

SLAUGHTER AND MAY /

RACE FAIRNESS ACTION PLAN



RECRUITMENT AND ATTRACTION

We are focused on attracting a diverse pool of candidates, upholding equality with a fair recruitment process.

10,000 Black Interns Programme

Black heritage students and graduates realise their potential through paid internships.

In 2024, we hosted **ten interns for six weeks** in our teams in HR, Responsible Business, Commercial, Finance, Technology, Knowledge & Learning and Disputes and Investigations in partnership with the 10,000 Interns Foundation.

"I hope to maintain the connections I've made through to the future. I have benefitted greatly from the expertise, guidance, and support available within Slaughter and May, and it has been instrumental in my growth."

Stephanie Aderogba,
Business Development Intern

"I welcomed the opportunity for the Pricing and Analytics team, to host an intern as part of the 10,000 Black Interns Programme. It was fantastic to support our intern with getting an insight into the work we do and seeing him get stuck in and grow over the six weeks with us was truly rewarding. He was a valued member of our team and brought an abundance of enthusiasm, ideas, and proactivity. He has a bright future ahead and we wish him the very best."

Craig Palmer,
Business Intelligence Analyst

Spring Forward Programme

We run an annual one-week work experience scheme dedicated to first year undergraduates from lower socio-economic and/or ethnic minority backgrounds. The programme is designed to give students an insight into life as a lawyer at Slaughter and May and is an early engagement pipeline into our summer work experience scheme.



Women in the City Afro-Caribbean Network

We are platinum sponsors of Women in the City Afro-Caribbean Network (WCAN), an enterprise dedicated to championing the personal and professional development of Black women. Each year, we host an exclusive open day for their members and participate in their early careers employability events.

Collaborating with university Afro-Caribbean Societies

The Early Careers Recruitment team sponsor and work with the Afro-Caribbean Societies (ACS) at a number of universities so that we can appeal to and attract ethnic minority talent.

rare

DIVERSITY
RECRUITMENT
EXCELLENCE

Rare

Rare is a specialist diversity graduate recruitment company. We were one of the first law firms to collaborate with Rare more than 15 years ago and we have recruited many work experience students and trainee solicitors through our sponsorship and involvement with their programmes, which currently include their Articles (Black heritage) and Advocate (social mobility and ethnicity) programmes.

Inclusive interview training

Inclusivity and unconscious bias are included in all interview training sessions to ensure that we run a fair and consistent interview process.

COLLABORATIONS

We collaborate within and beyond the legal sector to promote a diverse and inclusive workforce, fostering an environment of learning and sharing best practice.



Legal CORE

We spearheaded Legal CORE with seven other founding firms which is the first leadership-led, cross-firm collective aimed at tackling the underrepresentation of ethnic minority groups in the UK's legal sector. We now have over 40 law firms that form Legal CORE, recognising that by acting together we can make progress.

"The role of leaders is central to bringing about the change within our firms in terms of our culture and the way we work. We do not think that this role can be delegated to others."

Uzma Hamid-Dizier,
Sustainable Business Director

LEGAL CORE
Legal Collaboration on Race and Ethnicity

Black Equity Organisation (BEO)

We collaborated with five other law firms, both with funding and pro bono support, to assist with the development and launch of BEO. BEO is an independent, national Black civil rights organisation created to dismantle systemic racism in Britain, drive generational change and deliver better lived experiences for Black people across the country.



NOTICED

We are a member firm of NOTICED, the UK's first collaborative inter-law firm diversity network aimed at promoting opportunities to integrate, celebrate and educate on diversity across the legal sector, with a particular focus on ethnic minorities within the profession.

NOTICED

UK's first Law Firm
Diversity Network with focus
on Multiculturalism

Black Counsel Forum

Our sponsorship and partnership with the Black Counsel Forum aims to equip Black heritage lawyers with practical road-tested strategies to help them navigate their careers successfully and network with barristers and solicitors from across the UK.

"Among the plethora of events available, the Black Counsel Forum is undoubtedly one of the best I have attended; the calibre of speakers was exceptional and the sessions engaging and relevant. It provided a chance to connect with, learn from and share experiences with Black lawyers across the city. While a strong internal network remains fundamental to career success, it is also good to have safe spaces and opportunities to build on our networks externally. I am proud that Slaughter and May sponsored this great initiative and very much look forward to the next event."

