

A modern office interior featuring a lounge area with a curved red sofa and a planter box filled with greenery. The ceiling is decorated with large, circular, illuminated light fixtures. The space is bright and open, with large windows in the background. The floor is a mix of light wood and grey carpet. A long, curved white stripe runs across the carpeted area. On the right, there is a dark blue wall with a poster.

# 2023 Diversity Report

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**Brabners**  
we make the difference

# About Brabners

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**Brabners is a leading independent law firm.**

We are a purpose-led firm with a national reach, that is anchored in the North, and we seek to play our part in demonstrating that business can bring about positive change, by being innovative, diverse and sustainable.

Our mission is to make the difference for our clients, our people and the communities we serve.



# Message from our Chief Operating Officer

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**We have seen an increase in colleagues sharing their diversity data with us, and this is something we're incredibly proud of.**

Doing so is voluntary and in trusting us with their personal data, colleagues are

reflecting and endorsing the unique culture we have developed and fostered.

It allows us to report more accurate diversity statistics for our firm to the Solicitors Regulatory Authority (SRA), which uses this data to promote diversity in the profession.

We are a diverse firm and it is this that allows us to be rounded, informed and better serve our clients.

Each client is different and unique, and we hold a relationship built on trust; to do the right thing and support each other. No matter what.

It is how we feel about our employees, and we developed and launched a People Strategy in 2022 that has Equality, Diversity and Inclusion (ED&I) at its core.

This colleague-led, data informed people strategy, positions us for the now and for the future and, critically it is one that supports and celebrates our unique culture.

Our review was carried out in partnership with our colleagues and this two-way communication

not only informs the strategy, but it also holds us accountable in sharing our progress: a 'you said – we did' approach.

**Here's what we have achieved and implemented so far:**

We have created success profiles and a promotion laddering framework to provide transparency, consistency and fairness for all of our colleagues.

We have also built a Talent arm within the People team enabling us to focus on where and how we find our future talent and colleagues.

This is consistent with our strategic objective to continue to build a more diverse firm, ensuring we attract colleagues with unique and differing backgrounds and experiences, while also tailoring our approach to development once they land with us.

We have revitalised our Early Careers programme with ED&I at the heart of our new approach.

We launched Insight Days, open to the communities surrounding each of our office locations, supporting our social mobility and ED&I agenda, further widening our reach by having no application process.

Candidates experience a day with us, have access to talent across the business and attend networking events.

In addition, we have recently launched a Vacation Scheme. The Vacation Scheme pays the Real Living Wage (in line with our certification) and allows those undertaking the scheme an opportunity to be assessed for a Training Contract. We are also

embracing the changes of qualifications and supporting applicants of both LPC and SQE.

We have created Brabners Career Pathways allowing us to nurture the talent already in our firm. This programme provides internal development programmes, bespoke for both our colleagues' backgrounds and career aspirations.

This ensures our colleagues from differing backgrounds can travel through to qualification whilst continuing employment with us and learning in a way that suits them.

Our colleague-led TAG (Together Action Group), together with the five affinity groups which sit alongside and focus on gender equality, social mobility, LGBT+, BAME and physical & mental health, have been supporting our enabling functions to input into the People strategy and create relevant marketing plans to continue our momentum in driving ED&I initiatives across the firm.

Working closely with our People team, TAG will support on a firmwide policy review and help update performance development programmes in line with a continued focus on how we attract and retain diverse talent within the firm.

We look forward to demonstrating our progress over the coming years and are committed to continuing to develop our unique culture with ED&I at its core.

