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# What is D+ in the Classroom?

Many firms and organisations make a concerted effort to reach out to young people from diverse backgrounds, with creative schemes supported by good intentions.

Sadly, and too often, the schemes **fail to produce the desired results**. Some, fall at the first hurdle, with being unable to attract and appeal to a diverse and inclusive audience. Others become a 'one-off' due to time and resource constraints.

In the recent past we have been approached by firms and organisations to help promote their schemes. Having looked behind the schemes and engaged with decision makers, we have come to the conclusion that a **joint, industry wide effort** is required to yield the result we are all aiming for: real, lasting change which helps **to produce a diverse and inclusion legal profession** for the future.

As a result, we have created **D+ in the Classroom**.

# What is D+ in the Classroom?

D+ in the classroom aims to raise awareness about the legal profession being **open to all**.

We are here to **bridge the gap of knowledge and experience** which often prevents true inclusivity.

Many pupils don't have lawyers in the family. For some they may be the first in their families to consider going to university. It's a daunting thought and they need **relatable and reachable support** and role models.

Shiny offices, smart suits and legalistic language can not only be intimidating but foreign to many of the school pupils we are trying to reach and embrace.

# How do we make change?

We **tailor learning sessions and materials** to the schools (pupils and teacher's) individual needs.

Our learning sessions are delivered on school premises with **insights from relatable role models**; those like the pupils themselves, who have been on a journey that they too can aspire to follow.

We signpost pupils to **resources and practical experiences** across the sector.

We **assist teachers** to be better prepared to advise any pupils who are interested in pursuing law.



We are here to reassure and encourage young people that the **law is more open to them than they might imagine.**

Here's one account from an S5 pupil:

***“I think they meant well with what they were trying to do but I'd never been in an office before and when they asked my name and what school I came from, I just panicked. I felt so out of place. The whole day became a blur after that.”***

This is where D+ comes in. We create **bespoke programs** in collaboration with the school and Developing the Young Workforce (DYW). We work together, periodically reviewing and measuring what we are doing to get the best possible results

# What is in it for you and your firm?

## Diversify your future talent pool

Diversity comes in a variety of forms and with that a variety of experience and skills. Whatever the background, our diverse, young talent will have unique skills and an original perspective on life. By taking the right steps firms can enrich their workplaces and benefit from future talent, whilst also meeting their social responsibility.

## Be innovative with your D, E & I goals

With the increasing importance we all place on inclusive and socially responsible workplaces, collaborating with our project helps you prove your commitment to both your existing talent and your clients. With our bespoke programs, your existing young talent and clients can also get involved, encouraging a wider, pro-active response - not a tick box exercise.

## Set your standard

Collaborate with an industry wide trusted and respected D, E & I service provider to set a different standard, whilst gaining from our expertise and insights.

## Up-skill your talent

We are often approached by colleagues and allies who wish to be involved in our projects to help with their own professional development and personal goals. Signpost your talent to us to reach those goals.

## Widen your business interests

With a diverse talent pool comes the opportunity to diversify your business and reach new opportunities and markets.

## Interested?

Here is how you can get involved!

It's simple. **Sponsor us.**

Financial support is the most practical and impactful way that you can help us to help the legal sector become more diverse starting with 'D+ in the Classroom'.

We can't do this alone. We don't want to do this alone. What's inclusive and future proofing about that?

We are aware that firms and organisations come in different sizes, with varying budgets and locations. Therefore, we will create a funding and resource package that meets your budget and D, E & I aims.

Book a call to discuss how you can support this project.

**BOOK NOW**