

# Diversity & inclusion at Mathys & Squire

## A foreword from D&I Partner, Caroline Warren



“At Mathys & Squire LLP, we are passionate about protecting and adding value to our clients’ intellectual property – it is at the heart of what we do. As well as creating a diverse and inclusive environment for our workforce, we are excited by development, progress and enhancing change; these values are central to our commitment to diversity & inclusion (D&I).

As a firm, we proudly support these values and have taken steps to create and maintain a more diverse and inclusive working environment. As part of this support, our firm and indeed the wider industry, is actively engaged in promoting careers in intellectual property (IP) to attract a more diverse workforce. Our D&I journey is a long-term pledge that will require vigilance, regular reviews and reinforcement.

As part of my new D&I partner role, I will be responsible for spearheading the firm’s strategy and championing initiatives internally, externally and at Board level. We will ensure these important issues remain high on the agenda and focus on implementing specific steps and policies that make a difference, based on discussions from individuals across the wider Mathys & Squire team.”

## D&I survey

In 2021, all Mathys & Squire Partners and staff were invited to take part in an anonymous survey to identify demographic diversity and provide feedback on perceptions of diversity, inclusion and fairness within the firm.

We were delighted with the response rate; over 80% of the firm took part in the survey, providing valuable insights into areas of success, but importantly also awareness of improvement to allow for a more diverse and inclusive workplace.

A large, bold blue graphic of the number '80%' followed by a percentage symbol. The font is a clean, sans-serif typeface.

of the firm took part in  
the survey

# Demographic data

## Age demographics

38%

of fee earners are aged 25-34, compared to just 18% recorded in a survey by the Intellectual Property Regulation Board.

## Inclusion, fairness and belonging demographics

83%

agree that they feel they belong at Mathys & Squire



86%

agree or strongly agree that "as a firm, Mathys & Squire values diversity"



79%

believe the leaders understand that diversity is important to our success as a firm



82%

believe "everyone has the same opportunities for career progression irrespective of their background and identity"

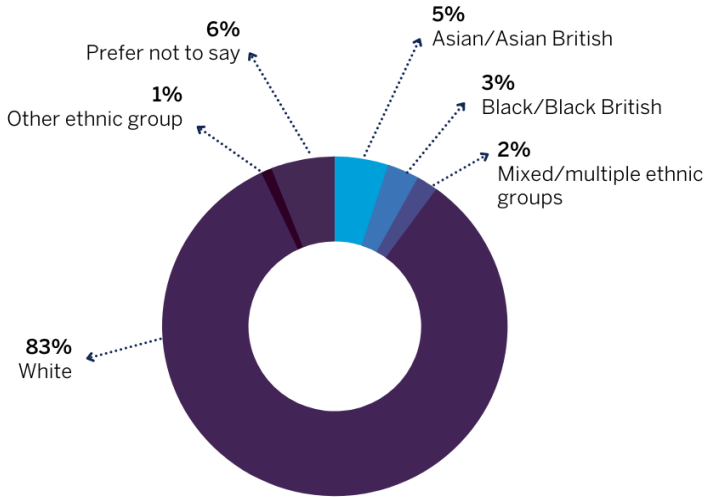


71%

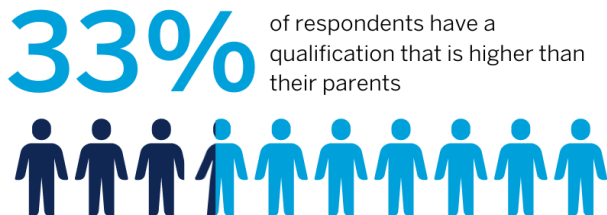
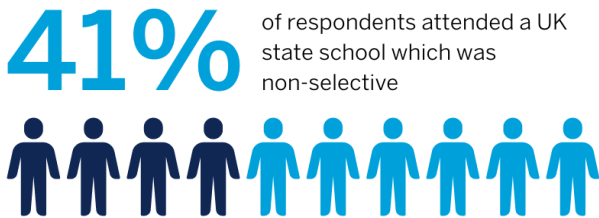
feel comfortable "sharing all parts of my identity with my colleagues"



