



Diversity and equal opportunities

Browne Jacobson LLP is committed to providing and promoting equal opportunities.

All applicants, employees and partners receive equal treatment regardless of race, colour, nationality, ethnic or national origins, sex, sexual orientation, gender reassignment, sexual orientation, marital/civil partnership status, religion or religious belief, pregnancy or maternity, age or disability. We continually monitor and update our benefits, policies and procedures to promote equality, fairness and a positive work-life balance.

All existing and new positions and promotions within the firm are open to anyone, the sole criteria being the individual's ability to perform the job in question.

We are happy to publish details of the demographics of the firm, in response to recommendations by the Department of Constitutional Affairs.

Diversity information as recommended by the Department of Constitutional Affairs.

	Male	Female	Declared non-minority ethnic	Declared minority ethnic	Part Time Working
Firm	33%	67%	92.7%	7.3%	16.8%
Partner	72.7%	27.3%	98.5%	1.5%	9.1%
Associate	43.2%	56.8%	93.2%	6.8%	31.8%
Solicitor	32.9%	67.1%	94.9%	5.1%	8.9%
Trainee Solicitor	41.2%	58.8%	100%	0%	0%
Legal Executive	55.6%	44.4%	100%	0%	11.1%
Trainee Legal Executive	0%	100%	100%	0%	33.3%
Barrister Non QC	50%	50%	100%	0%	0%
Other Lawyers	34.1%	65.9%	78%	22%	19.5%
Non legal management	27.3%	72.7%	90.9%	9.1%	13.6%
Legal support	3.7%	96.3%	92.6%	7.4%	13.9%
Non legal support	32.6%	67.4%	90.7%	9.3%	29.1%