

# Legal Apprenticeships Pledge

We, the firms and organisations participating in this pledge, believe that a public pledge from law firms and organisations across industries that demonstrates a commitment to recruitment and development principles is a powerful statement.

We commit to the contained principles to further demonstrate that the legal apprenticeship route is no less valuable than a traditional route to qualification.

Each participating firm and organisation will adhere to the following principles:

## 1 Recruitment professionals within participating firms and organisations will:

- Screen candidates in a fair and inclusive way, which will not disadvantage candidates who have completed an alternative route to legal qualification, including an apprenticeship.
- Assess candidates' suitability for the role based on their experience, behaviour and competence.

## 2 Hiring managers within participating firms and organisations will:

- Assess CVs against the experience needed to fulfil the needs of the role rather than the academic or training route undertaken to qualify as a solicitor.
- Treat all routes to qualification fairly with equal value.

## 3 Promotion/development within participating firms and organisations will:

- Contain fair and inclusive competencies which will not disadvantage candidates who have completed an alternative route to legal qualification, including an apprenticeship.
- Treat all routes to qualification fairly with equal value.

By agreeing to this pledge, we make a public commitment to these recruitment and development principles, to ensure that the legal apprenticeship route is no less valuable than a traditional route to qualification.

Participating firms and organisations:

NORTON ROSE FULBRIGHT

ADDLESHAW  
GODDARD

ALLEN & OVERY

ashurst

AstraZeneca 

Burges  
Salmon 

BDB  
PITMANS

CLIFFORD  
CHANCE

CMS  
law-tax-future

CRS | Charles Russell  
Speechlys

CCO  
DAC BEACHCROFT

大成 DENTONS

dwf

EVERSHEDS  
SUTHERLAND

FARRER & Co


FENCHURCH LAW

 Freshfields

 GOWLING WLG

Hogan  
Lovells

IM | irwinmitchell

 LEWIS SILKIN

Linklaters

Mishcon de Reya

 Osborne  
Clarke

RPC

simmons  
simmons

th trowers & hamlins

WATSON FARLEY  
&  
WILLIAMS

Weightmans

wiggin