
Elevating Women into Senior Roles

Kirsty Green-Mann MBA, FCIPD, FICRS
Head of Corporate Responsibility

UK Independent Commercial Law Firm

900+ People

340+ Lawyers

£119.2m fee income to April 2022

106 Partners

69 Partners recognised as expert leaders

Partners Committee



Chris Seaton
Senior Partner



Roger Bull
Managing Partner



Jeremy Dickerson
External Relations Partner



Ross Fairley
Markets Partner



Liz Dunn
People Partner



Euan Bremner
Finance Partner



Amelia Stirling
Chief Marketing Officer



Robert Halton
Chief People Officer

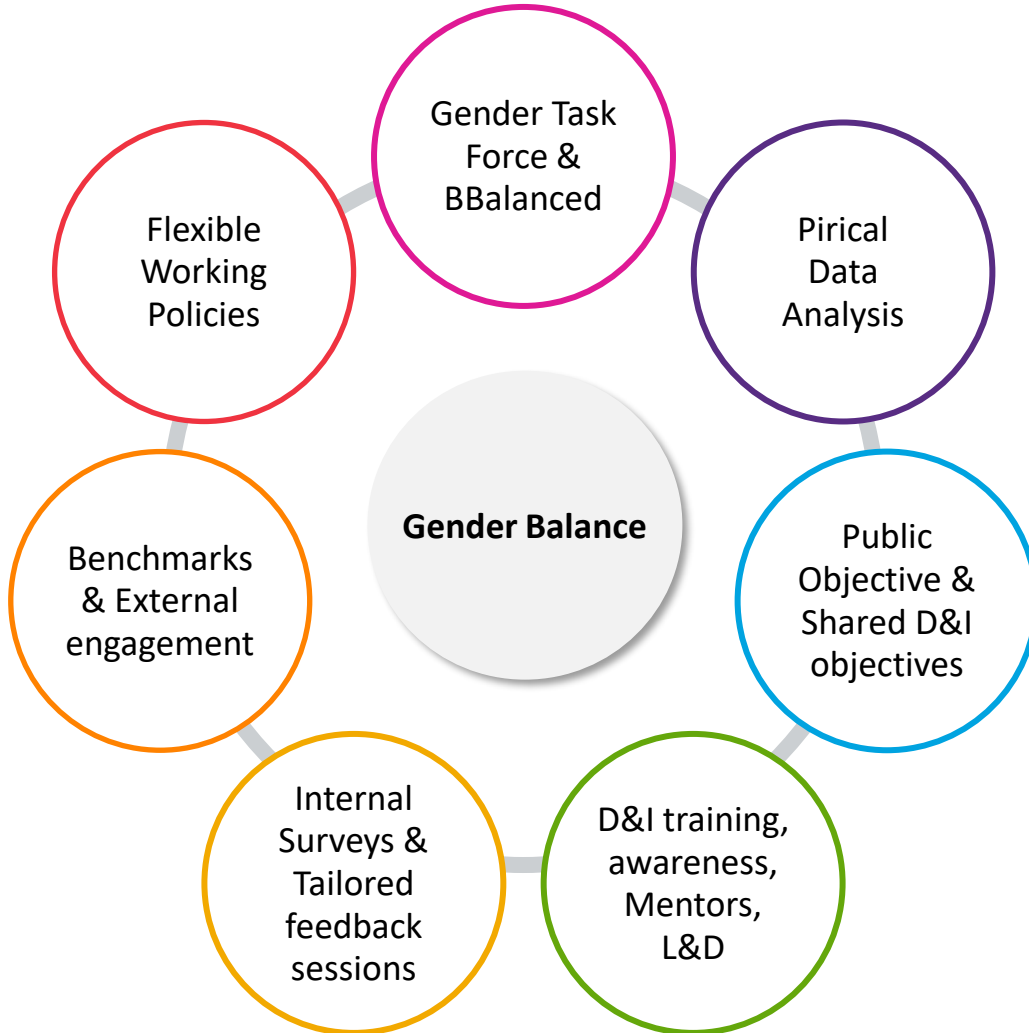


Neil Hampson
Chief Finance Officer



Emma Dowden
Chief Operating Officer

Driving change



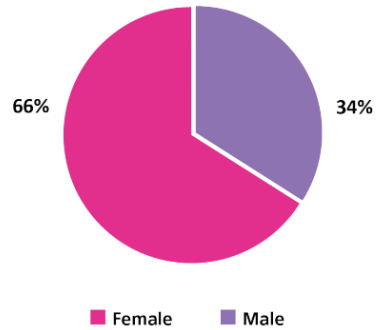
Working at Burgess Salmon

We work hard to make sure Burgess Salmon is a great place to work.