**Laura Cordingley,  
Chief Operating Officer**

# 2023 Diversity Report

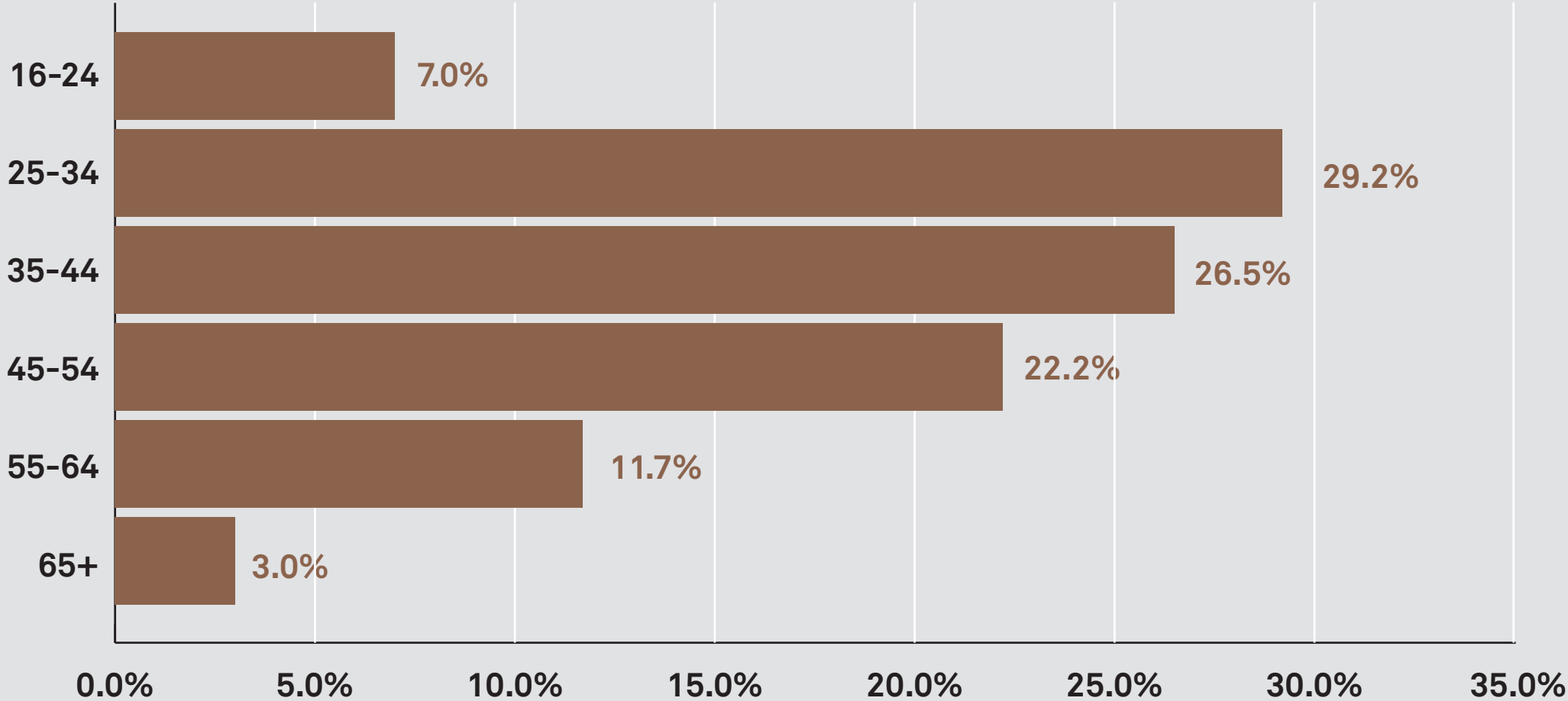
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## Our diversity make-up

- 66% of our people population have disclosed their diversity data, which means we still have further work to do in getting a true feel for the breakdown of our firm.
- Our Firm is predominately made up of Millennials and Gen-X demographic, however 7% of our respondents are Gen-Z, compared to just 3% when we previously reported.
- 5% of respondents consider themselves to have a disability that presents limitations to their normal daily activities.
- 14% of respondents are from an ethnic minority background. An increase of 10%.
- 5% of respondents identify as bisexual, gay or other preferred description.
- 80% of respondents attended a state funded school.
- 34% of respondents are primary carers for children under the age of 18.
- 4% of respondents have caring responsibility for someone with a disability.

