

# I'm In! *This is my story*



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**Natasha Ricioppo**  
Associate

**Q: Tell us about your role at CMS.**

**A:** I work within the Professional Discipline and Regulatory team, which is a unique area of law within CMS. We prosecute and defend professionals in proceedings against their regulatory bodies which gives rise to some interesting cases with no two days being the same! We also assist in corporate matters to advise clients regarding regulatory requirements in the sale and purchase of health and social care entities, e.g. schools, hospitals, children's homes, care homes. We are a small and close-knit team in the Manchester/Sheffield/London offices but often work with colleagues from other teams across the whole of the UK.

**Q: What does diversity and inclusion mean to you?**

**A:** Diversity and Inclusion means ensuring the right opportunities are available to everyone and that everyone has a voice and a seat at the table, regardless of their background. It is about ensuring that people feel involved and that they have a say.

**Q: What differences do you have from your colleagues that you would like people to know about?**

**A:** I enjoy combining running with travel, having completed half marathons in Lithuania, Luxembourg and Latvia. It is a great way to see the world and the atmosphere on race day is always incredible. Furthermore, prior to working for CMS, I trained with the General Medical Council (GMC) so I have a background in the public sector.

**Q: If you were not a lawyer, what would you be?**

**A:** Forensic Psychologist, however, I have wanted to be a lawyer since I was around six years old.

**Q: What about CMS makes you feel that you can be yourself?**

**A:** My colleagues are very down to earth and appreciate that we are real people, not just lawyers. There is a very welcoming and inclusive atmosphere in the office and I feel that I can easily approach people if I have an issue. Mark Haywood, Head of the Manchester Office, is a prime example – he is very approachable and, despite being incredibly busy, he is always willing to stop and have a chat.

**Q: Do you feel that you have role models who you can look up to?**

**A:** I look up to Rachel Cooper, she is a Partner in the team and she ensures that all members of the team feel included. She also nurtures individuals so that they can fulfil their potential. I feel very supported by her and consider that she is a fantastic role model, not just for members of our team and other colleagues but also for women in business

**Q: Do you feel CMS is a diverse and inclusive firm, and what can it do to improve?**

**A:** I do feel that CMS is doing a lot of work to ensure that it is a diverse and inclusive firm. In the future, I would hope to see even more women in senior positions at CMS. I consider that continuing and improving initiatives to provide support for working mothers is hugely important in order to achieve this.

