

PEOPLE IN LAW \ AWARDS 2025

EXCELLENCE IN LEARNING & DEVELOPMENT

WINNER:

Ampa

"Winning the Excellence in Learning & Development Award at the People in Law Awards 2025 has been an incredible honour and milestone for our team. This recognition reflects the value that our Re-Think leadership development programme has created in the business. Re-Think reimagines leadership development, and uses a Solution-Focused Thinking toolkit as the foundations for all leadership challenges, goals and opportunities. It empowers our leaders to think bigger, better, and braver about their ambitions, and throughout the programme we see leaders grow in confidence, and deliver outstanding results for themselves and their teams.

Hannah Wright, Learning & Development Business Partner, Shakespeare Martineau

This award validates the collaborative effort behind the Re-Think programme which was built in collaboration with Go M.A.D. Thinking, and the journey we are always on to tweak and improve the value it delivers. It inspires us to keep pushing boundaries, embracing new technologies, and designing learning solutions that truly make a difference. We're grateful for this acknowledgment and excited to continue shaping a future where learning drives performance, engagement, and success."

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BEST ENVIRONMENTAL, SOCIAL & GOVERNANCE INITIATIVE

WINNER:

**LONDON LAW
COLLECTIVE**

"Since starting London Law Collective in 2020, it was always our aim to build a firm with social, corporate, and environmental responsibility at its heart. That is why winning this award and achieving recognition from the industry means so much to us. We are proud of the steps we have taken: becoming a certified BCorp, publishing our first Impact Report, giving back through

organisations such as 1% for the Planet, and crucially our efforts to build a supportive culture for our team. Taking the team with us, embedding our values in everything we do, so that we build a business that succeeds and also does some good. Thank you to People in Law and Sustainable Recruitment Alliance for your support and congratulations to all the other nominees."

Joanna Farquharson, CEO, London Law Collective

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BEST CSR INITIATIVE

WINNER: Matheson

"We were delighted to be named winner of the Best Corporate Social Responsibility Initiative award at this year's People in Law Awards. The Matheson Creativity Hub in Memory of Tim Scanlon honours our former Chairperson, colleague and friend, and was created in partnership with IMMA – the Irish Museum of Modern Art – with a view to helping dismantle the physical and social

barriers that can prevent people entering museums and art spaces. The Creativity Hub underlines Matheson's dedication to diversity and inclusion, and to the arts – two core pillars of Matheson's Impactful Business Programme and we have been delighted to see families, schools and numerous marginalised communities and local groups utilising the space since it opened."

Maeve Lochrie, Partner and Matheson Arts Committee co-chair, Matheson

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BEST SOCIAL MOBILITY INITIATIVE

WINNER:



"Our project was designed to advance social mobility within the legal profession. We launched our Solicitor Apprenticeship Programme in 2023 to provide opportunities for traditionally underrepresented groups to enter the legal field and our firm. We knew that careers advice in state schools was hugely variable, and we wanted to deliver some training so that all our longlisted applicants could do their very best at the assessment centres. By partnering with Making the Leap, a social justice charity, we offered a comprehensive "Assessment Centre Preparation Programme" to support them. The programme included training in public speaking, interview techniques, group activities, and constructive feedback, all aimed at levelling the playing field and ensuring that all applicants had the support they needed to succeed. We knew that not everyone would get a place on our programme, but we were delighted that so many went on to secure

other SA roles in other firms. The feedback was fantastic and we are very pleased with the relationship we have struck up with Making the Leap!

Winning this award for Best Social Mobility Initiative is a testament to our commitment to diversity and inclusion. It reinforces our belief that everyone deserves an equal opportunity to succeed, regardless of their socio-economic background. This recognition not only validates our efforts but also motivates us to continue working towards a more inclusive and representative legal profession. From a personal perspective, we are not a big firm with lots of resources and it was incredible to get the recognition for this programme which has made a meaningful difference to the lives of young people."

Scott Sullivan, HR Director, Bates Wells

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EXCELLENCE IN ED & I

WINNER:



"We are incredibly proud to be recognised with the Excellence in Equality, Diversity & Inclusion Award for our UK Inclusion Plan. This award is a testament to the intentional, data-driven, and human approach we've taken to foster a truly inclusive culture across our UK offices. Our inclusion journey has been shaped by really listening to our people; from maternity returner feedback and engagement surveys to purposeful internal listening supported by external expertise, we have built a plan that

reflects the lived experiences of our colleagues. The initiatives we have implemented, including inclusive leadership coaching and neurodiversity healthcare support to flexible working policies and inclusive bank holidays are not just programmes, but meaningful actions that support our people and create an environment where everyone can thrive. This recognition affirms the commitment of our UK senior leadership team and the collective effort of our people."

