

Browne Jacobson achieves top accreditation in UK Government's Disability Confident employer scheme

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UK & Ireland law firm Browne Jacobson has been awarded a Disability Confident Leader (Level 3) accreditation by the government's Disability Confident employer scheme, underscoring the firm's commitment to inclusivity.

The news comes as the firm previously reached the Disability Confident Employer (Level 2) status in 2023.

The Disability Confident initiative empowers employers to fully embrace and benefit from the diverse skills and talents that people with disabilities can contribute to their workplace. The Disability Confident Leader (Level 3) accreditation is granted to firms which act as a champion for Disability Confident within their local and business communities, encouraging and supporting other businesses in their supply chain(s) and networks to become Disability Confident.

The accreditation is in recognition of the firm's introduction of number of measures to promote a culture of disability confidence, including:

- Implementing **inclusive hiring practices** including offering interviews to applicants with disabilities who best meet the minimum criteria for a role
- Promoting our **flexible working** policy which could include schedules, remote working and modified job duties
- Ensuring People Advisors and Line Managers are equipped to discuss **reasonable adjustments** and are aware of our suite of assistive technology solutions.
- Offering **private healthcare** that everyone has the option to opt into so staff have access to the medical support they need.
- Ensuring that new joiners are informed about all the support the firm provides for disabilities and conditions during their **onboarding** and induction.

With data monitoring and transparency being critical in measuring progress, Browne Jacobson has voluntarily published their Disability Pay Gap figures for the past three years, as well as taking action to address the disability employment gap through the recruitment, development, and retention of employees and partners with disabilities.

Oliver Holmes, Head of Diversity, Equity and Inclusion at Browne Jacobson, said: *"We're thrilled to have achieved the highest accreditation for the government's Disability Confident employer scheme.*

"Inclusivity is in Browne Jacobson's DNA – we want to create a culture so that everybody can achieve their potential. We also think it is important for us as a sizeable UK & Ireland firm to lead the way. Our journey to improve their DE&I practices does not stop here as we always look to continuously improve."

Mark Blois, Partner at Browne Jacobson and Sponsor for the firm's Disability & Conditions network, said: *"We're so happy to have achieved such an important accreditation that champions disability inclusion, and promotes the building of a fairer society.*

"Our Disability and Conditions network has been a fantastic driving force in helping our firm achieve such an important milestone in its inclusion journey."

The announcement comes as Browne Jacobson recently introduced significant enhancements to its paternity, co-parent, and co-adopter leave policies, underlining its commitment to supporting work-home life balance and gender equality in the workplace, equalising pay.

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