

Events Information

This publication is designed to provide Look Up and Beyond sponsors with a suggestion of events they can hold in collaboration with our group and in line with meeting their business needs and social responsibilities.

Each event is created individually, and sponsors are encouraged to provide their input and to shape the event to help meet their D, E & I goals.

Sponsors are expected to pay a contribution of £1,000 plus VAT to meet our running costs.

Female talent retention - The Great break-up: What is it, what is causing it and what we can do about it?

Overview:

- Provide an introduction and raise awareness of why women leave the profession with reference to recent reports and research
- Discuss the cost of losing female talent
- Explore the reasons why women leave
- Find solutions

International Women's Day 2024

Overview:

The event will be designed to fit this year's theme, and

- Provide a history of International Women's Day
- Statistics about Women in law in Scotland
- Insights from contributors
- Call to action for the future

Intergenerational barriers

Overview:

- Provide an introduction and raise awareness about intergenerational barriers
- Reference to recent research
- Call to action – Leadership
- Call to action – Young talent

Female health and the barriers to progression

Overview:

- Provide an introduction and current statistics (profile of the profession 2023)
- Provide insights on how to have conversations about woman's health
- How to support female well-being to retain talent
- Signpost to useful resources

Equal Parental Leave v Shared Leave

Overview:

- The history
- The current legal entitlement
- What's happening in the Scottish legal profession
- Will it help retain female talent?
- What's likely to happen in the future?

Sexism and misogyny in the legal profession and its impact on female career progression

Overview:

- Provide an introduction and current stats and research
- Employment law rights if you are subjected to sexism at work
- Understanding barriers that may result in under reporting
- Discuss social attitudes – past and present

Are Law firms under pressure to make more women partners? Will this help to retain female talent?

Overview:

- Provide an introduction to topic and current statistics (profile of the profession 2023)
- Alternative routes and roles for female leaders
- Merit of quotas and targets
- Equity v equality

'Non-promotable' tasks and what impact they can have to the progression of female talent

Overview:

- Provide an introduction to topic
- Discussing the past, present and future views on non-promotable tasks
- How to measure and value 'soft-skills'
- How to embrace saying no to non-promotable tasks

The Syndromes

Overview:

- An introduction to Imposter Syndrome and Tall Poppy Syndrome
- Stats and Research
- What are the symptoms?
- How do we find 'cures'?

Women of colour in the Scottish legal profession

Overview:

- Introduction to topic with stats and research
- Explore the additional barriers women of colour face in the legal sector
- Understanding and recognising female bias
- Understanding white superiority through the lens of colour
- How to be a true ally