

Social Mobility Action Plan

Our data shows that the progression, retention and performance rating of individuals from LSEB is in line with their peers from high socio-economic backgrounds. The focus of our action plan is therefore to increase the number of LSEB colleagues joining the firm and ensure that they continue to progress at the firm.

Increase the number of LSEB individuals recruited into the firm through Graduate and Business Service Recruitment

We will increase our targeted recruitment activity to meet students that we might not come across through our traditional recruitment activity, including running a first-year Spring work experience scheme, aimed at students from lower socio-economic backgrounds and ethnic minority students.

Our aim is to work even more closely with a range of universities, to ensure we are able to attract and hire students with the highest potential, irrespective of background.

We will continue to use the Rare Contextual Recruitment System, a tool that allows access to a wider pool of talent. The system has built-in social mobility metrics to recognise outperformers, by contextualising their academic achievements against their socio-economic background. Our aim is to extend this approach into our business services recruitment activity.

Apprenticeships offer an alternative route into law firms and the profession and our ambition is to provide this as a path into the firm.

Deepening our work to widening access for talent to enter the profession and the firm

Our aim is to deepen our early engagement work with students from LSEB to build a pipeline of diverse talent applying for our trainee recruitment or opportunities within the sector. We work with students from 16-18 years old and university undergraduates to upskill, inspire and equip young people to enter the legal profession. In the past few years, we are starting to see an increase in the number of alumni of our social mobility programmes qualify for Work Experience schemes and gain training contracts directly into our firm and into other top legal firms. Our aim is to deepen this engagement so that we are working with more students over a longer period of time.

Our Slaughter and May Scholarship scheme has been successful in providing financial bursaries and leadership development opportunities to ten high potential undergraduates from less advantaged backgrounds since 2020, to mitigate the financial stress of going to university. We will extend this programme over the next 5 years.

We are introducing a new financial bursary scheme for selected individuals aged 17-18 years interested in a career in law, to support those where the financial burden of university may be a barrier to attending university.

Enhancing data driven insights for workforce

SLAUGHTER AND MAY/

Robust and reliable data allows us to be transparent and monitor our progress as well as to direct evidence-based decisions at the key points of recruitment, retention, progression and work allocation, to ensure equity.

We will encourage employees to disclose their diversity data, with an ambition to reach 90% completion.

We will publish voluntary social mobility related pay gaps as part of our annual pay gap reporting progress, against the targets in our annual Responsible Business Report.