided by legal advisors.	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	
Explore opportunities to collaborate with third-sector organisations, addressing one or more of the 2030 SDGs in the UK.	 17 PARTNERSHIPS FOR THE GOALS	

Appendix 2:

CR performance data

Our year in numbers

Indicator	Unit	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020
Marketplace								
Revenue ¹	£ m	£93m	£102.6m	£107m	£116.7m	£128.5m	137.6m	154.2m
Profit ¹	£ m	£12.2m	£16.8m	£25.1m	£29.3m	£35.8m	37.9m	42.2m
Profit per equity partner (PEP)	£k	£290k	£416k	£365k	£366k	£434k	441k	465k
Workplace								
Total employees ²	No.	1,427 (fte. 1,325.6)	1,445 (fte. 1,329)	1,509 (fte. 1,388)	1,599 (fte. 1491.8)	1,613 (fte. 1507.7)	1,685 (fte 1,579.5)	1,806 (fte 1681.6)
Total partners and partner equivalents ²	No.	136	143	142	185	187	201	206
Full-time employees ²	No.	1,129	1,119	1,162	1,262	1,282	1,359	1,385
Part-time employees ²	No.	298	326	347	337	331	326	421
Promotions								
Number of promotions	No.	77	108	142	108	124	158	169
Promotions at each grade								
Equity Partner	No.	2	3	5	7	9	10	13
Salaried Partner	No.	6	4	3	0	1	0	0
Senior Associate	No.	16	11	15	13	13	18	21
Associate	No.	17	20	23	22	8	26	29
Qualified Legal Advisor	No.	11	15	12	9	5	12	17
Non-qualified Legal Advisor/Support	No.	25	55	84	57	88	92	89
Gender balance ³								
Male employees	%	30.12	29.80	30.9	32.9	32.4	32.3	31.7
Female employees	%	69.88	70.20	69.1	67.1	67.6	67.7	68.3

Disability								
Disabled employees	%	1.62	2.12	2.2	3.0	8.6	2.5	2.4
Not disabled ⁴	%	0.15	0.08	7.9	13.2	0.8	0.1	0.1
Not reported ⁴	%	98.23	97.8	89.9	83.8	90.6	97.4	97.5
Ethnicity								
White/European	%	88.07	88.29	86.9	85.7	76.5	83	82.6
African Caribbean	%	1.03	0.81	1.0	1.25	0.8	0.9	0.9
African	%	0.74	0.66	0.7	0.75	0.7	1.1	0.9
Asian	%	5.52	5.86	6.8	6.56	6.5	8.4	8.7
Chinese	%	0.44	0.44	0.4	0.43	0.4	0.1	0.2
Other	%	2.43	2.20	2.1	2.5	5.8	2.5	2.8
Unknown or not reported	%	1.77	1.74	2.1	2.81	9.3	4	3.9
Sexual orientation								
Heterosexual	%	74.15	76.71	78.9	81.7	81.9	82.4	82.3
Lesbian, gay, or bisexual	%	1.55	1.54	1.9	2.4	2.7	3.6	3.9
Unknown or not reported	%	24.30	21.75	19.2	15.9	15.4	14	13.8
Age								
Under 25	%	14.95	16.15	17.8	17.1	16.3	20.1	18.1
26-30	%	16.79	17.33	16.4	16.8	17.6	17.0	16.6
31-35	%	18.63	16.86	15.2	13.6	13.5	13.2	14.9
36-40	%	13.62	13.54	10.5	13.8	13.1	13.0	12.6
41-45	%	11.12	11.33	13.7	11.6	12.0	11.4	11.6
46-50	%	10.31	10.04	10.7	10.5	10.2	9.2	9.2
51-55	%	6.41	6.75	7.6	8.2	8.3	8	8.4
56-60	%	4.49	4.70	4.8	5.1	5.8	5.3	5.3
61-65	%	2.87	2.46	2.3	2.3	2.3	1.9	2.5
66-70	%	0.74	0.77	0.7	0.8	0.8	0.7	0.6
71+	%	0.07	0.07	0.3	0.2	0.1	0.2	0.2

Religion/belief									
Buddhist	%	0	0	0	0	0	0	0.1	0.1
Christian	%	41.02	43.12	40.7	37.9	14.7	33.9	34.8	
Hindu	%	1.70	1.61	1.6	1.8	0.2	2	2.2	
Jewish	%	0.29	0.15	0.3	0.4	0.1	0.4	0.4	
Muslim	%	1.84	2.12	2.7	2.5	0.4	2.9	3.0	
Sikh	%	1.10	1.46	1.8	1.5	0.3	2.1	2.0	
No religion	%	14.21	14.50	15.8	18.8	4.2	19.3	26.5	
Other	%	0	0.07	0.1	1.5	0.2	4.4	0.1	
Unknown or not reported	%	39.84	36.97	37	35.6	79.9	34.9	30.9	
Highest level of parental qualification ⁵									
No formal qualifications	%								4.8
Qualifications below degree level	%								13.8
At least one has a degree level qualification	%								10.9
Other	%								0.2
Not applicable	%								0.3
Don't know/not reported	%								70.0
Socio-economic background: school									
Fee-paying school	%	0.74	2.71	2	2.8	2.7	2.5	4.4	
State school	%	2.06	10.15	8.8	11.7	12.2	15.6	26.7	
Unknown or not reported	%	97.2	87.14	89.2	85.5	85.1	81.9	68.9	
Health and safety									
RIDDOR injuries or incidents ⁶	No.	2	2	0	0	0	0	1	