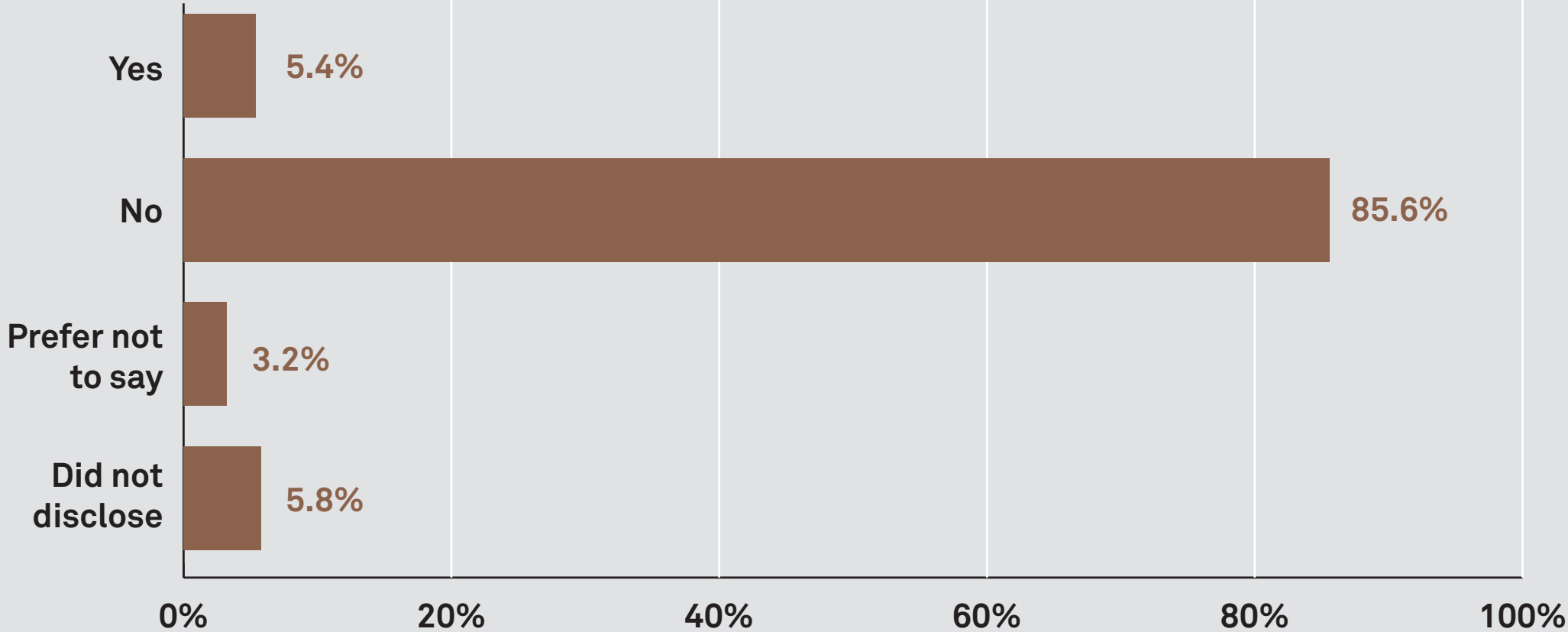
# Breakdown of our results

## Age Category



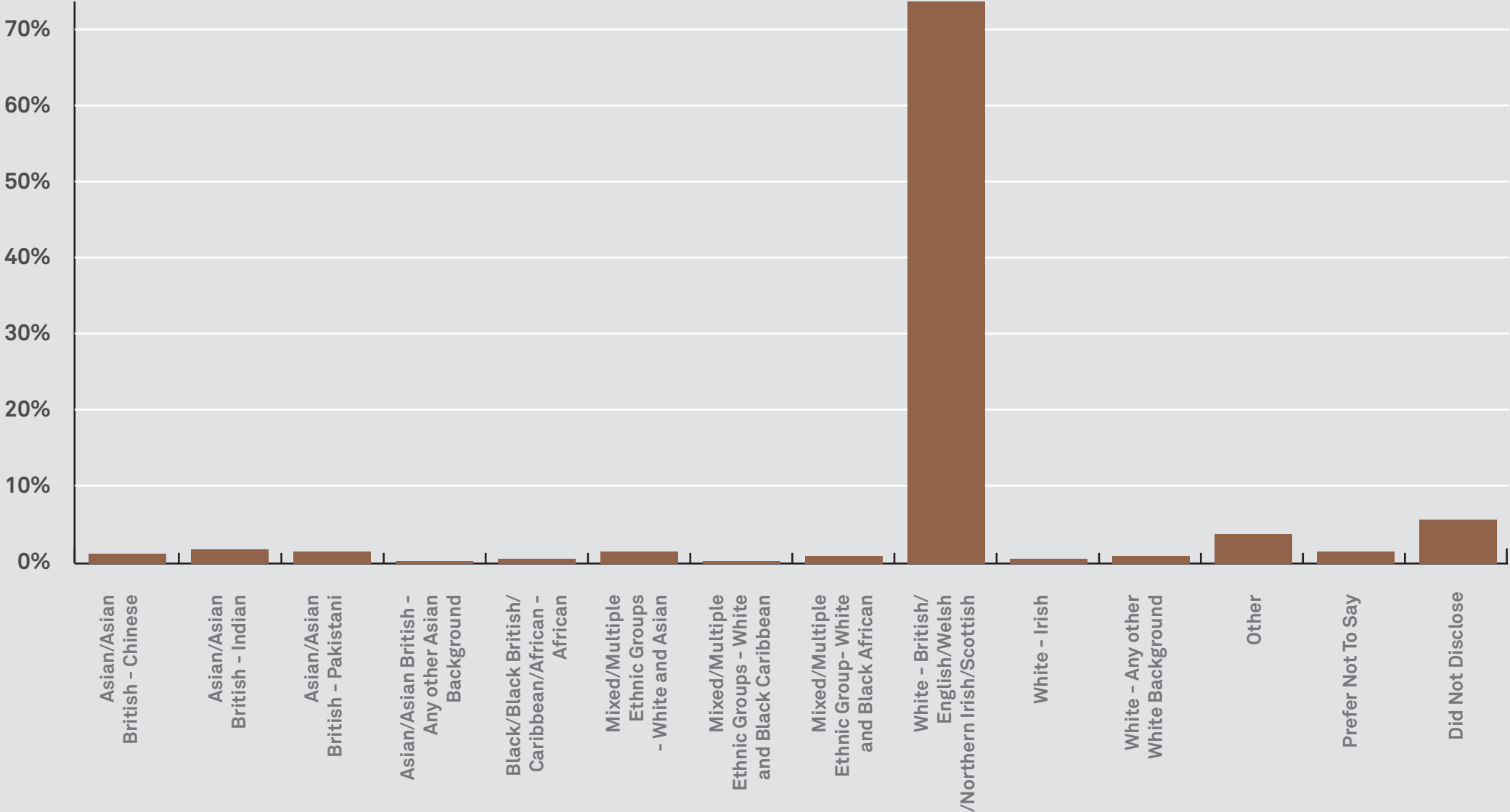
