

# PEOPLE IN LAW \ AWARDS 2024

## EXCELLENCE IN LEARNING & DEVELOPMENT

---

### **WINNER:** Matheson

"We were awarded the Excellence in Learning & Development award for pioneering a pivot to adapt to the evolving legal industry. Shifting from role-related training programmes to skills based chosen by the firm community, "Pathways" cater for individual needs and strengthen the firm's community and culture. Pathways provide opportunity for collaboration, connection and blended learning, as well as immersive and interactive learning approaches to build skills and knowledge. This move is directly aligned with our firm values of Innovation, Entrepreneurship and Partnership.

Winning the Excellence in Learning & Development award as a team has been an incredible honour and a reflection of the dedication, collaboration and passion our team shares. We are grateful for support from senior leadership along the way to push the boundaries and motivate us to continue growing, innovating, sharing our knowledge and empowering others to achieve their best. "

**Nicola White, Director of Learning and Development, Matheson**

# PEOPLE IN LAW \ AWARDS 2024

## BEST ENVIRONMENTAL, SOCIAL & GOVERNANCE INITIATIVE

---

### **WINNER:** SHOOSMITHS

"Shoosmiths is on an ambitious pathway to decarbonise its business with Science Based Targets initiative validated targets to achieve net zero across the value chain by 2040. Our award-winning entry detailed the approach we are taking to implement systemic change across the business, including the ringfencing of carbon levy funds generated from all business flight bookings to invest in measures that are reducing our scope 1, 2 and 3 carbon emissions.

Receiving the award provided us with a timely opportunity to thank the many colleagues across the firm who are contributing to the actions required, and in so doing to encourage further innovative ideas and actions that will be necessary for the scale of change required. Our team members were very proud and excited to learn we had won and that our commitment and progress so far has been recognised by People in Law."

**Nicola Ellen, Head of Corporate Responsibility, Shoosmiths**

BEST CSR INITIATIVE

**WINNER:** hadaway <sup>ward</sup>

"We are incredibly proud to be recognised for our project with local charity Upstart Enterprise which supported young people from disadvantaged backgrounds with essential business acumen and entrepreneurial skills. Our continued involvement with the business enterprise challenge is driven by the Firm's commitment to providing equal opportunities to young people in our community.

Our involvement in the project was led by our Trainee Solicitors, who delivered sessions designed to develop students' essential skills and their understanding of business and legal practices. We recognise that the future workforce will need diverse skills and exposure to various professions to navigate an increasingly complex business world and this is particularly impactful for those from disadvantaged backgrounds who may not have as much

exposure to these fields. This was also a great opportunity for our people to develop their own skills, with our Trainees receiving excellent feedback on their engaging nature and effectiveness in enhancing students' interpersonal skills and confidence. We were delighted that Kenton School, where the project was run this year, valued our contribution and visible improvement in students' confidence. Trainees described their experience as 'incredibly rewarding' appreciating the opportunity to work closely with a charity and to empower young people.

It was fantastic to collaborate on this project with Upstart Enterprise, and we continue our commitment to providing equal opportunities for young people, aligned with our wider Corporate Social Responsibility strategy."

**Caroline Jones, Emerging Talent Manager, Ward Hadaway**

## BEST SOCIAL MOBILITY INITIATIVE

---

### **WINNER:** Bird & Bird

"We are delighted to have won the Best Social Mobility Initiative award for the Early Bird Pathway. The Pathway builds on Bird & Bird's longstanding commitment to facilitating social mobility, which is one of the firm's ten diversity & inclusion pillars. This award demonstrates Bird & Bird's dedication to breaking down barriers and increasing access within the legal sector as part of our wider strategic ambition to be a purposeful business.

After celebrating the ten-year anniversary of the Pioneer Programme in 2022, as well as the 15-year anniversary this year of the Early Bird Scholarship, our flagship social mobility initiatives, we took the opportunity to reassess our offering

and refresh our approach. The Pathway is a streamlined umbrella programme that encompasses these formerly separate programmes with a new alumni network for additional support for students from low socioeconomic backgrounds and to provide a diverse talent pipeline to employment at the firm.

Over the past decade, we have supported over 190 students with work experience, workshops, skill sessions, and mentoring. Looking ahead, the new Pathway's success will be measured as students progress through the programme and embark on opportunities at Bird & Bird."

**Lara Machnicki, Senior Early Careers Manager at Bird & Bird**

# PEOPLE IN LAW \ AWARDS 2024

## EXCELLENCE IN ED&I

---

### WINNER: GOWLING WLG

"We were delighted to have won The 'Excellence in ED&I' award in recognition of our Diversity, Equality & Inclusion (DE&I) strategy – Inclusion for All (IFA).