Environment								
Carbon footprint	Tonnes CO ₂ e	2,624	2,584	2,318 ⁷	2,194	2,537 ⁸	2,098	1,608
Carbon footprint per employee (fte) ⁹	Tonnes CO ₂ e	1.98 ⁹	1.94	1.67	1.47	1.68 ⁸	1.32	0.96
Electricity consumption	kWh	3,651,678	3,832,440.8	3,644,301	3,922,029 ¹⁰	3,977,688 ¹¹	3,022,387	2,696,634
Gas consumption	kWh	1,441,788	1,406,089	1,545,638	1,292,630	694,837	532,755	454,821
General waste generated (Number of offices where we directly control waste has been falling year on year with our Northampton and Sheffield offices currently being directly managed).	Tonnes	123.33	57.63	96.64	74.76	63.84	33.3	28.84
General waste recycled	%	39.39	45	87	20.63	15.93	20.8	30.27
Confidential waste collected and recycled	Tonnes	47	73.54	154.02	158.13	143.79	144.34	208.01
Community								
Number of colleague pro bono hours	Hours	919	928	1,176	1,119	1,502	1,634	1,555
Number of colleague volunteering hours	Hours	1,017	1,210	1,818	2,064	2,182	2,233	3,421
Total colleague pro bono and volunteering hours	Hours	1,936	2,138	2,994	3,183	3,684	3,867	4,976

1 For the year ending 30 April 2020.

2 As at 30 April 2020.

3 Diversity data includes all staff.

4 Since the 2014/2015 CR Report, a data review has resulted in a change to the presentation of the Not Disabled and Not Reported categories. The change ensures that staff who have not provided any disability response are always presented as Not Reported. Data provided by staff reporting a disability is not affected by the change.

5 Our data categories mirror the information requested by the Solicitors Regulation Authority which is subject to change; for previously reported data related to education, please refer to our 2018/2019 CR report.

6 RIDDOR reporting period for April to March each year.

7 We identified an error in the conversion factor used for our carbon footprint data for 2015/2016. We have rectified this figure formerly stated as 2,315 and restated our data as 2,318.

8 Carbon footprint data 2017/2018 is restated based on review of air travel and raw electricity data revised at two locations plus extrapolated waste data.

9 We now report our per head carbon footprint based on the number of full-time equivalent (fte) employees. We restated our carbon footprint data for 2013/2014 to reflect this.

10 Electricity consumption data for our London and Belfast offices was not available for 2016/2017.

11 Electricity consumption data revised at two offices.

Appendix 3:

Shoosmiths' approach to the 2030 global agenda for Sustainable Development

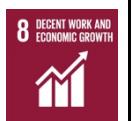
Shoosmiths is a signatory of the UN Global Compact and committed to progressing its ten principles relating to human rights, labour, environment and anti-corruption. The 2030 global agenda for Sustainable Development is based on 17 SDGs agreed by UN member states that define the global priorities for sustainable development to the year 2030.

We support many of the goals through our work and, below, we provide details of our approach to the goals that are particularly relevant for our business.



SDGs and targets	Shoosmiths' approach aligned with advancing SDGs and targets
 <p>1.4 By 2030, ensure that all men and women, in particular the poor and vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.</p>	<ul style="list-style-type: none"> • Legal advice provision on a pro bono basis to individuals and organisations unable to afford legal advice. • Partner with local community organisations with staff providing support regarding education, skills-based training and employability skills. • Treat customers fairly and with consideration of vulnerable clients' needs. • Diversity and inclusion strategy. • Benefits provided to staff. • Shoosmiths' supplier code of conduct includes human rights and labour conditions and engagement programme regarding slavery and trafficking. • Target: Consider potential for expanding formal pro bono services provision by supporting appropriate schemes.

 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.</p> <p>3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.</p>	<ul style="list-style-type: none"> Our approach to occupational health, safety, work-life balance and well-being in the workplace. Driving and vehicle safety awareness briefings and driver training programme. Local office fundraising health-related charity partnerships in 2019/2020 i.e. Belfast: Angel Wishes, Birmingham: Guide Dogs, Edinburgh: Scottish Association for Mental Health, Leeds: Candlelighters, Manchester: Prevent Breast Cancer, Northampton: Northampton and District Mind, Solent: Solent Mind, Thames Valley: No5. Signatory of Time to Change, an anti-discrimination initiative founded by mental health charities Mind and Rethink Mental Illness. Target: Progress integration of environmental management into an improved health and safety management system. Target: Build on our mental health and wellbeing efforts. Work closely with internal communications, leadership, managers, and mental health and wellbeing champions, to ensure signposting and support is disseminated to employees across the organisation and promotes wellbeing for all.
 <p>4 QUALITY EDUCATION</p>	<p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	<ul style="list-style-type: none"> Provision of opportunities that give students access to the corporate environment includes work shadowing placements, supporting school enterprise days, offering CV and interview skills advice and sharing academic and career path experiences. Early careers programme. Donation of used IT equipment to Computer Aid International, a charity that helps disadvantaged communities to access digital equipment that will improve their lives. Target: Conduct training and development of staff to ensure ongoing competency and provision of sound customer support and legal advice. Target: Move more Environmental Health and Safety training to an e-learning platform.
 <p>5 GENDER EQUALITY</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<ul style="list-style-type: none"> Legal advice provision on discrimination, equal pay, equality and diversity matters. Our policy, procedures, approach, training and targets in relation to workplace, diversity and inclusion. Shoosmiths' supplier code of conduct. Shoosmiths' slavery and human trafficking statement. Founding signatory of the Law Society's Diversity and Inclusion Charter. Target: Conduct a third-party assessment of our processes and procedures in relation to the potential for slavery and human trafficking in our operations and supply chain. Target: Continue to increase understanding of potential modern slavery and trafficking risk areas perceived by our priority suppliers within their supply chains. To include an on-site assessment of one of our key suppliers. Target: Continue to explore opportunities for collaboration within the business sector and with third sector organisations involved in mitigating and preventing slavery and trafficking within the UK. Target: Continue to raise awareness amongst stakeholders about the prevention of slavery and trafficking. Target: Formalise our longer-term diversity and inclusion ambitions by April 2021; producing more in-depth representation and progression data, and liaising with external benchmarking organisations as appropriate.
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.</p>	<ul style="list-style-type: none"> Legal advice provision on renewable energy matters. Target: Shoosmiths' operations to become carbon net zero by 2025 with annual reporting on progress.

