

50 Reasons to work at R&H: *A Career with Purpose & Perks*

October 2024
(Firm-wide)

At our firm, we believe that work is about more than just salary—it's about a holistic experience that supports your personal and professional growth. We are proud to offer a wide range of non-salary-related perks that enhance your work-life balance, well-being, and development. Whether it's helping you progress in your career, supporting your health, or making a positive impact in the community, we strive to create a workplace where you can thrive and feel valued and respected.

50 REASONS TO WORK AT RIDLEY AND HALL

1. Career Progression and Development Programs

Apprenticeships, Training contracts, and clear pathways for promotion to Associate and Partner are available for both Fee-earning and Non-Fee Earning colleagues. We support your growth at every stage of your career.

2. Bonus Scheme (Non-contractual)

Performance bonuses are available to reward and recognise hard work, achievements, and significant contributions to the firm's success.

3. Reward and Recognition Awards

Annual internal awards at Christmas to celebrate outstanding achievements, accompanied by gifts and recognition cards.

4. Travelling to and from Work

We can support colleagues to purchase annual travel passes for bus and rail. Free parking is available to all colleagues at our Barnsley Office. Some of our colleagues enjoy the convenience of a paid for dedicated parking space at Huddersfield and Pontefract as part of their individual remuneration packages. There is local public parking available at Huddersfield and South Elmsall, making commuting easier and more accessible.

5. Expenses Reimbursement

Travel and ticket expenses, such as attending other offices to business and professional development events or activities, will be reimbursed.

6. In-house Learning and Development (L&D) Lead

We are proud to have a dedicated in-house Learning and Development Lead, to support continuous learning and upskilling, which is uncommon for firms of our size.

7. In-house Business, Development and Marketing (BDM) Partner & Committee

A dedicated Business Development and Marketing Partner and Committee ensure firm-wide support for business growth and opportunities.

8. Life Admin Days

We gift two half days annually to assist with personal tasks, supporting a healthy work-life balance.

9. Birthday Day

Enjoy your birthday on leave, in addition to your normal annual leave entitlement, as a gift from the firm.

10. Christmas Closure and Celebration Days

The firm closes fully over the Christmas period. We also strive to accommodate colleagues who wish to book time off for other important celebration days, such as Eid and other cultural or religious holidays, to ensure everyone can celebrate according to their traditions.

11. Internal Offers for Personal/Family & Friends

Colleagues benefit from a variety of internal discounts (which in some cases can be extended to Friends and Family) and free services such as a free Will and conveyance.

12. Stepping into Spring Initiative

Held in May, this annual initiative encourages wellness and movement through various activities like cycling, running and walking within the firm, via Strava Groups which includes annual awards issued at the internal firm-wide Christmas awards.

13. Annual Leave Entitlement

We offer 25 days of annual leave plus Bank Holidays. Extra leave is available for long service and senior roles, with the option to buy or sell up to 5 days each year.

14. Personal Health Care Scheme

Through Sovereign Health Care, colleagues can benefit from Online/Highstreet Discounts, access to NHS GPs at a time convenient for them, claim reimbursement towards Dental, Physiotherapy, Eye tests etc, access Wellness Resources and Activities, and use the Employee Assistance Program that offers confidential support via a 24/7 Helpline, access to in-person, phone, or online Counselling, support designed specifically for Leadership/Management and much more.

15. Flexible Working Available

Many colleagues benefit from flexible working arrangements, with options for remote or hybrid working, subject to the needs of the business.

16. Embracing Technology

Our firm believe Technology supports and assists, rather than replaces our people, Technology allows us to be more efficient, provide better client care and therefore better profit and work-life balance. Our firm embraces technology with a new case management system, Practice Evolve, Digital Onboarding through InfoTrack, and an upcoming transition to laptops for all. We also offer mobile phones where necessary in your role.

17. Pension Scheme

A firm-wide pension scheme is available through NatWest Cushon, helping you plan for the future.

18. Social Events

We host regular social events, including Christmas and other parties, with delicious food, alcoholic and non-alcoholic drinks, entertainment and prizes all included. Some parties are family-friendly, yes that includes your children and your beloved Dog etc!

19. Mental Health First Aider

We have a dedicated Mental Health First Aider to provide confidential support and guidance to all colleagues.

20. Health and Wellbeing Monthly Newsletter

Stay informed and inspired with our monthly newsletter, which shares tips, resources, and initiatives focused on seasonal health and wellbeing.

21. Committees, Groups, and Clubs

Join one of our many internal groups and committees, including Environmental Social and Governance (ESG), Diversity Equality and Inclusion (DEI), Social, Charity, and more. We also have casual clubs like Cooking and Book clubs, fostering a sense of community.

