

SLAUGHTER AND MAY

Race Fairness Action Plan *2026*

We are committed to creating a workplace where everyone feels respected, valued and has the opportunity to succeed, regardless of background. Our Race Fairness Action Plan was developed to drive meaningful change focusing on improving diversity in recruitment, supporting career progression and reducing inequalities in the legal sector.

Attracting and recruiting diverse talent

We are focused on attracting and recruiting talented people from a range of backgrounds.

10,000 Black Interns Programme

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

In 2025, we hosted four interns for six weeks across multiple teams, including HR, Commercial, Finance and Knowledge & Learning, in partnership with the 10,000 Interns Foundation.

“I’ve learnt the value of showing up with passion and enthusiasm. When you bring positive energy into a room, people are more likely to invest their time and resources into supporting your growth.”

Chantel Nascimento,
HR Administrator and former HR Intern

“I thoroughly enjoyed welcoming Chantel into the HR Advisory team through the 10,000 Black Interns programme. It was so rewarding to see her grow in confidence, gain practical experience and build connections across the firm. The experience was equally positive for our team, bringing fresh perspectives and highlighting the value of creating opportunities for talented people from a wide range of backgrounds to explore and develop their careers.”

Norann Guarino,
Senior HR Manager

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 increase access, confidence and preparedness for a career in commercial law, and develop a pipeline of talent from underrepresented backgrounds for our summer work experience schemes.



Women in the City Afro-Caribbean Network

We are platinum sponsors of Women in the City Afro-Caribbean Network (WCAN), a social 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.

rare

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 have recruited many work experience students and trainee solicitors through our sponsorship and involvement with their programmes, including 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 a fair and consistent interview process.

Showing our support through external partnerships

We collaborate across the legal sector and beyond to share best practice, learn from others and drive meaningful progress.

LEGAL CORE

Legal CORE

We spearheaded Legal CORE, the first leadership led, cross-firm collective aimed at tackling the underrepresentation of ethnic minority groups in the UK's legal sector. In addition to the eight founding firms, over 40 firms now form Legal CORE, recognising that by acting together, we can make meaningful 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



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 inter-law firm diversity network aimed at promoting opportunities to integrate, celebrate and educate on diversity across the legal sector.



Global Counsel Forum

Our sponsorship and partnership with the Global Counsel Forum (formerly 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 (now known as the Global 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

Creating and maintaining an inclusive culture

We want to maintain and cultivate a culture where people feel respected, can be themselves and thrive, supporting the retention, development and progression of diverse talent.

Targets

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

Our ethnicity target is that between May 2026 and May 2033, a minimum of 15% of equity partner promotions in London and Brussels will be from an ethnic minority background.

DIVERSE Network

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

“The broadest possible range of talent is critical to our success, and inclusion is fundamental to our culture and values. Through our Race Fairness Action Plan, we are committed to improving inclusion, retention and career development for ethnic minority and Black heritage colleagues and contributing to positive change across the legal profession.”

Roland Turnill,
Senior Partner



Hemisphere

We use the Hemisphere online training programme, designed for interviewers and managers to be aware of ethnic minority experiences, in order to create fairer outcomes in the workplace.

Out of Group 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 helping partners to develop an inclusive leadership style through understanding the experiences of diverse individuals.

Measuring our success

We are committed to bringing about change and continuing to improve the experiences of our people, which is integral to creating a culture of belonging. Through external commitments, benchmarks and recognition, we hold ourselves accountable and measure the impact of our work.

Legal CORE

As a founding member of Legal CORE, we were delighted to receive the Legal 500 ESG Award for Ethnicity: Best Initiative of the Year, recognising the collaborative approach across all member firms in tackling the underrepresentation of ethnic minority groups in the UK legal sector.

Legal CORE was also awarded the 'Outstanding Collaboration' award at the annual British Legal Awards 2025, for its three-year partnership with Hemisphere Education, funding a pioneering racial literacy programme in 60 UK state schools.

Race Fairness Commitment

We are founding signatories to the Race Fairness Commitment.

Designed by Rare Recruitment to help firms create a fair and inclusive work environment for Black and ethnic minority employees, and opportunities for everyone, from all backgrounds, to succeed.

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 80 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 judgement".

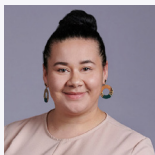
We are signatories to the Halo Code.



Role Model Lists 2026



Gayathri Kamalanathan
Partner,
Empower Executives Role Model List



Lorna Nsoatabe
Partner,
Empower Executives Role Model List



Andrew Jolly
Partner,
Empower Advocates Role Model List