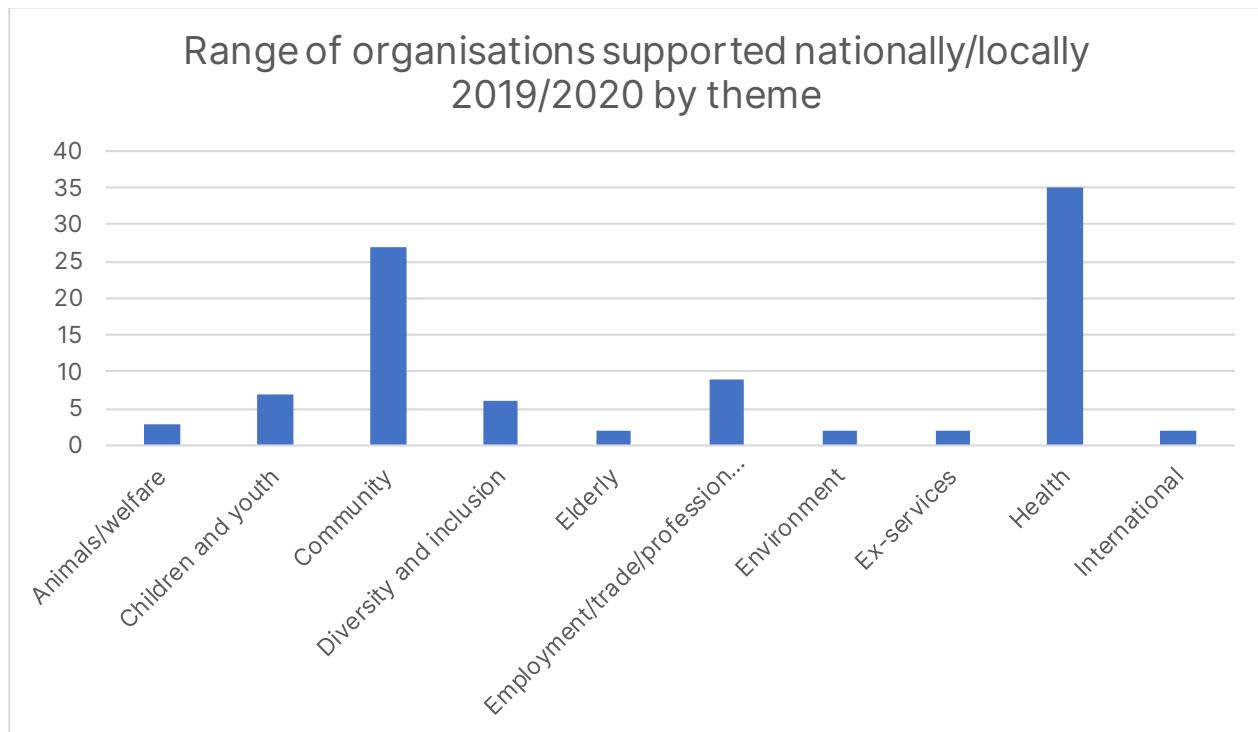
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers and, by 2025, end child labour in all its forms.</p> <p>8.8 Protect labour rights and promote safe and secure working environments of all workers, including migrant workers, particularly women migrants and those in precarious employment.</p>	<ul style="list-style-type: none"> Legal advice provision on discrimination, equal pay, equality and diversity matters. Our workplace policies, procedures and approach and targets in relation to equal opportunities, diversity and inclusion. Signatory of UN Global Compact and member of UK Network Modern Slavery Working Group and Diversity and Inclusion Working Group. Shoosmiths' supplier code of conduct. Shoosmiths' slavery and human trafficking statement. Our occupational health and safety management system including accident data reporting. Target: Conduct training and development of staff to ensure ongoing competency and provision of sound customer support and legal advice. Target: Formalise our longer-term diversity and inclusion ambitions by April 2021; producing more in-depth representation and progression data, and liaising with external benchmarking organisations as appropriate.
 <p>10 REDUCED INEQUALITIES</p>	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this regard.</p>	<ul style="list-style-type: none"> Legal advice provision on discrimination, equal pay, equality and diversity matters. Legal advice provision on a pro bono basis to individuals and organisations unable to afford legal advice. Our policy, procedures, approach and disclosure in relation to diversity and inclusion. Gender pay gap data reporting. Target: Publish our Social Mobility Action Plan and develop Key Performance Indicators for the localised recommendations through which we aim to advance social mobility prospects across the UK. Target: Continue to support our employee-led networks in their activities and promote inclusion more widely; identify ways in which we can make further progress towards reduced inequalities by emphasising inclusion. Target: Formalise our longer-term diversity and inclusion ambitions by April 2021; producing more in-depth representation and progression data, and liaising with external benchmarking organisations as appropriate.
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.</p> <p>11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.</p>	<ul style="list-style-type: none"> Legal advice provision on social housing matters. Legal advice provision on public transport and infrastructure matters.

 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources.</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and re-use.</p> <p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</p>	<ul style="list-style-type: none"> Legal advice provision on contaminated land, regeneration, remediation strategies and implementation matters. Policies, procedures and programmes for resource management, energy consumption and waste reduction. Annual CR report includes sustainability practices, data and targets. Target: Using an external organisation, conduct a second-party audit of two offices to assess legislative and best practice compliance, identifying opportunities for improvement.
 <p>13 CLIMATE ACTION</p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p> <p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>	<ul style="list-style-type: none"> Legal advice provision on climate change related matters. Target: Shoosmiths' operations to become carbon net zero by 2025 with annual reporting on progress.
 <p>15 LIFE ON LAND</p>	<p>15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.</p>	<ul style="list-style-type: none"> Focus on reduced paper consumption and use of Forest Stewardship Council-certified stationery.
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>16.2 End abuse, exploitation, trafficking and all forms of violence against and torture of children.</p> <p>16.3 Promote the rule of law at the national and international levels and ensure equal access to justice to all.</p> <p>16.5 Substantially reduce corruption and bribery in all their forms.</p>	<ul style="list-style-type: none"> Legal advice provision on human rights, slavery and human trafficking, anti-corruption matters. Shoosmiths' supplier code of conduct. Shoosmiths' slavery and human trafficking statement. Provision of legal advice on a pro bono basis to individuals and organisations unable to afford legal advice. Zero tolerance approach to bribery and corruption. Target: Conduct training and development of staff to ensure ongoing competency and provision of sound customer support and legal advice. Target: Consider potential for expanding formal pro bono services provision by supporting appropriate schemes. Target: Report on impacts of pro bono services provided by legal advisors.
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>17.1 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.</p>	<ul style="list-style-type: none"> Target: Review Shoosmiths' main strategic focus areas to ensure we are advancing the responsible business agenda through our business development work programme. Target: Engage with our 1st tier estates suppliers to highlight our CR policies and reporting and identify collaborative opportunities for environmental improvement during 2020/2021. Target: Increase the number of advocacy, advisory, or pro bono opportunities available to our employees within community organisations; particularly those which consider environment, diversity, inclusion, and mental health and wellbeing. Target: Progress the establishment of the Shoosmiths Foundation for implementation from May 2021. Target: Each office to support a local charity partner during 2020/2021 and to identify ways to financially support local Covid-19 related charity activities. Target: Explore opportunities to collaborate with third-sector organisations, addressing one or more of the 2030 SDGs in the UK.