#BeMoreSalmon

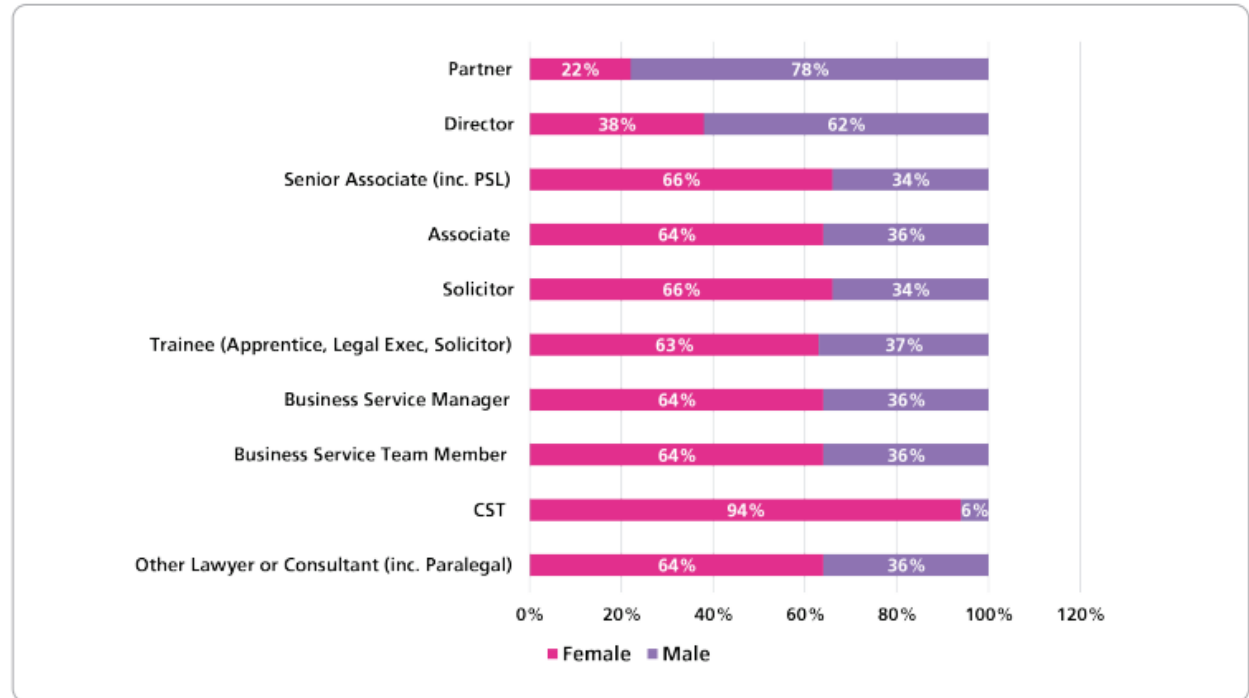


Gender Balance

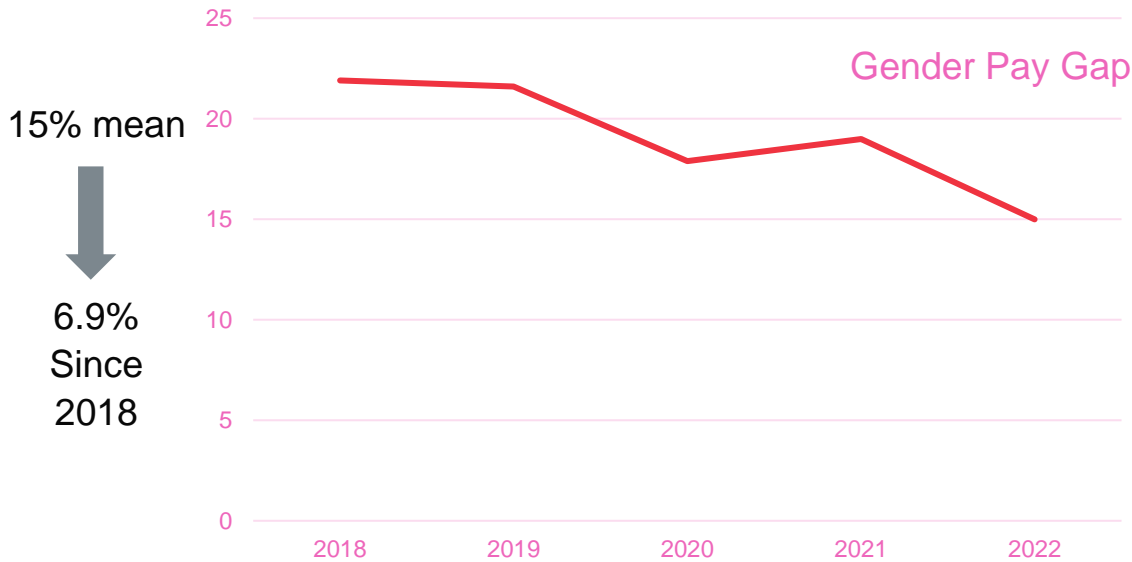


66% of our people are female and **22%** of our partnership are female.