Gina Van Der Pauw, Head of HR, DLA Piper

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BEST INNOVATION THROUGH TECHNOLOGY

WINNER: Milbank

"In 2024, our focus was on updating trainee solicitor development through the launch of the Early Careers Programme (ECP). Prompted by the shift to the SQE qualification and the introduction of our Lev Fin Track, we saw an opportunity to modernise our approach. We partnered with virtual reality specialists LEVRA to embed immersive, skills-based learning into our training through the use of VR headsets. These interactive modules covering areas such as Receiving Feedback, Managing Upwards, and Active Listening allow trainees to practise essential professional skills in a psychologically safe, engaging environment. The programme is data-driven and continuously refined through feedback and psychometric testing. This is a fast-changing landscape, and developments in VR mean the programme will continue to evolve and improve in the years ahead.

Winning the Best Innovation Through Tech award is a proud moment for the team and a powerful endorsement of our commitment to future-focused learning. It recognises the creativity, collaboration, and care that went into designing a programme that responds to the evolving expectations of the next generation of lawyers, those who value flexibility and practical, tech-enabled learning experiences. This recognition inspires us to keep innovating and reinforces our belief in the value of combining technology with human insight to support our people's growth. In partnership with LEVRA, we are incredibly honoured that our progress has been recognised by the People in Law Awards."

Erin Tasnady, Director of Professional Development & Training, Milbank

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EXCELLENCE IN RECRUITMENT

WINNER:

Hill Dickinson

"We are absolutely delighted to have won the 'Excellence in Recruitment' award and proud that our efforts in reshaping recruitment through inclusion have been recognised. By partnering with Strawberry Field's Steps to Work programme, we welcomed Sarah – a neurodiverse trainee – into our HR team, tailoring her experience to help her thrive. Her journey led to a paid role, marking a milestone not just for Sarah,

but for us as a firm. This initiative sparked real change: we've seen a surge in disability and neurodiversity disclosures, launched new training internally, and embedded inclusive practices across our recruitment. We are excited to continue this journey with support from Strawberry Field and remain focused on breaking down barriers within the hiring process."

Stephanie Bean, Talent Acquisition Manager, Hill Dickinson

"I am extremely proud of our HR team and what we have achieved, particularly in relation to neurodiversity and encouraging more open discussion around accessibility.

This supports our ED&I agenda and is reflective of our inclusive, people-focused culture."

Angela Moore, Head of HR & Development, Hill Dickinson

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BEST EARLY TALENT RECRUITMENT CAMPAIGN

WINNER:



"We won the award for Best Early Talent Recruitment Campaign for launching Define Your Future – a bold and inclusive global employer brand that authentically showcases our firm's culture, expertise, and career development opportunities. The campaign focused on creatively leveraging TikTok and Instagram to engage the next generation of legal talent, delivering strong results in early talent attraction.

These awards underscore our commitment to our people – one of our five strategic priorities – and reinforce our focus on attracting, retaining, and developing top talent and being recognized as an employer of choice. We're incredibly proud of these initiatives and delighted to see our work celebrated."

Jen Baird, Senior Manager – People and Recruitment Brand, Hogan Lovells

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BEST INTERNAL ENGAGEMENT CAMPAIGN AND GRAND PRIX

WINNER:

WATSON FARLEY
&
WILLIAMS

"Refreshing the firm's values was an initiative that we knew could go one of two ways: a management-led project ending with aspirational corporate words on a poster, or a ground up journey of true discovery with sentiments that chimed with our people. We managed to achieve the latter with an entirely in-house team, none of whom had ever run a global values refresh project before.

We started with a values questionnaire sent to the whole firm. We then formed a working group – a mix of lawyers and business professionals, from partners and managers to associates and staff – to analyse the over 400 responses and develop a first draft set of values to take out to the wider firm. Let's just say that first draft was a long long way from where we ended up.

Over nine months, nearly 1,000 people attended workshops across the global firm, most in-person, and developed the values. The working group put the finishing touches on the final version, but the hard work had already been done by our people in those sessions. We can truly say that our firm values were 'discovered' not 'created'. And, as a result, their launch was met with positivity and enthusiasm. And crucially from senior people as well as younger generations.

