

Women deserve equality at work

IT is ironic that the fourth woman in the past 10 years to serve as president of the Law Society, Lucy Scott-Moncrieff, is accusing members of her own profession of sex discrimination. She has good intentions – lip service to flexible working is not enough – but inflammatory comments about the ability of men in senior positions turns the debate into women versus men and alienates half the profession.

Media focus on quotas also makes life uncomfortable for women occupying or aiming to occupy senior roles. A talented woman lawyer wants to be a partner, not “made-up” only because of her gender. No business today can afford to appoint a partner or a director who lacks ability – it is nonsense to suggest otherwise.

Ronnie Fox and Lucy Money, Fox Solicitors

I CAME away from last week’s Law Society forum glad that our current president is flagging up the issue of fair promotion and reward for both

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Ronnie Fox and Lucy Money

sexes but depressed by the lack of practical solutions suggested.

There should be a requirement on firms to introduce meaningful mentoring for female employees. Negative terminology and labels such as “working from home” should be banished for the out-of-date thinking they represent. What’s wrong with “remote working” instead?

Firms should also be obliged under our professional rules to run courses for women coming back from maternity leave, to address confidence and retraining issues. Naturally there will be resistance from some quarters so the Law Society must take a stand.

Mary Ann Wright, partner, DWF LLP

I’M an investment banker in my mid-forties with two children. A decade ago I was promoted to director level at the bank where I work, having outstripped all my colleagues in the profits I made. Since then, despite maintaining this performance, I’ve been stuck in the same role.

Gossip that makes its way back to me

suggests I am “far too aggressive”, or “too selfish, with too many accounts”. It’s a similar position for the other high-calibre women on my team who have to watch male colleagues better at selling themselves get promotion instead.

Quotas would be counterproductive. I think the only way of trying to bring about change is to take line managers aside and explain what gender equality of opportunity means, because it clearly hasn’t filtered through.

Female investment banker

AS a former BBC science correspondent, I set up the Space Boffins podcast, which recently beat both the BBC and NASA to an award. Have I ever had a call to appear on a BBC science programme as a pundit? No. I’m a reasonably okay-looking woman aged 51. TV companies need to broaden their net when selecting guests and presenters so women of all ages appear on our screens – just as happens with men.

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Give a day
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Letters
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The Emirates Air Line is an exciting one-off trip with fantastic views. Compared with the London Eye it’s cheap.
Pep

Forget the other quibbles about the cable car service – just make concessionary fares available to Oyster Travelcard and Freedom Pass users. The same goes for

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which we jointly convened with the Institute of Directors, brought together economists, entrepreneurs and tax experts to discuss the ethics, economics and politics of tax reform. Its findings were published last year in *The Single Income Tax*. Hilton’s copy is in the post.
Matthew Sinclair, TaxPayers’ Alliance

So Ray Ward finds Bakerloo line announcers’ rendering of “Marleybone” grating (Txs, Frida find the “Marylebone” pronunciation by Chiltern Rail announcers similar unbearable. I’d always thought it “Marleybone” usage, which I learnt from someone born around 1910,