Our female population has increased by **6%** since 2019.



Gender Balance



50% female business services chiefs

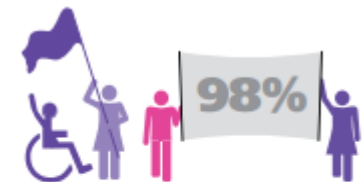
60% female partner promotions

57% female directors and senior associates



55% of people in our top pay quartile are women.

This is reflective of the fact that 57% of our directors and senior associates are women, as are 50% of our business services chiefs.



98% of our people state this is an open and inclusive place to work

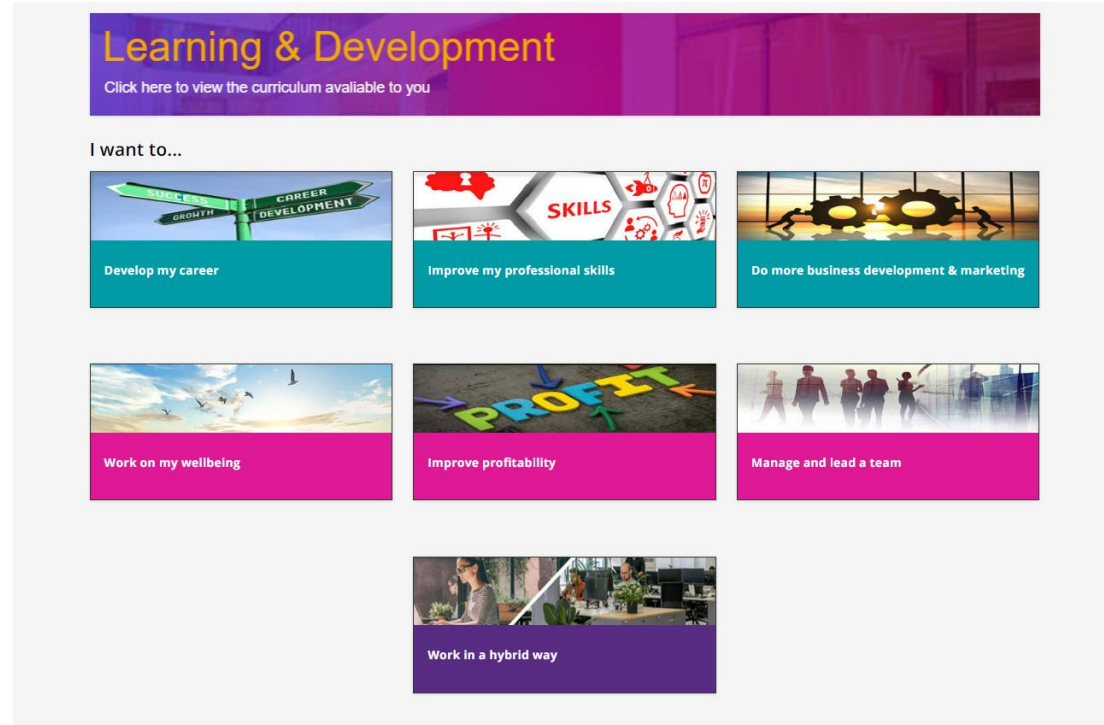
Inclusive Careers

Clear visibility of career routes and opportunities
Enhanced mentoring and sponsorship
Ensure outside responsibilities work with our careers



Developing Leaders

- Key elements and topics
- Understanding different styles of leadership
- Programmes not gender specific
- Supported by pipeline tracking and identifying female high performers
- Valuing the softer skills alongside the commercial skills
- Addressing ambition - being a Partner is for me
- Fair work allocation



The screenshot shows a 'Learning & Development' webpage. At the top, there is a purple header with the text 'Learning & Development' in yellow and orange, and a link 'Click here to view the curriculum available to you'. Below the header, the text 'I want to...' is followed by a grid of seven interactive cards. Each card has a unique image and a teal or purple footer with white text. The cards are: 1. 'Develop my career' with a signpost image; 2. 'Improve my professional skills' with a 'SKILLS' hexagonal graphic; 3. 'Do more business development & marketing' with a gear and person image; 4. 'Work on my wellbeing' with a sunset and birds image; 5. 'Improve profitability' with a 'PROFIT' graphic; 6. 'Manage and lead a team' with a group of people image; 7. 'Work in a hybrid way' with a woman working at a desk image.