The People in Law Award for Best Internal Engagement Initiative was a fantastic reward for the enormous effort of planning and insight from the Culture Team. It set a perfect seal on a successful project and gave all of us a night to remember for the rest of our careers."

Richard Album, Director of Partner Development and Integration, Watson Farley & Williams

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MOST INNOVATIVE PEOPLE INITIATIVE

WINNER:



"We won the Most Innovative People Initiative for our HL Global Mobility programmes, which set us apart in the legal market. Through three distinctive programmes – HL Ambassador, HL Passport, and HL Bridge – which combine under a single umbrella to offer our partners, lawyers, and Business Team professionals the opportunity to truly experience our global network by spending time working in another international office. What makes these programmes unique is our inclusive approach, offering international opportunities to all our people.

These awards underscore our commitment to our people – one of our five strategic priorities – and reinforce our focus on attracting, retaining, and developing top talent and being recognized as an employer of choice. We're incredibly proud of these initiatives and delighted to see our work celebrated."

Jen Baird, Senior Manager – People and Recruitment Brand, Hogan Lovells

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BEST PEOPLE PROFESSIONAL

WINNER:

WATSON FARLEY
&
WILLIAMS

"I was completely surprised and genuinely honoured to have been nominated for the Best People Professional Award 2025 at the People in Law Awards. To find out I had won was an incredible moment and one I'm hugely grateful for.

I'm incredibly passionate about the work I do and I feel very fortunate to be part of a firm that truly invests in its people and is committed to driving the people agenda forward in a meaningful way. I also have the privilege of working with an exceptional team and brilliant leadership who support, challenge and inspire me every day. For me, this award is a reflection of that collective effort, energy and belief in what we're trying to achieve together, so it really belongs to all of us.

What makes the recognition from People in Law so special is their commitment to highlighting the human side of the legal industry. It's inspiring to see how valued the people profession has become and how crucial HR and wider people teams are in shaping the future of law firms. Hearing so many incredible examples of the innovative, thoughtful and impactful work happening across firms around the country was a real reminder of the difference our community makes."

Naomi Crozier, Senior Culture & Engagement Manager, Watson Farley & Williams

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RISING STAR

WINNER: NADIA HEMMINGS Clarion

"Winning the Rising Star award at the People in Law Awards was an incredible moment in my career. Having joined Clarion as their first dedicated in-house recruiter, I have been passionate about shaping inclusive recruitment practices and building a candidate experience that reflects our values and culture. To be recognised for that work, particularly so early in my time in the legal sector, feels both humbling and motivating.

I know I wouldn't have achieved this without the support of my colleagues at Clarion, who have given me the platform and encouragement to try new ideas, share best practice, and make a difference. The award has given me renewed confidence to

keep pushing to make the entire recruitment process better for all stakeholders, and to keep learning from others in the legal space as well as those outside the sector to help showcase what great recruitment looks like.

The evening itself was a real highlight, a great chance to get dressed up and celebrate alongside my talented colleagues and so many talented professionals from across the sector. I'm hugely grateful that through me the People in Law Awards have recognised the contribution recruitment and talent professionals have in shaping the future of law firms, and to the sponsors and organisers for making it such a memorable occasion."

Nadia Hemmings, Talent Manager, Clarion

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BEST PEOPLE LEADER

WINNER: REBECCA WARDLE trowers & hamlin

"I was absolutely delighted to have been awarded the Best People Leader award at the People in Law Awards 2025. Working at Trowers & Hamlins is something that fills me with great pride as we have an amazing team of people at every level who make the job rewarding every day. The work that I do can only be done with the support of the people around

me, and I am really proud of our Gender Action Plan which is focused on driving real, effective change, as well as our Solicitor Apprenticeship programme which has at its heart opening up the profession to the wide pool of talent that is out there. It was a brilliant evening and I want to thank everyone who made the event possible!"

Rebecca Wardle, Partner, Trowers & Hamlins

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HR TEAM OF THE YEAR

WINNER: THREE CROWNS

"We were incredibly proud to be named HR Team of the Year by People in Law, particularly given the strength of the competition. It was great to receive external recognition for the dedication, collaboration, and creativity of our team, and to demonstrate what a small, agile HR team can achieve.

We are grateful to People in Law and the judges for recognising our commitment to strengthening and advancing HR practice within the legal sector, and very much enjoyed the opportunity to celebrate with colleagues and peers at the awards evening."

HR Team, Three Crowns