

Browne Jacobson wins Equality, Diversity and Inclusion Award for Small Employers at the Personnel Today Awards 2023

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UK and Ireland law firm Browne Jacobson wins the Equality, Diversity and Inclusion Award for Smaller Employers at the Personnel Today Awards 2023.

The firm has been recognised for its landmark social mobility programme to increase diversity and inclusion across the firm.

In 2021, the company introduced the FAIRE (Fairer Access into Real Experience) programme, which provides work experience opportunities tailored for individuals from lower socio-economic backgrounds. The annual FAIRE events have attracted over 23,500 students from more than 2,000 schools. Notably, the virtual insight event in 2021 marked the UK's largest legal virtual work experience event, with participation from over 7000 individuals.

Furthermore, Browne Jacobson established a dedicated mentoring programme for aspiring Black lawyers, collaborated with Forage to launch an interactive online work experience initiative aimed at broadening access for aspiring young lawyers, and was chosen as one of only 13 UK businesses to join the Social Mobility Commission's new Employer Advisory Group.

Ranked second in the Social Mobility Foundation's Employer Index 2023 following two consecutive years of a first place ranking, Browne Jacobson has established a nationwide reputation for its steadfast commitment to advancing diversity and inclusion within the legal profession. Since 2016, the firm has introduced various initiatives to transform its trainee recruitment processes. These changes include eliminating academic barriers, anonymising applications, and directing outreach efforts toward areas with limited social mobility opportunities.

Senior Partner at Browne Jacobson, Caroline Green, said:

"We are deeply honoured to receive the Equality, Diversity and Inclusion Award for Smaller Employers at the Personnel Today Awards 2023. At Browne Jacobson, we are passionate about the transformative power of inclusivity and are dedicated to breaking down barriers that hinder progress in the legal profession. Our initiatives, from removing academic barriers in trainee recruitment to our pioneering FAIRE programme, have allowed us to make a real impact on the lives many students who would not previously have had the opportunities we have been able to provide. We are delighted to have been recognised for our efforts and will continue to champion inclusivity, ensuring that everyone - whatever their background - has an opportunity to thrive in the legal industry."

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