Appendix 4:

Organisations and programmes supported by Shoosmiths 2019/2020

95 organisations were supported via national or office fundraising donations, volunteering, sponsorship, partnerships or in-kind support during 2019/2020. £127,726 was raised for these organisations through staff fundraising and firm donations



Organisation	Outcome
Alzheimer's Society is the UK's leading dementia charity. It campaigns for change, funds research to find a cure and supports people living with dementia.	A Shoosmiths team competed in and won a RoKart charity challenge in February 2020 raising £1,000 in aid of the Alzheimer's Society and the South Northants Community Responders.
Angel Wishes supports children throughout Northern Ireland with cancer related conditions.	Our Belfast office selected Angel Wishes as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm wide silent auction in 2019/2020 raising and donating £2,728.33.
Animals in Need – Northamptonshire – is dedicated to rescuing sick, injured, trapped and distressed wild and domestic animals.	Our Northampton office donated items including bedding and towels in October 2020.
ATD Partners are experts in leadership coaching, women's development and diversity.	The firm engaged ATD Partners to deliver the first cohort of the 'High Performing Women' programme, combining group coaching with increased understanding of the barriers to female leadership progression and actions that can be taken.
Back Up charity transforms lives after spinal cord injury.	Our Thames Valley office raised and donated £1,318.15 in September 2019.

Barnardo's is a children's charity that protects and supports the UK's most vulnerable children and young people.	At the start of lockdown our Leeds office donated 30 Easter eggs to the Barnardo's key workers to deliver and leave the eggs on doorsteps of the vulnerable children that they support in the hope that this would encourage the children to stay connected with Barnardo's whilst they were unable to support them in the usual ways and let them know that somebody cares.
Birmingham Children's Hospital raises funds to make a real difference to all who use the hospital's services, offering them the best experience possible.	Our Birmingham office facilitated the opening of the Shoosmiths Birmingham office at the height of the Covid-19 crisis so that NHS staff had a safe, secure and free place to park their cars rather than using public transport. The office also donated food and drink from the client suite to the nurses. 600 Easter Eggs originally intended for staff were donated to Birmingham Children's Hospital
Birmingham Children's Trust aims to make a positive difference for children, young people and families in the city.	Colleagues in our Birmingham office volunteered for the Trust's emergency food bank dropping off food parcels in and around Birmingham for families who were facing financial difficulty.
Birmingham Law Society is the largest regional society of its kind, representing more than 5,000 legal professionals across Birmingham and the Greater Midlands.	In January 2020, the Birmingham Law Society's Disability Sub-Committee held its first panel event at Shoosmiths' Birmingham office.
Brainwave is a charity concerned with cerebral palsy, autism and developmental delay in children.	Our Manchester office took part in the annual corporate duck race in April 2020, donating £250 to the charity.
Brain Tumour Research's vision is to find a cure for brain tumours.	Our Northampton office selected Brain Tumour Research as its charity partner in October 2019, raising and donating £971.69.
Breast Cancer Haven charity gives vital one to one physical, emotional and practical support and advice to anyone affected by breast cancer.	Our Solent office raised £53.30 in October 2019.
British Heart Foundation's vision is a world free from the fear of heart and circulatory diseases.	Our Solent office donated 25 bags of items in support of the charity's 'Bag It Beat It' campaign in September 2020.
The Buddy Bag Foundation provides Buddy Bags to children entering emergency accommodation. The provision of essential items includes toiletries, pyjamas, socks and underwear as well as comfort items such as books, photo frames and teddy bears.	In June 2019, members of the Birmingham family team organised a charity quiz for Resolution West Midlands, the national organisation for family justice professionals. £500 was raised for the Buddy Bag Foundation and £100 for Martineau Gardens. The committee also volunteered at the Buddy Bag Foundation by packing Buddy Bags.
Business in the Community (BITC) convenes a unique network of purposeful leaders to share insight, expertise and create innovative programmes that deliver impact.	We are a corporate member of Business in the Community and during the year were members of the East and West Midlands Leadership Boards with plans to extend support to additional boards in 2020/2021. We are a signatory of the Race at Work Charter. We have provided support to the National Business Response Network which was launched at the onset of the Covid-19 crisis. We also took part in the Responsible Business Tracker® for the second consecutive year selecting climate action and health and wellbeing as two material issues for deeper analysis.
The C-19 Business Pledge aims to harness the power of business as a force for good in tackling the coronavirus pandemic.	In March 2020, Shoosmiths became a signatory of the C-19 Business Pledge, which has been signed by over 300 organisations. The Pledge was signed by organisations committed to being part of the national business response to Covid-19, as well as being committed to the recovery effort.