Our Inclusion for All Strategy is centred on making sure that all of us feel included, that we belong and can be our true selves at work; but also underpinning that we all have a part to play in making the firm truly diverse and inclusive. The strategy ensures that every team is achieving positive change and contributing to diversity and inclusion goals by delivering and implementing key initiatives and action plans. Our strategy was praised by People in Law as 'a bold example of taking on the challenge of embedding 'inclusion for all'' and for the Diversity, Equality and Inclusion action plans 'backed by strong data collection and reporting... put in place by every team. Meaning everyone is responsible for D&I effort and success.'

This recognition is for everyone and shows the impact we can all have to move the dial in relation to DE&I. As a core value of the firm, our teams all have annual action plans stating what they're going to do to help achieve our ED&I ambitions and we can see the impact this is having year on year. This is not something we will rest on our laurels with but use as motivation to keep making a change and celebrate the diversity of our people.

All born from one question 'What will make the biggest impact and accelerate change – answer is that 'We all have a part to play' in ensuring Gowling WLG is a diverse and inclusive firm and we have seen that come to life and thrive with IFA."

**Chris Oglethorpe, HR Director, Gowling WLG**

# PEOPLE LAW \ AWARDS 2024

## BEST INNOVATION THROUGH TECHNOLOGY

---

**WINNER:**



“TLT transformed its recruitment technology platform to meet the future people and resource demands in support of substantial business growth. Partnering with HARBOURATS, we designed, built and delivered a fully integrated recruitment platform that brought all of TLT’s resourcing streams together in one place, while being tailored to the legal sector’s needs.

Winning the Best Innovation Through Technology award confirmed TLT’s progressive talent attraction agenda is market leading in our sector. As a rapidly growing law firm, the need

to attract, secure and onboard talented people in an engaging and candidate centric way means the talent acquisition team are at the heart of the success of the firm. Recruitment systems are a person’s first real contact with TLT, setting the tone of the candidate’s experience, and are essential to being able to deliver workforce expansion and as such, a vital tool to get right. The talent acquisition team at TLT, in partnership with HARBOURATS, are really proud that our progress was recognised by the People in Law Awards.”

**Pam Hasson, Head of Recruitment, TLT**

## EXCELLENCE IN RECRUITMENT

---

### WINNER:



"To continually support Stowe Family Law's plans for growth, we need to attract and retain family lawyers who align with our values and are committed to delivering excellence in service to our clients. Supporting growth from 68 lawyers in 2021 to 185 lawyers as of February 2024, and with plans in place to continue to grow so we can serve more clients across the UK, our in-house Talent Acquisition Team are dedicated to introducing the right individuals to join Stowe.

With the talent market competitive within family law, our TA team looked at ways to improve efficiency and utilise technology to support their work. This included using a candidate pipelining tool to nurture potential candidates and using data to assess their engagement levels. This resulted in zero agency use, improvements in our quality of hire metric and a steady pipeline of engaged, diverse lawyers.

We're over the moon to be recognised for this award, it really means so much that the team's work is recognised by People in Law. The team regularly receive great feedback both from internal

stakeholders and new hires and our data speaks for itself, with 70 lawyers hired in the last 12 months. But this award recognises the behind the scenes work that has not only supported recruitment to date, but will continue to support Stowe's growth in the future."

**Oliver Beckett, Head of Talent Acquisition,  
Stowe Family Law**

---

"I am immensely proud of the team, this award not only reflects the quality of the work they do but also the effort they put in to strive for better. They have driven efficiencies and delivered impressive results for the business whilst ensuring every single candidate receives a "white glove" experience."

**Morna Bunce, Chief People Officer,  
Stowe Family Law**

# PEOPLE IN LAW \ AWARDS 2024

## BEST EARLY TALENT RECRUITMENT CAMPAIGN AND GRAND PRIX

---

### **WINNER:** CLIFFORD CHANCE

"We were delighted to be recognised twice at this year's People in Law Awards, first in the Best Early Talent Recruitment Campaign category, and second in winning the final Grand Prix award. Both awards recognise Clifford Chance's 'Real Contract' campaign with the Grand Prix award being particularly special as it distinguishes the strongest overall submission on the night.

