

# Browne Jacobson appointed to first Social Mobility Commission Employer Advisory Group

01 December 2022

Browne Jacobson can announce that the firm has been chosen as one of 13 UK businesses who will form the Social Mobility Commission's (SMC) new Employer Advisory Group. The Employer Advisory Group has been put in place to drive social mobility in the workplace in the UK and support the Commission's employer focused programme of work.

Comprising businesses across a wide variety of sectors, from law to healthcare to construction, the group will share best practice and partner with the SMC to develop resources that organisations need to support social mobility.

Browne Jacobson's representative on the Advisory Group will be People Director Declan Vaughan.

Declan leads a team of HR, L&D, D&I and knowledge management practitioners, helping the business envisage its people strategy. He also leads the D&I team and sets their strategy. Appointed as a PLC board director at 31, he has extensive experience of developing long range HR strategies, building organisational infrastructure and change management. From early adoption of anonymised applications and use of RARE algorithms, to a vibrant outreach programme including Browne Jacobson's national FAIRE (Fairer Access Into Real Experience) programme, which reaches out to students from low socio-economic backgrounds, his HR team are making huge changes within the legal sector. His and his team's contribution has been recognised on many occasions, most noticeably when the firm was ranked no.1 in The Social Mobility Foundation's Employer Index in 2021.

**Declan Vaughan** said: "I'm excited to have been chosen to represent Browne Jacobson in the Social Mobility Commission's new Employer Advisory Group! Browne Jacobson is deeply committed to increasing social mobility, both internally and in the wider community, and we're proud that our contribution has been recognised in this way. As the UK's leading employer for social mobility, I'm looking forward to sharing best practice, and supporting the Commission's employer focused work."

Members of the SMC Employer Advisory Group were chosen after a competitive application process. You can find more information about the group, and the other members, on the Social Mobility Commission website.

## Contact



**Henrietta Scott**

Head of Marketing

PRTeam@brownejacobson.com

+44 (0)330 045 2299

