



Your Steps to Inclusion

– Diversity and Inclusion Review



Our review is a practical way of assessing where the organisation's strengths and development areas are in terms of diversity and inclusion practice and in relation to the IP Inclusive Charter. It provides a “moment in time” health check for the organisation, analysing current workplace practices and highlighting the changes needed to build a fully inclusive workplace for the future.

The review has 3 key steps

1. Complete a questionnaire to capture information about what you are currently doing and what you are hoping to achieve in terms of diversity and inclusion. This is supported with a phone conversation
2. We assess your organisation against the legislative framework, professional body requirements and benchmark against similar organisations
3. We provide a set of confidential recommendations, structured in a pragmatic, easily digestible form, giving a clear steer on where to start, priority areas to address and a staged approach to creating a diverse and inclusive workplace over a period of time. The report is debriefed in a face to face meeting or conference call



Benefits

- Provides clear steps for organisations who want to be proactive in building an inclusive workplace, but may be unsure where to start
- Provides practical next steps for organisations who may have some good practice in place, but want to know what more they can do
- Is a quick, efficient and streamlined process
- Offers an entirely confidential and independent review; Focal Point is not aligned to any specific organisation
- We can offer further support to help you implement the recommendations you choose to action

Call us for a no obligation conversation on
01903 732 782
or email us at
info@focalpointtraining.com



Cost

For firms or organisations over 20 people £1950 + VAT

For firms and organisations under 20 people £950 + VAT

Focal Point Training and Consultancy Ltd specialise in helping organisations to build respectful, inclusive workplaces, where everyone is valued. We work with a range of law firms and professional services organisations and are delighted to support the IP inclusive group to promote equality and diversity in the IP sector.

Our consultant, Andrea Stallan previously worked as the D&I lead for the UK's largest Car Manufacturer. She has many years of broad HR experience and has worked with shop floor employees up to CEO level.

She has launched and managed a women's development programme, Diversity and Inclusion Award Ceremonies and Conferences and designed and delivered a number of diversity training interventions – both interactive and e-learning based. Andrea is a post graduate in Personnel Management and is a Chartered Member of Personnel and Development (MCIPD).

“I was impressed that the final report was so well-tailored. Before we started, I did wonder if we would end up with a generic report. This wasn't the case at all. What we received was a very detailed analysis of what we are currently doing to address diversity and inclusion, and a list of very achievable / relatively easy to implement short term, medium term and long term goals.”

Diane Cameron Lawrie IP

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