<p>Cancer Research UK is dedicated to saving lives through research in order to prevent, control and cure cancer.</p>	<p>Shoosmiths hosted a seminar in conjunction with Cancer Research UK at our Birmingham office in June 2019. We provided training to solicitors who participate in Cancer Research's Free Wills scheme about the different types of contentious probate disputes and potential pitfalls for will drafters and provided tips on how to try and avoid or minimise them. We also provided training on the process of entering and challenging caveats at the Probate Registry.</p> <p>Our Northampton office donated £66.06 to Cancer Research UK in December 2019.</p>
<p>Candlelighters supports families with children dealing with cancer in Yorkshire.</p>	<p>Our Leeds office selected Candlelighters as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2019/2020, raising and donating £20,491.23. The main fundraising activity was in September 2019, when 24 colleagues from the Leeds office took on the Yorkshire Three Peaks Challenge, which involved 24.5 miles of walking, three peaks, over 1,500 metres of ascent, and all in a target time of 12 hours. Other activities included the Leeds 10k, a 'Yorkshire Day' raffle, an office quiz, a pink-themed bake sale, and a Valentine's Day hamper raffle.</p>
<p>Central and East Northamptonshire Citizens Advice provides advice to people on a wide range of problems.</p>	<p>Our Northampton office has provided pro bono services since November 2011, via a monthly appointment-based pro bono clinic operated in conjunction with the University of Northampton School of Law.</p>
<p>The Change Foundation and specifically its Street Elite Programme provides coaching and mentoring for young people on the edge of gangs and crime.</p>	<p>Our London office selected the Change Foundation supporting its Street Elite Programme as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2019/2020, raising and donating £4,055.64.</p>
<p>Charities Aid Foundation (CAF) exists to make giving go further so together it can transform lives and communities.</p>	<p>CAF operates the Give as you Earn Scheme, which we implement for our colleagues. Shoosmiths staff donated through payroll giving £1,368.96 to 12 charities in 2019/2020. Shoosmiths also participated in the #Giving Tuesday campaign on 3 December 2019.</p>
<p>Child Brain Injury Trust is the UK's leading charity for children with brain injury.</p>	<p>The clinical negligence and personal injury teams across all offices support the Child Brain Injury Trust. In October 2019, £871.67 was raised and donated.</p>
<p>Children's Medical Research Institute helps fund cures for children's genetic diseases. Jeans for Genes day spreads the word and raises funds for the charity.</p>	<p>Our London and Solent offices raised £166.22 in September 2019.</p>
<p>Cinnamon Trust is the only national charity for people in their last years and their much loved, much needed animals helping to keep them together.</p>	<p>Our Northampton office donated £85.86 to the Cinnamon Trust in December 2019.</p>
<p>Citizens Advice, Edinburgh provides free, confidential, independent and impartial advice on a range of issues.</p>	<p>Our Edinburgh office has provided pro bono services since 2019 and assisted at eight appointment-based pro bono clinics during the year.</p>
<p>Citizens Advice, Milton Keynes helps the people of Milton Keynes overcome the problems that affect their daily lives.</p>	<p>Our Milton Keynes office has provided pro bono services since 2019, via fortnightly appointment-based housing and employment pro bono clinics. Last year Shoosmiths advised 60 clients at 22 advice clinics.</p>
<p>City Legal Diversity and Inclusion Network brings together diversity and inclusion professionals from leading law firms to discuss topical issues and share best practice across the sector.</p>	<p>We continued our active involvement with this group in 2019/2020.</p>

CommuNiCare is an advice and support centre based in the community of East Reading.	Our Thames Valley office has provided pro bono services since November 2009 and holds a monthly appointment-based pro bono clinic operated in conjunction with the University of Reading School of Law. Last year Shoosmiths advised 13 clients at six clinics.
Computer Aid International takes used IT equipment and sends it to disadvantaged communities across the world.	In 2019/2020, 441 IT assets were donated (2,313 kg) to Computer Aid. Of the 441 items donated 338 units were re-used (1,584 kg) and 103 (729 kg) were recycled with the re-used assets sent to six projects in Africa and 21 in the UK, with some being sold through to raise funds for other Computer Aid projects. (47% to the UK, 35.6% sold for funds, 6.4% to Ethiopia, 4.5% to Angola, 3.8% to Zimbabwe, 1.5% to Burundi, 0.8% to Malawi and 0.4% Ghana). No assets went to landfill as Computer Aid's downstream partners operate a manual disassembly process, breaking down items to their constituent parts which are then sent to specialist refiners for re-use and recycling.
CSR Legal Network is a forum for CSR professionals in the legal sector.	Shoosmiths has been a member since September 2010.
Dementia UK charity provides Admiral Nurses for families affected by dementia.	Our Northampton office raised £580 in February 2020.
The Disability Confident employer scheme supports employers to make the most of the talents disabled people can bring to the workplace, encouraging employers to commit to recruitment, retention and development actions for disabled people.	The firm continues to be a Disability Confident employer. On our website, we explain what this means, and encourage people to contact us if they have any questions about our accreditation.
Edinburgh City Mission operates Basic Bank foodbanks for those who are in extreme financial crisis and have no other way of accessing food.	Our Edinburgh office donated one very large container of food and other supplies to the Edinburgh City Mission in December 2019.
Edinburgh Food Project provides emergency food provision and support to people in crisis.	Our Edinburgh office donated two boxes in August 2019 and five boxes in December 2019.
Ethical Reading is a not-for-profit organisation launched in January 2018 championing healthy, sustainable and ethical workplaces in the Reading and wider Thames Valley area. Its vision is to make the Reading area a better place to live and work.	Shoosmiths is a founding partner and a member of Ethical Reading's Advisory Council.
Forces in the Community is committed to supporting veterans, reservists, supporting personnel and their families to improve their lives and realise their full potential. It delivers tailored employment guidance, housing advice, mental health support and counselling, benefit and welfare expertise.	Our Northampton office selected Forces in the Community as its charity partner in November 2019, raising and donating £1,121.54.
Guide Dogs is there to help people with sight loss live the life they choose.	Our Birmingham office selected Guide Dogs as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2019/2020, raising and donating £9,828.55. Our Northampton office selected Guide Dogs as its charity partner in August 2019, raising and donating £1,460.59.
Headway East Northants provides support and services to survivors of brain injury, and their family members and carers.	Our Northampton office raised £296 in February 2020.
Headway, Leicestershire, Leicester and Rutland helps adults living in Leicestershire and Rutland with an acquired or traumatic brain injury.	Our Northampton office raised £82.50 in December 2019.