#### **So what is The Real Contract about?**

Branding teams often over-emphasise the glamour of being a lawyer which can be detrimental to trainees when they face long hours in high-pressure environments. We identified an urgent need for transparency within the industry to help students make an informed decision about their future career. We created 'The Real

Contract' campaign, a series of videos with supporting content that would honour authenticity, and balance transparency with aspiration, ultimately empowering and encouraging our audience to see themselves at Clifford Chance. We asked seven Clifford Chance colleagues, including trainees, qualified lawyers, and partners to hand-write letters to their younger selves, sharing down-to-earth advice and encouragement retrospectively. These letters became the focus of the campaign, drawing out their biggest challenges, sacrifices, and self-doubts which made the content even more compelling.

To date, our hero film has had 1.1 million views, which is unheard of for an early talent recruitment film."

**Toby Horner, Early Talent Acquisition Manager, UK, Clifford Chance**



# PEOPLE IN LAW \ AWARDS 2024

## MOST INNOVATIVE PEOPLE INITIATIVE

---

### **WINNER:** CLYDE&CO

"The establishment of Partner Relations recognises that there is an immense amount of pressure placed on partners from clients, the firm, colleagues, pressures and demands outside of the work setting and not least from themselves (being high performing perfectionists). The key to this initiative has been to create a truly safe space for partners to be open, vulnerable, and therefore able to seek support.

To win the Most Innovative People Initiative came at just the right time, it was so fantastic to know that the judging panel also saw something special in the initiative too. The award has also allowed us to further promote our work internally, which has resulted in more of our partners coming forward to explore what we can do to help them, and other firms have been in touch to seek support and advice on how they build a similar offering within their firm."

**Emma Stephenson, Director of Partner Relations, Clyde & Co**

# PEOPLE IN LAW \ AWARDS 2024

## BEST PEOPLE PROFESSIONAL

---

**WINNER: DAN BELLI** 

"I was incredibly honoured and elated to have been awarded the Best People Professional 2024 at the People in Law Awards. To be nominated by colleagues, and recognised by my peers fills me with immense pride but this is not just a personal achievement, it should be seen as a testament to the collective efforts and dedication of the entire HR transformation team.

Winning an award like this was not something I ever imagined would happen, and just being nominated and shortlisted was a huge personal achievement. To win it, though, is a huge accolade for everyone involved in the project."

**Dan Belli, Head of HR Operations, DLA Piper**

# PEOPLE **IN** LAW \ AWARDS 2024

## RISING STAR

---

**WINNER: EMILY GREEN** **th** trowers & hamlins

"Since I joined Trowers, I have always heard about how highly regarded the People in Law Awards are for those working in HR/support teams within law firms. It has therefore been a real privilege to have my firm nominate me two years in a row for this award. Last year, I was really pleased to receive highly commended in this category and so it really did feel like the 'cherry on the top' to win the award this year, especially when I was shortlisted alongside such amazing HR professionals.

It goes without saying that I would not have been able to win this award without the support of my amazing HR team and support of the firm. I joined Trowers over two years ago with very little experience and have been provided with so many great opportunities which have helped with my career development and confidence.

I had a great evening celebrating with my team and would like to thank the team who organise the awards and the sponsors!"

**Emily Green, Early Talent Officer, Trowers & Hamlins**

# PEOPLE IN LAW \ AWARDS 2024

## BEST PEOPLE LEADER

---

### **WINNER: MELINDA GILES** GILESWILSON

"Early in my career, like most lawyers I focused on learning the law, procedures and how to work in a commercial way. Fortunately my work also involved learning the special skills of understanding people and their context as most of my clients were vulnerable.

As my firm grew, these special skills were transferred across to developing lawyers from a diverse group with an emphasis on social mobility, excellent client care and team ethics.

#### **It's all about the people.**

I could not be prouder to win this award as Best People Leader. I could not have done so without the people around me."

**Melinda Giles, Managing Director, Giles Wilson Law**

# PEOPLE IN LAW \ AWARDS 2024

## HR TEAM OF THE YEAR

---

**WINNER:**



"The HR team at DLA Piper were delighted to see their efforts during a challenging two-year transformation programme recognised by their peers through the People in Law Awards. The programme involved a firm-wide implementation of SuccessFactors, a new service model and a catalogue of international people processes, with the added complexity of being managed at the same time as the implementation

of a new SAP finance system. As such it required everyone in the HR team to lean in, work at pace and ruthlessly prioritise. Inevitably after a major programme ends, there's relief followed by a period of readjustment as everything scales back. So, winning the award really lifted the team, allowing them to celebrate their success, feel that the months of toil was worth it and look forward to the future."

**DLA Piper HR Team**