**Birmingham Law Society Legal Awards 2024 - Marking grids**

**Equality and Diversity Award**

The award is presented to the individual/firm/chambers/organisation which has shown excellence and impact in promoting Equality, Diversity, and Inclusion within its organisation and/or the wider legal and non-legal community. Their contribution may include work done on a specific initiative, evidence of a general commitment to Equality Diversity and Inclusion projects, role models and outreach activities as well as promoting good practice and policy developments within a firm/chambers or organisation. Nominations for collaborative initiatives are also welcome.

Nominees should be able to demonstrate 1 or more of the following:

* A coherent strategy to recruit and retain a workforce that represents the diversity of wider society.
* Promoting a diverse range of role models to effect change within their organisation or wider community.
* Initiating and leading action(s) to remove barriers and improve the working experience and engagement of employees at all levels.
* Initiatives to create a culture of inclusivity.
* Leading/enabling positive actions to ensure that one or more (preferably all) of those groups with protected characteristics under the Equality Act 2010 and/or issues with social mobility have an effective voice within the organisation.
* Take effective action to drive social inclusion in the workplace and/or playing a role in social inclusion in the legal and/or wider community.
* A creative and innovative approach to the identification, support, development, progression, and retention of diverse talent.
* Outreach initiatives/collaboration/partnership serving to strengthen relationships amongst underrepresented groups within the organisation, legal and/or the wider community.

At each stage marks are out of 100 but this will be converted for an overall score.

Emphasis is on **activity over the last 12 months.**

Judges are asked to please provide a summary of comments on the category and why the winner wins e.g. outstanding contribution/quality of work which may be used at the awards evening.

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| **Name of candidate** | **Demonstrated consistent commitment to EDI initiatives**  **/30** | **Demonstrable impact of the project on the target firm/organisation/community/group**    **/40** | **Rationale for this type of EDI work and why they do it**  **/30** | **Final score** |
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**Summary:**