

# Browne Jacobson honoured for innovation at enei's 2024 Inclusivity Excellence Awards

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Browne Jacobson has been honoured for its innovative approach to diversity, equity and inclusion (DEI) by a leading employer network.

The UK and Ireland law firm won the Innovative Approach to Diversity, Equality and Inclusion category at the [2024 Inclusivity Excellence Awards](#), held at the Institute of Physics in London on Wednesday 28 November.

Run by the Employers Network for Equality and Inclusion (enei), the awards celebrate organisations and individuals that are making a significant contribution to promoting inclusivity and diversity in their companies and industries.

The award by enei is the latest recognition for Browne Jacobson, which last month secured the number one position alongside PwC as best employers for social mobility in the UK, in the Social Mobility Foundation's [Social Mobility Employer Index for 2024](#).

The firm was recognised for its [REACH](#) mentoring scheme, a six-month programme aimed at addressing the disproportionate under-representation of Black lawyers working in UK law firms, which stands at just 3%, by growing, nurturing and creating a sustainable pipeline of future Black talent.

Oliver Holmes, Head of DEI at Browne Jacobson, said: "Following our joint-top ranking in the Social Mobility Employer Index, this award is another fantastic recognition Browne Jacobson's unwavering commitment to creating a truly inclusive and representative legal sector."

"Being at the forefront of society's biggest issues often requires new thinking, which is why we are particularly delighted to be recognised for the innovative, holistic approach we have taken to tackling the under-representation of Black talent in the legal profession."

The REACH mentoring programme pairs students with a mentor from Browne Jacobson or one of its partners. Mentors share their skills, knowledge and insights to help the student gain an understanding of what it is like to work in the legal profession. The scheme also includes a two-week work experience placement in one of Browne Jacobson's seven offices.

It has achieved significant success since being piloted in 2022/23 and then launched fully in April 2024, with 54% of its mentees securing employment with the firm in the first year and increasing to 75% in year two.

[Bridget Tatham](#), Partner and Executive Sponsor for Race and Ethnicity at Browne Jacobson, added: "We're very proud of our REACH programme, which continues to develop a diverse pipeline of talent joining Browne Jacobson. Diversity of background, lived experience and thought is critical to truly reflecting our society, and therefore the needs of our broad range of clients.

"Evaluating the success of DEI initiatives is vital, and we were able to demonstrate the impact this scheme has had on our students and mentees, as well as our own employee engagement and collaboration with our client BUPA."

**Applications for the 2025 REACH mentoring programme will open in January.**

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