

# Browne Jacobson receives Parenting Policies Award at Working Dads Employer Awards

18 July 2025

Browne Jacobson's commitment to supporting working fathers and [promoting gender equality in the workplace](#) has been honoured with an award.

The UK and Ireland law firm received the Parenting Policies award at the Working Dads Employer Awards yesterday (17 July).

The awards, co-founded by the Equal Parenting Project and Music Football Fatherhood in 2022, highlight employers' outstanding efforts to support working dads in taking on childcare responsibilities while advancing gender equality. The programme is backed by organisations including The Chartered Institute of Personnel and Development (CIPD), The Confederation of British Industry (CBI), Business in the Community (BITC), Working Families, and the Fatherhood Institute, amongst others.

## Supporting families

This recognition comes following the firm's significant enhancement to paternity, co-parent, and co-adopter leave policies. The changes, which came into effect in September 2024, now entitle colleagues to take up to 26 weeks of leave – with the first 13 weeks fully paid and an additional 13 weeks at half pay. This represents a substantial increase from the previous two-week allowance.

These enhanced policies form part of the firm's broader suite of family-friendly initiatives, including life leave, fertility treatment support, pregnancy loss provisions, flexible working arrangements and sabbatical opportunities. Together, these measures position Browne Jacobson among the leading firms in the legal sector for family leave benefits.

## The bigger picture

[Anja Beriro](#), Partner at Browne Jacobson, and champion of the firm's gender equity and working families networks, said:

*"All the research shows that giving fathers and other non-pregnant parents at least six weeks' leave after the birth of a child is key to retaining women in the workforce longer term and allowing for career progression. Equally important is the positive impact on the mental wellbeing of both parents, as well as forging stronger bonds with their child."*

*"Browne Jacobson's passion is being at the forefront of society's biggest issues, not just across the clients and projects we support, but via the culture we develop in the firm. Ensuring all our staff feel supported at such a crucial time in their lives is hugely important to us. We wanted to make sure all parents felt empowered to make decisions without the worry of financial or other detriment."*

*"I am so proud of everyone involved in the decision to equalise our paid parental leave offering, allowing for up to 26 weeks of paid leave, and delighted it has been recognised at the Working Dads Awards. Knowing that experts have deemed the approach our firm has taken as worthy of an award is a huge endorsement."*

This award reinforces the firm's commitment to creating an inclusive, supportive work environment that recognises the importance of family life while driving meaningful change in workplace culture across the legal sector and beyond.



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