

Browne Jacobson tops employer index for social mobility

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UK and Ireland law firm Browne Jacobson has secured the number one position alongside PwC in the Social Mobility Foundation's prestigious Social Mobility Employer Index for 2024, marking its third time in the top spot and fourth consecutive year as the leading law firm for social mobility.

The Social Mobility Employer Index, widely recognised as the definitive benchmarking tool for social mobility, evaluates employers across eight key areas*. This year, 150 businesses and organisations submitted entries to the index, of which 46 were law firms. The judges were particularly impressed by Browne Jacobson's innovative approach, commitment to continuous improvement, and its status as a law firm with a dedicated social mobility team.

Richard Medd, Managing Partner at Browne Jacobson, commented:

"Securing the top spot in the Social Mobility Employer Index is a landmark achievement that reflects our unwavering commitment to creating a truly inclusive legal sector, and being at the forefront of society's biggest issues. We've long believed that talent can come from anywhere – it should never be defined by background or postcode, and this recognition validates our innovative approach to breaking down barriers in the profession."

Caroline Green, Senior Partner at Browne Jacobson, said:

"While we're proud of this accolade, the real victory lies in the lives we've impacted, the industry standards we've helped to reshape and the clients we've helped and continue to help in supporting their social mobility ambitions. This is an ongoing process of continuous improvement – one which we are wholly committed to."

Tom Lyas, Head of Resourcing and Social Mobility at Browne Jacobson, added:

"This number one ranking is more than an accolade – it's a testament to our firm's DNA. By championing social mobility, we've not only expanded opportunities for talented individuals from all backgrounds but also enriched our firm with diverse perspectives that drive innovation and excellence. Our approach has always been about setting new standards in the legal sector, and this recognition inspires us to push even further in ensuring the law is accessible as a career to everyone with the talent and ambition to succeed."

Sarah Atkinson, CEO of the Social Mobility Foundation, said:

"Congratulations to Browne Jacobson for placing joint-first in the Top 75 in this year's Social Mobility Employer Index. Returning to the top spot for the third time since the Index launched is a significant achievement, showing real dedication to ensuring their workplace is open to everyone, regardless of background."

"Employers that join the Index recognise that the workplace is as important as the classroom for improving social mobility. They are leaders in creating a culture where everyone can thrive, leading to more representative, innovative, successful organisations."

As part of its comprehensive approach to social mobility, Browne Jacobson has pioneered several unique initiatives in the legal sector. The firm's FAIRE (Fairer Access Into Real Experience) programme has revolutionised how law firms encourage diverse talent into the profession, offering students equal access to paid work experience that can pave the way for a career in the legal sector. The programme is next being held on 29 October and aspiring solicitors can find out more and RSVP here:

[Register for FAIRE 2024](#) →

Additionally, the REACH Mentoring scheme, a six-month programme aimed at increasing representation for Black lawyers, has seen significant success with 85% of participants meeting socio-economic criteria.

The firm's external advocacy has been particularly noteworthy, with initiatives including:

- Client-supported outreach delivery, with 16 lower socio-economic background students completing work experience at major corporate businesses
- Sharing best practices with public and private sector clients
- Consulting on increasing socio-economic diversity in hiring, leading to revolutionary changes in recruitment processes at multiple organisations

Building on its position as the top law firm for social mobility for the fourth consecutive year, Browne Jacobson has announced two new initiatives:

- The firm will be launching a **client incubator** early next year, designed to help clients develop and implement their own social mobility strategies.
- Additionally, the firm will host a **free webinar** sharing insights into its award-winning social mobility approach, offering other organisations the opportunity to learn from its success.

Social mobility webinar →

[/insights/advancing-social-mobility-in-business-insights-and-best-practices](#)

The Social Mobility Foundation's Social Mobility Employers Index can be [accessed here](#).

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