His Church is an emergency goods redistribution charity focused on providing food and supplies to those who need it most.	Shoosmiths worked with Business in the Community and a number of companies to assist the charity when it urgently required additional warehousing in Lincolnshire after it had received significant deliveries of food for sorting and sending out to food banks.
Home-Start Northampton provides quality voluntary support, professionally managed for parents with children under five.	Colleagues from our Northampton office volunteered for Home-Start Northampton in August 2019. Activities included organising a pirate themed treasure hunt around Abington Park. Two bicycles were also donated by a member of staff and the office donated 45 Christmas hampers for families.
Improving Lives supports adults in Nottingham who have complex health and social needs.	Our Nottingham office selected Improving Lives as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2019/2020, raising and donating £6,673.75.
Institute for the Inclusion of Legal Professionals and the National Conference of Women's Bar Association (NCWBA).	At the beginning of March 2020, our Birmingham office was part of a "GOOD Guys" collaboration – a panel discussion to specifically look at men's role in advancing gender equality. On International Women's Day, colleagues across the UK discussed the #EachforEqual theme, showed and discussed TED talks, and more. For further details see here .
Junior Chamber International (JCI) is a global, not for profit organisation with a mission to provide development opportunities. The JCI Secret Santa Appeal 2019 donated over 6,000 gifts to charities and support services assisting families and children in need across West Yorkshire.	In December 2019, Leeds colleagues collected 100 gifts for disadvantaged children and young people in a Secret Santa Appeal. This is an initiative aimed at providing children who are less fortunate with a Christmas that they deserve.
Kids Aid Foundation works with children and young people to help them overcome traumatic events.	Our Northampton office selected Kids Aid Foundation as its charity partner in July 2019, raising and donating £1,069.44.
LawWorks works in England and Wales to connect volunteer lawyers with people in need of legal advice.	Shoosmiths has been a member of LawWorks since 2009. We support pro bono clinics operating to the LawWorks clinics model. Our real estate division supports the LawWorks Not-for-Profits Programme whereby small not-for-profits organisations are provided with legal advice on a pro bono basis.
The Law Society is the representative body for solicitors in England and Wales.	Pioneer member in December 2008, of the Legal Sustainability Alliance an inclusive movement of law firms and related organisations committed to working collaboratively to take action and to improve the environmental sustainability of their operations and activities. Founding signatory 2009. of the Diversity and Inclusion Charter. Founding signatory of the Pro Bono Charter in November 2016. Signatory of the Legal Renewables Initiative in January 2020, which commits signatories to source 100% certified renewable electricity for all its UK locations by 2025.
Legal Cheek provides legal news, insider insight and careers advice.	In March 2020, one of our Partners joined a panel hosted by Legal Cheek at the University of Law Nottingham. Titled 'Secrets to success Nottingham: mental health and wellbeing special', the discussion included personal insights and thoughts on mental health considerations for junior lawyers.

Leicester Hospital charity Royal Infirmary's Bone Marrow Unit.	Our Northampton office selected the hospital charity as its charity partner in June 2019, in memory of a colleague who lost his brave battle with a rare form of cancer raising and donating £9,173.22.
London Legal Support Trust charity raises funds for free legal services in London and the South East.	Our Solent office took part in the Southampton Legal Walk in September 2019, raising £307.50. Our Thames Valley office took part in the London Legal Walk in June 2019 raising £680.
The Lowry charity is committed to using visual and performing arts to enrich people's lives.	Our Manchester office raised £508.15 in December 2019.
Macmillan Cancer Support is there for you from the moment you are diagnosed, through your treatment and beyond, offering emotional, physical and financial support.	Our Belfast, Birmingham, Edinburgh, Milton Keynes, Northampton and Solent offices raised and donated £5,326.39.
Martineau Gardens is a therapeutic community garden and charity in Edgbaston, Birmingham. It is an oasis for wildlife, a haven of tranquillity and a destination for an outdoor escape.	In June 2019, members of the Birmingham family team organised a charity quiz for Resolution West Midlands, the national organisation for family justice professionals. £500 was raised for the Buddy Bag Foundation and £100 for Martineau Gardens. The committee also volunteered at the Buddy Bag Foundation by packing Buddy Bags.
The Mental Health Foundation hosts Mental Health Awareness Week which takes place in May each year.	The firm supported Mental Health Awareness Week in 2019. Full details of our activities can be found here . In June 2019, our Milton Keynes office raised £30.95 in aid of the Mental Health Foundation.
Midland Legal Support Trust raises and distributes funds to organisations providing free legal advice services in the Midland region of England.	Our Milton Keynes office organised the very first Milton Keynes legal walk in September 2019, and hosted the after-walk reception, raising £315 for the Midland Legal Support Trust and helping the charity to raise circa £1,000 overall.
MK Community Foundation works for and is at the heart of Milton Keynes. It connects people and resources to projects and ideas to create positive impacts and enduring solutions for communities.	Our Milton Keynes office donated £1,300 to the Milton Keynes Islamic Heritage and Culture Organisation in May 2019. This supported a multi-cultural youth orchestra for Milton Keynes with the London Syrian Ensemble and three Milton Keynes schools to deliver workshops, training and a public performance. The project created a new and valuable opportunity for the schools to work together in a new innovative partnership and significant expansion and diversification of the musical programme on offer at these schools. It also brought huge confidence to many of the students learning new music and performing at Art in the Park.
National Aids Trust is the UK's HIV rights charity. It works to stop HIV from standing in the way of health, dignity and equality, and to end new HIV transmissions.	Our Nottingham office raised £62.21 on World Aids Day 1 December 2019.
National Emergencies Trust Coronavirus Appeal is raising and distributing funds to support communities made most vulnerable by the Coronavirus outbreak.	£2,079 dormant client fund donation provided to the National Emergencies Trust Coronavirus Appeal launched in partnership with the British Red Cross.
No 5 provides listening and counselling support to 11-25-year olds living, working or studying in Reading.	Our Thames Valley office selected No 5 as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2019/2020 raising and donating £6,584.40. Other activities included participating in Reading's Santa Run and decorating one of the charity's offices.
Northampton and District Mind charity offers support to everyone who faces mental health challenges, promoting and supporting good mental health within the areas of Northampton, Brackley, Towcester and South Northamptonshire.	Our Northampton office selected Northampton and District Mind to be the recipient of Pennies from Heaven salary donations and the firm-wide silent auction as its charity partner in 2019/2020, raising and donating £4,475.90.