Ngozie Azu, Special Advisor,
International Law Firm Relationships



CULTURE

We want to create an environment where everyone can thrive and we each take responsibility to contribute to an inclusive culture.

Targets

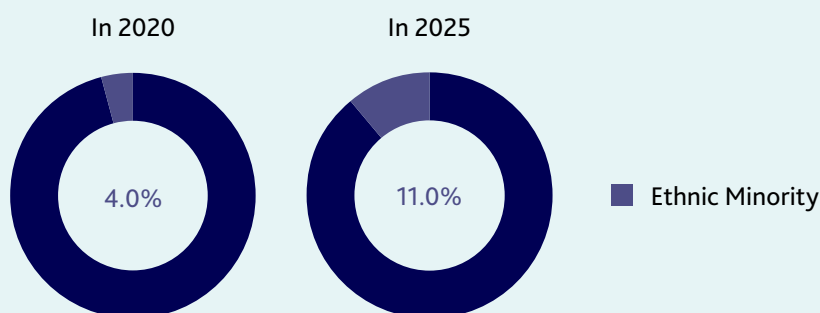
We have gender and ethnicity targets for promotions into the partnership. We take a data driven approach, tracking and conducting regular data scrutiny to ensure our policies and practices are set up to enable all of our people to thrive.

Our ethnicity target is that between May 2020 and April 2025: a minimum of 15% of equity partner promotions in London and Brussels will be from an ethnic minority background.

Progress

Between 2020 and 2025, 23% of equity partner promotions in London and Brussels have been from an ethnic minority background. This has increased the overall percentage of individuals from an ethnic minority background in our London and Brussels equity partnership by 7%.

Ethnicity of our London and Brussels equity partnership



Everyday Inclusion

The aim of the Everyday Inclusion programme is to coach participants across all levels and areas of the business on how they can 'speak up' against non-inclusive behaviours and 'call in' the contributions of colleagues.



DIVERSE Network

Our active firmwide network celebrates and promotes ethnic and racial diversity. Activities include talks by Baroness Lawrence OBE, David Harewood, David Olusoga, John Amaechi OBE, and Natasha Brown.

Hemisphere

This is an online training programme designed for interviewers and managers to be aware of ethnic minority experiences in order to create fairer outcomes in the workplace.

"Fairness and inclusion are at the heart of our firm's approach. Our race fairness action plan was set out to bring about the much needed change to those of ethnic minority and Black heritage in and out of the workplace. We recognise that as a firm, and as a sector, we still have a great deal of work to do in this area and I hope that our commitment to this demonstrates our pledge to do more to develop ethnic minority talent within the legal profession."

Deborah Finkler, *Managing Partner*



Insights Reverse Mentoring

The firm's reverse mentoring scheme, Insights, provides senior leaders (mentees) with the opportunity to learn from more junior employees (mentors) about race, ethnicity and other diversity characteristics. Mentors share their own personal perspective giving an 'insight' into their experience here at the firm.

Out of Group (Co) mentoring

The programme aims to provide additional career guidance, talent development opportunities and senior allyship to our Black heritage associates and trainees outside of their respective group as well as enhance partner capacity to support them to develop and progress at the firm.

BENCHMARKS, SIGNATORIES AND AWARDS

We are committed to doing better to increase diversity and inclusion. There are no shortcuts, it takes hard work and time, and we remain resolute to our commitments.

Race Fairness Commitment

We are founding signatories to the Race Fairness Commitment.

Using quantitative data and monitoring the careers of ethnic minority employees, we can identify and address the points at which there may be a point of divergence in their career path compared to that of their peers.

Sunday Times Open Letter

The Times open letter is a commitment by businesses to hold themselves to account to tangible measures on Black inclusion.

We are signatories alongside more than 30 CEOs.

Halo Code

The Halo Code is a campaign pledge, signed by schools and businesses that promises members of the Black community that they have the “freedom and security to wear all afro-hairstyles without restriction or judgment”.

We are signatories to the Halo Code.



ROLE MODEL LISTS 2025



Gayathri Kamalanathan, Partner
Empower Executives Role Model List



Lorna Nsoatabe, Partner
Empower Executives Role Model List



Uzma Hamid-Dizier, Sustainable Business Director
Empower Executives Role Model List



Andrew Jolly, Partner
Empower Advocates Role Model List



Elizabeth Obonna, Associate
Empower Future Leaders Role Model List



Eniola Oyesanya, Associate
Empower Future Leaders Role Model List