## Ethnicity demographics



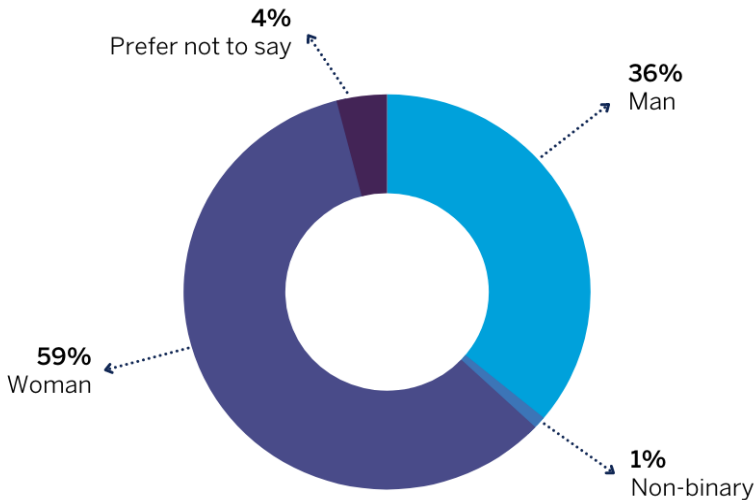
## Socioeconomics and education demographics



## Disability demographics

**3%** of respondents consider themselves to have a disability (definition in Equality Act 2010)

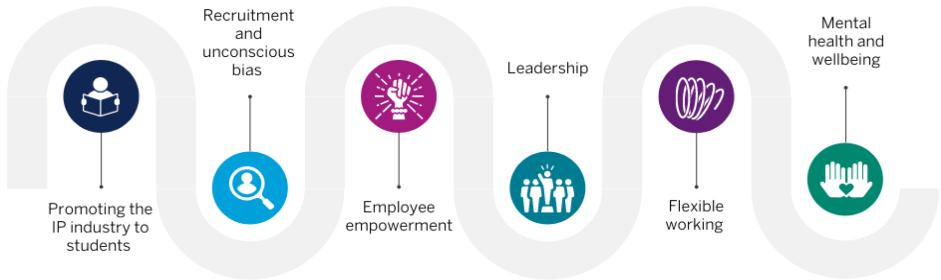
## Gender demographics



In regards to gender demographics, 60% of attorneys and trainee attorneys are male, while 40% are female. Our female attorney population (40%) is well above average in light of the stat that only 26% of all core STEM graduates in the UK are female (research conducted by STEM Women).

A significant factor contributing to gender, ethnicity and socioeconomic under-representation at attorney level is the demographics of students studying STEM (Science, Technology, Engineering or Mathematics) subjects at university. All patent attorneys must have a STEM degree, meaning the composition of attorneys at the firm - at any given level - is influenced by university demographics.

## Our approach



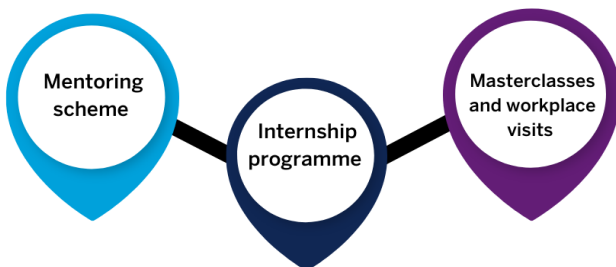
### Promoting the IP industry to students

We acknowledge that more work can be done to improve awareness of, and encourage entry into, STEM subjects (and later careers in IP) to help improve the diversity of this industry. To support this, the firm is partnered with and supports organisations that seek to address this specifically – i.e.:

**UK Electronic Skills Foundation:** An organisation dedicated to encouraging young people to pursue careers in electronics and helping to encourage more diversity within the industry.