Northampton General Hospital	<p>Our Northampton office donated £497.58 to fund raffle prizes for the Radiotherapy Unit in November 2019, helping the hospital to raise in excess of £700. A further £250 was donated for the Christmas Gift Appeal for patients who find themselves in hospital over Christmas.</p> <p>600 Easter Eggs originally intended for staff were donated to Northampton General Hospital.</p> <p>In April 2020, the hospital was sent 500 face masks and 10 boxes of energy bars, drinks, hand cream, lip balms, cakes, biscuits, sweets, chocolates, energy bars, sugar free drinks, energy drinks and hand sanitisers etc.</p>
Northampton Hope Centre tackles poverty and homelessness helping people experiencing the most acute problems of disadvantage, exclusion and marginalisation.	<p>Our Northampton office donated £162 to enable the charity to replace its industrial clothes cleaner. The cleaner is used by the pop-up shop in Northampton to steam clean donated items of clothing before they go on the rails for sale.</p> <p>£150 was donated December 2019, to buy food items when the finance team volunteered for the charity.</p> <p>£500 was donated in January 2020, to support the charity's big sleep out campaign.</p> <p>A further £80 was raised by the finance team in December 2019.</p> <p>£279 was donated in January 2020, to purchase a tumble dryer.</p>
Northamptonshire County Council	<p>Our Northampton office donated £300 in November 2019, to purchase toiletries for the Council's annual bauble appeal. Staff donated 288 eggs and the office purchased an additional £250 worth of eggs to the Easter Egg appeal in April 2020. The council distributed the eggs to four children's homes and families in Corby, Kettering, Wellingborough, Daventry and Northampton.</p>
Notts LBGT+ Network and Nottinghamshire's Rainbow Heritage LGBT History Project provide training and workshops for organisations, as part of their wider network activities.	<p>During LGBT History Month (February 2020), the firm ran a workshop for colleagues developing the LBGT+ Network (since rebranded as PROUD). This was coordinated via connections to Notts LBGT+ Network and Nottinghamshire's Rainbow Heritage LGBT History Project.</p>
P&P Coaching is an organisation which works with companies to support their employees through the transition of becoming a parent, at work and beyond.	<p>In 2019/2020, the firm engaged P&P Coaching, to pilot an online parental portal; a resource for employees to access pre-, during, and post- periods of parental leave.</p>
Pennies from Heaven is a social enterprise that provides a coin collection scheme enabling employees to donate to charity.	<p>Shoosmiths joined the scheme in June 2007. Gold award received for the ninth consecutive year in 2019. Colleagues donated £3,300 during 2019/2020 to 11 office charity partners.</p>
Prevent Breast Cancer funds research into the prevention of breast cancer.	<p>Our Manchester office selected Prevent Breast Cancer as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2019/2020 raising and donating £6,153.23 between August 2019 when the partnership commenced and April 2020. Other activities included a breast cancer awareness office briefing and headline sponsorship of the Prevent Christmas Celebration at Manchester Cathedral.</p>
Prostrate Cancer UK charity funds ground-breaking research, drives improvements in treatment and fights injustice in care.	<p>Our Milton Keynes office raised and donated £414 in September 2019.</p>

<p>Ride High charity gives children the opportunity to ride horses, building their self-esteem and confidence and improving their prospects.</p>	<p>Our Milton Keynes office selected Ride High as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2019/2020, raising and donating £7,629.52. Other activities included a volunteering day in October 2019, donating arts and crafts in December 2019 and two tickets to the Formula One Grand Prix at Silverstone for a fundraising appeal. The office also donated the equivalent of about eight horse box loads of items from the old office including lockable cupboards, sideboard, leather chairs and tables, oval table, desk chairs and desk, fridge, plastic lidded boxes, noticeboards, table football, comfortable seating, Christmas decorations, lever arch files, recycling bins, glasses and crockery.</p>
<p>Riding for the Disabled Association enriches lives through horses.</p>	<p>Our Northampton office selected Riding for the Disabled Association as its charity partner in May 2019, raising and donating £1,368.74.</p>
<p>Royal British Legion is at the heart of a national network that supports our Armed Forces community.</p>	<p>Colleagues in our Leeds office knitted poppies for sale across Shoosmiths offices, raising £158.64 for the Royal British Legion. Our Solent office also raised £60.09 in November 2019.</p>
<p>The Salvation Army offers practical help for people without discrimination, standing up for those who are vulnerable.</p>	<p>Our Solent office donated 20 gifts in support of a Solent Business Park organised collection in December 2019.</p>
<p>Save the Children Fund supports children to learn, grow and become who they want to be.</p>	<p>Our Belfast, Northampton, Milton Keynes, Solent and Thames Valley offices raised £262.29 in December 2019.</p>
<p>Scottish Association for Mental Health (SAMH) works with adults and young people providing mental health social care support, services in primary care, schools and further education for instance.</p>	<p>Our Edinburgh office selected SAMH as its local charity partner and beneficiary of the Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2019/2020, raising and donating £5,198.77.</p>
<p>Scottish Football Association (SFA) is the governing body for football in Scotland.</p>	<p>In August 2019, Shoosmiths announced a partnership with the Scottish Football Association. The partnership will run over four years and supports the development of girls' and women's football.</p>
<p>Shine charity provides specialist advice and support for spina bifida and hydrocephalus across England, Wales and Northern Ireland.</p>	<p>In September 2019, we gave a legal update on disability rights for young people (health and education) at the charity's annual staff seminar.</p>
<p>Social Mobility Foundation aims to make a practical improvement in social mobility for young people.</p>	<p>We entered the Social Mobility Employer Index for the third consecutive year (the Index is facilitated by the Social Mobility Foundation). It assesses the actions taken by businesses to ensure they access and progress talent from all backgrounds, as well as efforts to promote and advocate for social mobility. In October 2019, we were pleased to move from 63rd to 48th in the rankings. In 2019, 125 organisations took part.</p>
<p>Social Mobility Pledge represents a powerful and pioneering shift towards being a truly purpose-led organisation committed to social mobility.</p>	<p>We first signed up to the Social Mobility Pledge in 2018, but since then have worked closely with the initiative to develop a Shoosmiths Social Mobility Action Plan. In April 2020, Simon Boss our Chief Executive was also featured on the Social Mobility Pledge website see here.</p>