22. Digital Learning Platform and Resources

We offer access to a variety of learning resources, including free webinars through MBL Seminars and subscriptions to Lexis Nexis, Infolegal, and Safety Hub. In addition, we host ad-hoc training events with external companies such as Pro-Development, providing tailored development opportunities for personal and professional growth.

23. Free Office Fruit Initiative

We care about your health, offering perks like free office fruit to support your wellness.

24. Networking Events

Colleagues can attend and participate in both internal and external networking events to expand professional connections.

25. Volunteering Days

We gift two days per year for employees to volunteer and contribute to causes they are passionate about within their communities.

26. Leadership Framework

A structured framework is in place to guide the firm's Vision, Mission, and Values, ensuring Growth, Support, and Respect across all levels.

27. Operations Board

Our Operations Board welcomes input from colleagues at all levels, providing an opportunity for your voice to be heard and your suggestions considered.

28. LGBTQ+ Friendly

We are committed to creating an inclusive, supportive environment for all colleagues and clients, regardless of sexual orientation or gender identity.

29. Dementia Friendly

Our firm is recognised as dementia-friendly, meaning we are aware and supportive of individuals affected by dementia, both within and outside the workplace.

30. Environmental, Social and Governance Matters

With a strong focus on sustainability, we have an active ESG Committee, an environmental policy and were shortlisted for the Yorkshire Legal Awards new 2024 'Best ESG Campaign' category.

31. Diversity Equality and Inclusion Matters

Our firm was shortlisted for DEI initiatives at The Yorkshire Law Awards 2024 and regularly celebrates diversity through events like Pride, Eid, South Asian Heritage week and other important observances.

32. Awards

We are proud of our numerous accolades, and regularly submit nominations for sector-wide recognition. Colleagues are invited to attend award ceremonies when nominated, with all expenses covered.

33. Accreditations

Our firm holds several prestigious accreditations, including Lexcel, Conveyancing Quality Scheme (CQS), and holds a Legal Aid Contract, highlighting our commitment to client care, quality service and access to justice.

34. Multi-Generational Workforce

We take pride in having a diverse, multi-generational workforce where knowledge and experience are shared across all levels.

35. Diverse Leadership Team

We are proud that our Leadership Team includes non-lawyer representation, with diverse backgrounds, ages, cultures and ethnicity.

36. Office Locations

We have offices in Huddersfield, Leeds (Greek Street), Pontefract, and Barnsley, providing a convenient range of locations for our clients to visit and colleagues to hot desk at.

37. Strong Client Base and National Reputation

Our firm has a well-established client base and a strong national reputation, with many 5-star Google reviews and regular media mentions.

38. Niche Work

We explore new avenues for niche work, including areas like Missing Persons and Adoption breakdown expanding the services we offer to clients.

39. Supervision

We offer regular supervision and support to ensure that all colleagues receive the guidance and mentorship needed to succeed.

40. Appraisals

Our annual appraisal cycle ensures that everyone receives 1:1 catch ups with their supervisors, recognising their successes and achievements, including providing constructive feedback ensuring our people have a clear path for personal and professional development.

41. Employee Engagement

We invest in external surveys to monitor employee engagement and continuously improve the work environment for all.

42. Family Environment

As a Small to Medium sized Law Firm, we foster a close-knit, family-like atmosphere where senior leaders know every colleague by name, creating a personable and supportive workplace culture.

43. Charitable Donations

The firm contribute to the many causes' colleagues are passionate about and fundraising for.

44. Dress Down Days

We encourage everyone to donate £1 to our firm-wide charity to dress down the last Friday of every month, this also includes Christmas Jumper Day in December.

45. Seasonal Initiatives

We embrace the festive spirit throughout the year with various seasonal initiatives, such as our Halloween Decorating Reception Competition, we feel this is a fun way to build camaraderie, boost creativity and spread holiday cheer across the firm.

46. Financial, Legal and Consumer Support

Provided via our Merit Level Plan with Sovereign Health Care who can provide confidential support for an array of life challenges ranging from Debt/Financial, Probate/Wills, Legal Queries, Caring for a Dependent, Buying a New Home and Separation/Divorce etc.

47. Wellness Workshops

We arrange sessions via Turning Point, covering topics like mindfulness, stress management, nutrition, and mental health to support holistic well-being.

48. Discount and Referral Scheme

Non fee earners may claim a referral fee of £35 per friends and family referral to the firm subject to successful case conversion. Additionally, you are entitled to several discounts on internal legal services we offer, such as, a free Will for self and partner/spouse, free residential property sale and/or purchase transaction (excluding disbursements), and a 30% discount on all other internal legal services.

49. Pastoral Lead

Our Pontefract office is supported by a dedicated Pastoral Lead, offering guidance and support for Personal or Professional concerns. This role ensures that colleagues have a trusted resource for confidential conversations and well-being support, creating a caring and supportive workplace environment.

50. Regular Team Meetings

We hold regular team meetings across all departments to foster communication, collaboration and alignment.