**Career Ready** is a leading social mobility charity specialising in helping young people realise their potential regardless of their background. As part of this relationship, we actively promote the IP profession and STEM subjects to school age children, through the following activities:

- **Mentoring scheme** - a year-long commitment where Mathys & Squire mentors share their experiences of education, work and career progression
- **Internship programme** – a four-week paid internship in which students can experience what is involved in working at Mathys & Squire and the broader IP industry across a variety of departments and roles
- **Masterclasses and workplace visits** – these sessions seek to inspire and educate young people in IP and in particular those who face the most barriers in education and employment, and whose talents often go overlooked and undiscovered.



## Recruitment and unconscious bias

Mathys & Squire strives to recruit the very best talent regardless of gender, age, ethnicity, or any other factors. Our 'blind' recruitment process requires candidates applying to our graduate positions to submit a redacted version of their application, removing their names; university(ies) and school(s) attended; and any reference to gender, to help reduce instances of unconscious bias. We also require our recruitment partners to provide details of their D&I commitments and to demonstrate that they are promoting likeminded values when representing us.

## Employee empowerment

We received very positive feedback from respondents in relation to inclusion, fairness and belonging at Mathys & Squire. To harness this positivity and continue to deliver this experience to our colleagues, we will offer training and workshop events to reinforce values and behaviours – e.g. through an employee led framework of respect and providing management training on how to promote and facilitate open team discussions.

## Leadership

Survey respondents had strong levels of confidence that senior leadership is committed to, and believes in, the importance of D&I. To reinforce this message and to ensure these values are acknowledged and pioneered at all levels of company hierarchy and decision making, D&I Partner Caroline Warren and HR Partner Alan MacDougall have signed the IP Inclusive Senior Leaders' Pledge. Its aim is to provide visible and active leadership on improvements to D&I across the firm and the IP industry as a whole.

## Flexible working

We recognise that flexible working does not only have advantages for parents and those with caring responsibilities, but is also key to achieving a good work/life balance in many circumstances. A number of respondents claimed that flexible working has a positive effect on their productivity and motivation.

In acknowledgement of flexible and agile work patterns being a leading factor in building a diverse workforce, we are trialling hybrid working and our infrastructure has been set up to accommodate all colleagues' needs – both working from the office and remotely.

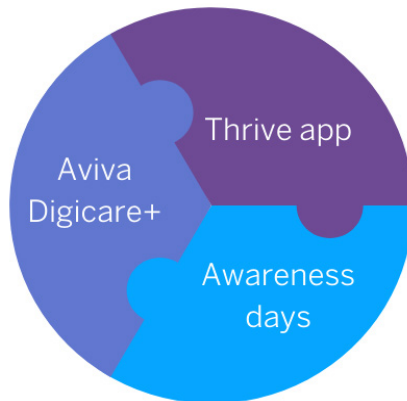
## Mental health and wellbeing

Based on survey responses relating to mental health and wellbeing, 55% of respondents at the firm believe that their mental health has been negatively impacted over the past year. Whilst some of this may be attributed to the impact of the COVID-19 pandemic, to ensure we are doing all we can to support mental wellbeing, the firm utilises, promotes and installs frameworks around the following initiatives:

**Aviva Digicare+** - A firm benefit offering annual health checks, digital GP services, nutritional, and mental health support.

**Thrive app** - Approved by the NHS, this platform features mood and mindfulness tools to help improve emotional wellbeing.

**Awareness days** - We celebrate Wellness Week and Mental Health Awareness Day through promoting our wellness offerings and hosting open conversations about stress, balancing work and personal life and other mental health management.



*As a firm, we strongly believe that D&I is at the heart of our business and our continued work in this area will seek to support and strengthen our initiatives in maintaining a diverse and inclusive workforce and – most importantly – ensuring our people feel that Mathys & Squire is a place where they belong.*



