CELEBRATING INTERNATIONAL WOMEN’S DAY 2019

#BalanceForBetter
This International Women’s Day we are supporting the #BalanceForBetter campaign, which calls for a more gender balanced world. As a business, we know that having teams which are diverse is crucial to our success – and plays an important part in helping us forge strong relationships with our clients. It is not just the right thing to do – it is also the smart thing to do.

Our Women@Michelmores campaign was launched in 2016, with the aim of achieving true gender balance across the Firm. It is widely accepted across the legal sector that there is a gap between the number of women in law and the number of women at partnership level. We recognise that a shift is needed.

As part of our Women@Michelmores campaign we have a number of specific initiatives focused on attracting, developing and retaining the best talent from the widest possible talent pool.

We have been proactive in raising awareness, internally, of the potential barriers to women’s progression, and taken active steps to address these.

We are proud of the progress that has been made at our Firm to embrace more agile and flexible ways of working, supporting colleagues, both men and women, to achieve better balance in combining their professional and personal lives. We continue to invest in technology to further facilitate this, as well as challenging the cultural norms of how we work, so that we can be even more inclusive.

We design greater flexibility into roles as standard, a key component of this means we are open to exploring solutions to work flexibly for any new vacancy, as well as for existing roles in the Firm.

This short publication is intended to give a snapshot of how our people are embracing and supporting #BalanceForBetter.

I hope you enjoy the publication.

Tim
Anna is an Associate in the Banking, Restructuring & Insolvency team. Anna runs a ‘Lean in Circle’ in Exeter, which is a group of women who meet regularly to support each other and learn new skills – and a place where members can find the confidence to find their voice and work towards their career aims, whatever those might be. Anna works flexibly three and a half days a week. She has two young children and when she’s not working she enjoys textile crafts especially dressmaking and knitting, politics and current affairs and food and drink.

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Adam is a Barrister and Senior Associate in Michelmore’s Agricultural team, based in the Bristol office. He shares childcare responsibilities for his four children with his wife who works as a Genetic Scientist at Bristol University. Adam utilises flexible and remote working on a regular basis, often connecting with clients and colleagues out of hours who have similar working lives. Adam sits on the Firm’s Diversity & Inclusivity Committee. Outside of work, Adam would like to be skiing, sailing or windsurfing, but says he mainly works on his decrepit house or drives his children around North Somerset to various birthday parties, sporting activities, and other social occasions!

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Louise is Michelmore’s Marketing Director – and formerly a corporate lawyer. In her spare time, Louise loves sport, and is the only woman on the GB Great Grand Masters Ultimate Frisbee team, training for the World Beach Ultimate Championships in Portugal in May 2019. A mother of three teenage girls, and two sausage dogs, Louise has worked flexible patterns since joining Michelmore 14 years ago and currently works from home one day a week.
Paul is a Partner in the Real Estate team. He splits his time between Michelmores' Bristol and London offices, and also works flexibly and from home on a regular basis. He balances childcare responsibilities for his two young children with his wife, also a lawyer, and always ensures that he is able to drop his daughter off at school at least two days a week. Paul is huge tennis fan, having played county level as a junior and coached part time as an student. He is treasurer of his local tennis club and also enjoys playing Real Tennis at Clifton College.

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Douglas is a Partner in the Banking, Restructuring & Insolvency team and he is based in London. Douglas is part of the Workplace Allies initiative at Michelmores, which is a platform to share ideas in support of the Women@Michelmores agenda. He also acts as a mentor within the business to support men and women to reach their goals. In his spare time Douglas enjoys spending time with his wife, who is a lawyer at another City firm. Through contrasting their respective experiences, Douglas is acutely aware of the very different challenges and obstacles women can face in our profession, and is determined to create a fair and level playing field for everyone.

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A Senior Associate in Michelmores’ London Real Estate team, Shalini joined Michelmores in 2018 on the same flexible basis as her previous job, which allowed her to keep the same work life balance. A mother of two, Shalini does not have a lot of time for hobbies since she can’t resist a BBC crime drama or a Netflix comedy. She enjoys going to the theatre and to gigs and has some Arthur Miller and the Spice Girls lined up for this year.
Jess is PA to the HR Director and is based in the Exeter office. She works four days a week, with different working patterns each day to balance professional and personal responsibilities, with the ability to work remotely as well, if required. She shares nursery pick-ups/drop offs for her young daughter with her partner. Outside of work, Jess is in the middle of a house renovation and enjoys spending time with friends and family. Jess is also expecting her second child later in 2019.

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Nikki Brice

Nikki is a Paralegal in the Probate team. Having joined Michelmores in 1987, Nikki’s hours have changed over time as her two girls, now 16 and 20 years old, have grown up. Nikki currently works 10am – 5pm, four days a week. When she’s not at work, Nikki is often driving her daughter to dance classes, tutor sessions, and to see friends. When she is not doing this, she enjoys relaxing with a nice glass, or two, of wine!

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Kieran is an Associate in the Commercial team. He is currently taking six months of shared parental leave to care for his daughter while his partner Lola Skuse, also an Associate at Michelmores returns to work. Kieran regularly utilises flexible working to fit his role around childcare responsibilities that he and Lola balance between them. He often works remotely and using technology such as direct access and video conferencing to seamlessly integrate time in the office with time working from home. Kieran enjoys cooking, walks on the coast and writing fiction.
Emma is Head of Michelmore’s Real Estate team. She is an advocate for widening the team’s talent pool and has a strong track record of recruiting excellent lawyers returning to work after a career break. Emma has two teenage children. Currently working full time, she has operated various different working patterns during her 19 years at Michelmore, to balance her work and family commitments. When she’s not at work, Emma’s time is mainly spent focusing on her family but she does squeeze in a few hobbies, including recently taking up playing the piano.

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Based in the Bristol office, Rajvinder is an Associate in the Agricultural Property Litigation team. She works a flexible week from home and in the office. In her free time Rajvinder enjoys cooking, trying out new recipes, and visiting National Trust sites.
As Michelmores’ Managing Partner, Tim works across all offices. He has a responsibility to pick up his son from school once a week. Since becoming Managing Partner in May 2018, he has strengthened the Firm’s commitment to flexible working, invested in technology to support agile working, and is an advocate for improving diversity and inclusivity in the business.
A THIRD OF OUR BOARD ARE WOMEN

AT MICHELMORES, 22% OF OUR PARTNERS ARE WOMEN - OUR TARGET IS TO INCREASE THIS TO 30% BY 2022