

# Legal Apprenticeships Pledge

We, the firms participating in this pledge, believe that a public pledge from law firms demonstrating a commitment to recruitment and development principles is a powerful statement, further demonstrating that the legal apprenticeship route is no less valuable than a traditional route to qualification.

Each participating firm will adhere to the following principles:

## 1 Recruitment professionals within participating firms 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 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 policies within participating firms 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:

 **NORTON ROSE FULBRIGHT**

 **ADDLESHAW  
GODDARD**

 **ashurst**

 **Burgess  
Salmon**

**CLIFFORD  
CHANCE**

 **CMS**  
law · tax · future

 **CRS** | Charles Russell  
Speechlys

 **DAC BEACHCROFT**

**EVERSHEDS  
SUTHERLAND**

 **FENCHURCHLAW**

 **Freshfields**

 **Hogan  
Lovells**

**Linklaters**

 **RPC**

 **simmons  
simmons**

 **th** trowers & hamlin

 **WATSON FARLEY  
&  
WILLIAMS**