

# Double win for Browne Jacobson at Legal 500 ESG Awards

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Browne Jacobson was recognised at the Legal 500 ESG Awards for the work its people are doing to champion diversity, equity and inclusion (DEI) in the legal sector.

The UK and Ireland law firm won the Best Initiative to Attract and Retain Talent in the Ethnicity category for its REACH (Race, Equality and Cultural Heritage) mentoring programme, while Caroline Green, Senior Partner, won the Social Mobility Champion award.

Browne Jacobson's [REACH mentoring programme](#), led by Bridget Tatham, Partner, showcases the firm's commitment to tackling the under-representation of Black talent in the legal profession.

Its social mobility initiatives include the [FAIRE \(Fairer Access into Real Experience\)](#) events programme, which provide students from lower socio-economic backgrounds with core knowledge about the legal profession, tips for success, and the opportunity to connect with lawyers and start building up a professional network.

More than 37,500 people – aged between 16 and 19, representing 2,100 schools and 90 universities in social mobility “cold spots” – have attended two-day FAIRE events since the initiative launched in 2021.

[Bridget Tatham](#), Partner at Browne Jacobson and REACH programme sponsor, said: *“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 the mentees, as well as our own employee engagement and collaboration with our client BUPA in 2024.”*

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 paid-for work experience placement in one of Browne Jacobson’s 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.

Alongside this, [Caroline Green](#) was named Social Mobility Champion, recognising her ongoing commitment to creating opportunities and breaking down barriers in the profession.

Since her appointment as the firm’s first female Senior Partner in 2019, Browne Jacobson’s commitment to social mobility has been embedded within the firm’s core values as a business – to be at the forefront of society’s biggest issues – leading to the launch of the FAIRE initiative in 2021.

Caroline said: *“When I became Senior Partner, I put diversity, equity and inclusion at the forefront of my manifesto. My message was simple – that I wanted everyone at Browne Jacobson to be able to thrive and succeed. I am incredibly proud of the enormous changes we have made since then and how we have done things that have made a difference.*

*“The legal profession needs a variety of skills. If everyone comes from the same background, with the same experiences and skillset, we won’t be representative of society and we won’t be able to provide the best service to our clients.”*

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