

Forsters Equality, Diversity and Inclusion (EDI) Strategy

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Forsters recognises and appreciates that no two people are the same. We are working hard to break down barriers and encourage and embrace people's differences so that Forsters is an environment where every individual can flourish, with equal access to opportunities for professional development and personal growth.

Our areas of focus

1 Attract and retain talented people from a range of backgrounds and ensure everyone is supported to reach their full potential at the firm

2 Widen access to the legal profession and other professional services by offering opportunities to engage with the firm to those who, by virtue of their background or circumstances, may not consider these to be career options

3 Ensure we have an inclusive culture that enables everyone to feel they belong in the firm and can work at their best

4 Ensure all members of the firm understand the role they play in furthering EDI

5 Have structures and policies in place that ensure EDI is embedded in firm operations

6 Take a zero-tolerance approach to discrimination, bullying and harassment

7 Remain up to date with EDI best practice, and implement relevant policies and initiatives

8 Make public EDI commitments to hold ourselves to account, and use data and feedback to ensure we are making progress

What will we be doing?

Our work over the next two years will include:

- Reviewing our recruitment processes
- Establishing partnerships with more outreach organisations that can broaden opportunities to engage with the firm
- Establishing talent development and other programmes that support retention
- Increasing diversity-related training, for the whole firm and for managers
- Reviewing our policies and introducing new policies where relevant
- Ensuring those needing to report incidents or concerns have easy, supportive ways to do this
- Hearing from the firm, including through firmwide EDI surveys
- Including equality, diversity and inclusion in business plans and team plans
- Making more public commitments covering a range of diversity focus areas
- Continuing awareness raising work to celebrate key dates and increase understanding of diversity issues within the firm
- Communicating our culture and expectations internally and externally

Measuring our progress

We are closely monitoring our progress over the next two year, and will be measuring our success through a range of indicators, including engagement with events and initiatives, informal and formal feedback, and recruitment, remuneration, retention and progression data. We are aiming to see improvements or more activity in all of the areas above over the course of the strategy implementation period.

Holding ourselves to account

Delivering this strategy will involve both a continuation of existing work and new activity. Our EDI Committee and support networks (Disability, Faith, Gender, LGBTQ+, Race, Social Mobility, and Working Parents and Carers), will be integral to this work, and a steering group of partners and our Management Board will be guiding our work and ensuring we are making good progress.