Solent Mind provides services to support people with mental health problems across the southern region.	<p>Our Solent office selected Solent Mind as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2019/2020, raising and donating £9,534.02.</p> <p>Other activities included a team winning the Meridian Charity Golf day with £5,000 being donated by the organisers to our chosen charity Solent Mind.</p> <p>At the end of April 2020, Shoosmiths ran a webinar about mental health and adjusting to more working from home (in relation to Covid-19). One of the panelists was from Solent Mind. Over 200 colleagues joined the webinar.</p>
South Northants Community Responders provides a quality, reliable and professional volunteer Community First Responder scheme.	<p>A Shoosmiths team competed and won a RoKart charity challenge in February 2020, raising £1,000 in aid of the Alzheimer's Society and the South Northants Community Responders.</p>
Sport Relief is a biennial charity event from Comic Relief in association with BBC Sport, which brings together the worlds of sport and entertainment to have fun and raise money to help people living incredibly tough lives both in the UK and around the world.	<p>Our Solent office raised and donated £165.30 in March 2020.</p>
St Christopher's Church of England War Memorial Home in Northampton operates a residential care home and bungalows and flats for independent living.	<p>Our Northampton office donated £500 in May 2019, to support its 75th anniversary D Day commemoration.</p>
Talk, Listen, Change is a relationships charity offering a range of programmes and services to help people have safe, healthy and happy relationships.	<p>Our Manchester family team offered their services and support to the key workers of Talk Listen Change to answer and provide information and guidance with regards to children moving between two homes during the Covid-19 Crisis. A video conferencing Questions and Answers briefing session was hosted in April 2020, for key workers and personnel at the charity, so they were clear on the legal implications of co-parenting during the crisis where they are co-parenting children subject to or without a family court order.</p>
Thomas' Fund charity provides music therapy in Northamptonshire for children and young people with life-limiting illnesses, or a disability which, for medical reasons, means they are too ill to attend school for extended periods.	<p>Our Northampton office donated £200 in February 2020, to help the charity raise money to pay for a music therapist to work across Northamptonshire.</p>
Time to Change is a campaign to change the way people think and act about mental health problems.	<p>In 2019/2020 we continued to act upon the commitments within our Time to Change Employer Pledge Action Plan – including facilitating our national network of mental health and wellbeing champions and developing our internal resources. We also encouraged colleagues to mark the 2020 Time to Talk campaign 'choose talk, change lives' by taking the time to talk, either by asking a colleague how they were or telling a colleague how they felt. Some champions also organised 'tea and talk', drop-in sessions and we engaged with the campaign on social media. In 2020/2021 we will be looking at how we can take the learnings from the Time to Change Pledge and continue to evolve our approach, and to talk openly about mental health at work, and ensuring our culture is supportive.</p>
Transformation West Midlands is a scheme to build the employability of local students and graduates and support the West Midlands talent pipeline.	<p>Colleagues involved in diversity and inclusion, recruitment, and trainee development participated in a reverse mentoring scheme with a group of students representing local universities in the West Midlands. The group discussed how businesses (including Shoosmiths) can be more accessible to talented individuals from diverse backgrounds; what already works well and potential next steps.</p>

Trussell Trust supports a nationwide network of food banks to provide emergency food and support to people locked in poverty and campaigns for change to end the need for food banks in the UK.	Our Birmingham office donated 9 boxes of food and non-food items in December 2019, to the Birmingham City Church Food Bank. Our Leeds office provides a food bank collection point for staff to donate food and hygiene supplies to local Foodbanks in Leeds. These items help families and individuals in crisis that need support by way of a food parcel. 600 Easter Eggs originally intended for staff were donated to Manchester Central Food Bank.
United Nations Global Compact (UNG) is a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support United Nations goals	Shoosmiths joined 27 January 2016, is a signatory, produces annual Communications on Progress reports, is a member of the UK Network, three working groups on modern slavery, global goals and diversity and inclusion and participates in the Target Gender Equality accelerator programme.
Wellmind Health provides an online course for reducing stress, depression and anxiety. It guides you through the elements of mindfulness based cognitive therapy.	Shoosmiths provided employees with access to Be Mindful, an online mindfulness course.
Wildcare Australia Inc's mission is to rescue, rehabilitate and release native Australian wildlife.	In January 2020, our Nottingham office raised £620 for Wildcare Australia Inc.
Wildlife Victoria helps and protects wildlife through its rescue, education and advocacy activities. It responds to community reports of distressed wildlife and facilitates the care needed. It promotes community knowledge and care of wildlife and advocates for the protection and welfare of wildlife.	In January 2020, our Milton Keynes office raised £125 for Wildlife Victoria in support of the charity's efforts to protect the local wildlife in the wake of the devastating Australian bushfires.
World Mental Health Day is observed on 10 th October every year, with the overall objective of raising awareness of mental health issues around the world and mobilising efforts in support of mental health.	In October 2019, colleagues supported World Mental Health Day with different activities across the offices. This included 'tea and talk' drop ins, 'miracle morning' sessions, 'walk and talks', and other mental health and wellbeing signposting.
WWF UK is a charity that aims to stop the degradation of the planet's natural environment.	We supported the Earth Hour campaign on Saturday 28 March 2020, by highlighting to staff the impacts of climate change.
Yorkshire Wildlife Park Foundation aims to promote and advance the conservation and welfare of endangered wildlife both in their natural habitat and in captivity and to educate and inspire the public.	In October 2019, our Leeds office donated £100 to the Yorkshire Wildlife Park Foundation who help promote and advance the conservation and welfare of endangered wildlife both in their natural habitat and in captivity.
Young Minds is leading the fight for a future where all young minds are supported and empowered whatever the changes.	Our Manchester office selected Young Minds as its charity partner and beneficiary of Pennies from Heaven staff coin collection scheme and firm-wide silent auction in 2018/2019, raising and donating £1,968.26 between May 2019 and August 2019 when the partnership ended.