
Promoting a Disability Confident Culture at Browne Jacobson

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Contents

Introduction	01
Promoting disability inclusion in the workplace	02
Supporting our people	03
Diversity data	05

Introduction

At Browne Jacobson, we're committed to building a law firm that reflects the society we serve.

We strongly believe in the power of diversity, equity and inclusion, and this includes our approach to disability. Our DEI strategy is designed to address not only physical disabilities but also non-visible disabilities, neurodiversity, and long-term conditions, including mental health and chronic illnesses. This report is designed to help shine a light more specifically on the work that we're doing to advance disability inclusion.

We recognise that data monitoring and transparency is critical to measuring our progress, which is why we have voluntarily published our [Disability Pay Gap](#) for the past three years. Last year, we took action to address our disability employment gap through the recruitment, development, and retention of employees and partners with disabilities which led to our certification as a level 2 Disability Confident Employer in December 2023.

However, our efforts towards creating a fully inclusive firm do not stop there. As part of our ongoing commitment, we're now actively working towards becoming a level 3 Disability Confident Leader in 2024. We are proud of the progress we have made so far, but we recognise that there's always more work to be done.



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Our workforce should be reflective of the clients we serve and the communities we operate in.

We strive to be at the forefront of society's biggest issues and use our position and influence to offer equality of opportunity for all.

As such, our aspiration is to be the most diverse, equitable and inclusive law firm in the UK and Ireland, creating a workplace in which everyone can thrive and succeed.

Promoting disability inclusion in the workplace

We promote disability inclusion by:

- Implementing **inclusive hiring practices** including offering interviews to applicants with disabilities who best meet the minimum criteria for a role through the **Disability Confident scheme**.
- Actively signposting **reasonable adjustments** at all touchpoints in our recruitment, onboarding and promotion processes.
- Publishing our **assistive technology solutions** to ensure that people have access to the tools and systems they might need.
- **Consulting with our Disabilities and Conditions community** when we introduce **new training or systems** to the firm to ensure they are accessible to everyone.
- Providing **disability awareness training** to our recruitment and HR advisor teams to continue to build awareness and education.
- All internal senior promotion candidates are asked to demonstrate their commitment to advancing DEI, including disabilities.

We promote a culture of disability confidence by:

- Ensuring that **new joiners are informed about all the support we provide** for disabilities and conditions during their onboarding and induction.
- Encouraging **open and honest communication** about disability-related issues to help promote disability confidence. This includes **creating a safe and supportive environment** where employees feel comfortable discussing their needs and concerns.
- Collaborating with our Disability and Conditions community to work alongside our management teams and **run webinars, drop-in sessions, and internal blogs** to build awareness, education and advocacy.
- Providing an **internal disability and conditions webpage** with resources for further information and support and how to join our internal disability and conditions community.
- Using **storytelling** as a powerful tool to share lived experiences.
- Voluntary publishing our **Disability Pay Gap**.



Supporting our people

We actively support our people to manage their disabilities and health conditions by:

- Ensuring our **HR advisors** are equipped to discuss reasonable adjustments, assistive technologies, occupational health referrals, and access to work submissions.
- Offering **private healthcare** that everyone has the option to opt into so our people have access to the medical support they need.
- Providing access to a **confidential 24/7 helpline** for 'in the moment' support, including access to qualified counsellors through our Employee Assistance Programme.
- Promoting our **flexible working policy** which could include flexible work schedules, remote working and modified job duties.
- Actively advertising and embedding the **various avenues of support available** to people through **disability inclusion campaigns**.

We support the mental health and wellbeing of our people by:

- Organising **activities** such as walks, in-office massages, and exercise classes to **promote the health and wellbeing** of our people.
- Having **health-related support communities**, such as our menopause community and trained menopause champions.
- Offering **trained mental health first aiders** who can listen and signpost support.
- Providing **Mental Health Pathways** for our people, a tailored support to treatment through our private medical cover.
- Ensuring we have a **dedicated wellbeing intranet site** to signpost to resources.
- Offering **REACT mental health support** internally, a framework to help colleagues and managers to have supportive conversations with a colleague about their mental health.
- Making available the TRiM programme (Trauma Risk Management), an internal **trauma-focused peer support system** designed to help anyone who has experienced a traumatic, or potentially traumatic event, whether as a result of handling certain legal matters or from life events.

Supporting our people

We value the unique contributions of all our employees, and our goal is to promote disability confidence and create a culture that celebrates everyone's strengths and abilities.

We are committed to continuing our efforts to create a fully inclusive firm where everyone can thrive and succeed.



Diversity data

We approach DEI with the same discipline and rigour as any other business priority. We set goals, share them publicly and use data to measure impact. We seek to continuously improve and increase our impact, and we hold our leadership accountable for this.

We know that transparency is important and, as in previous years, we will report more broadly than the mandatory reporting requirements by including ethnicity, disability, and social mobility as well as gender.

[Click here to read our 2023 Pay Gap report.](#)



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