Progress & Impact



Chris Seaton Senior Partner and Gender Task Force Chair

“To receive this recognition is a significant achievement. Diversity and inclusion are of paramount importance to our firm-wide strategy and is being driven by our senior leadership team. This underpins our commitment to ensuring our female colleagues can see demonstrable evidence of a clear route to senior roles.”



Kate Redshaw, Chair of Bbalanced

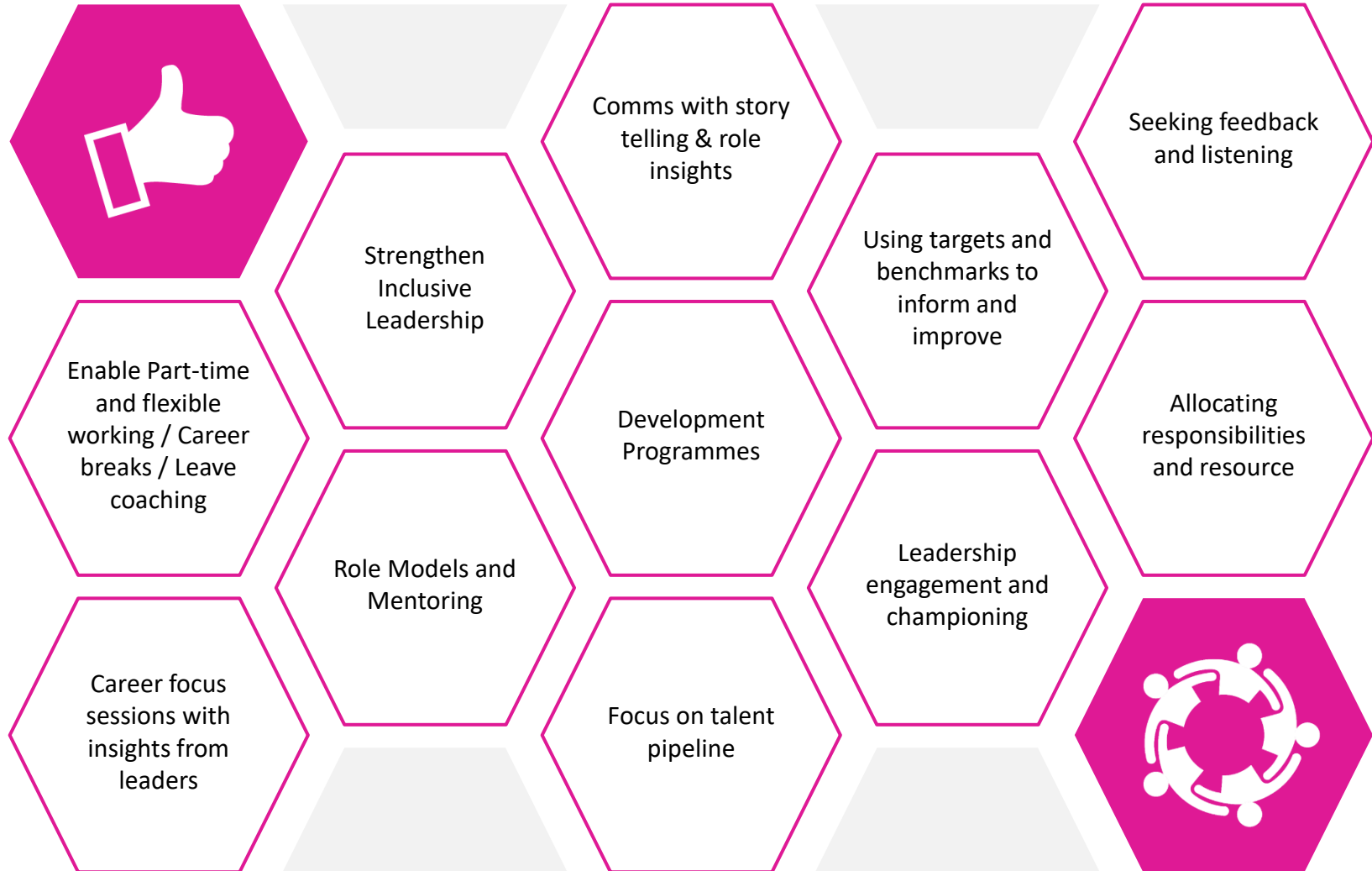
“As a co-chair of the firm’s gender balance network I couldn’t be prouder that our efforts as a firm have been recognized. The engagement and support we see within our network shows how important gender balance is to the people who work here. Our network, which works closely with our Gender Taskforce, offers an opportunity to shape our policies and to celebrate and showcase our many talented women inspiring and encouraging people across the board”.”



Recognition & Commitments



Elevating Women





www.burges-salmon.com

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