# Breakdown of our results

## Disability



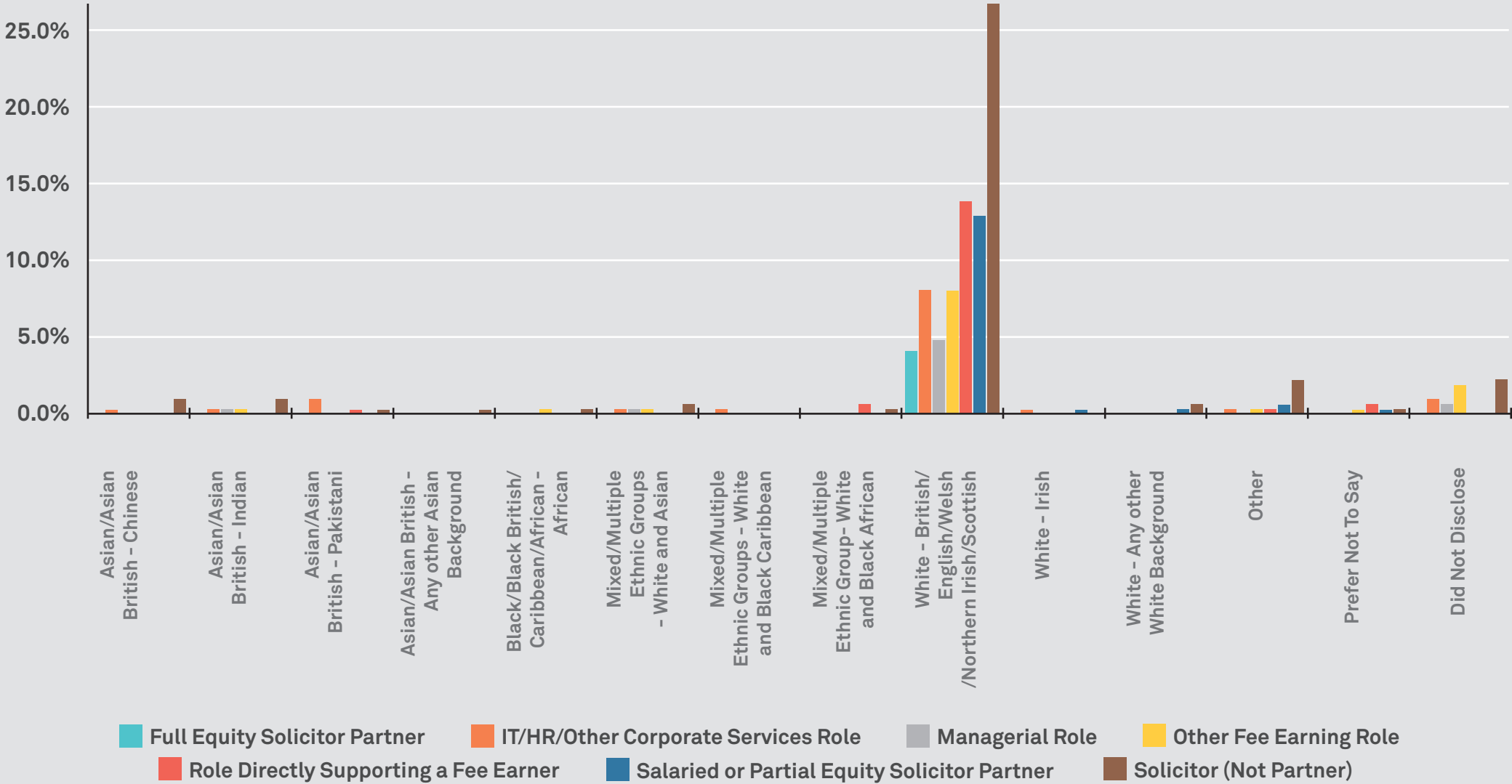
# Breakdown of our results

## Brabners Ethnic Group



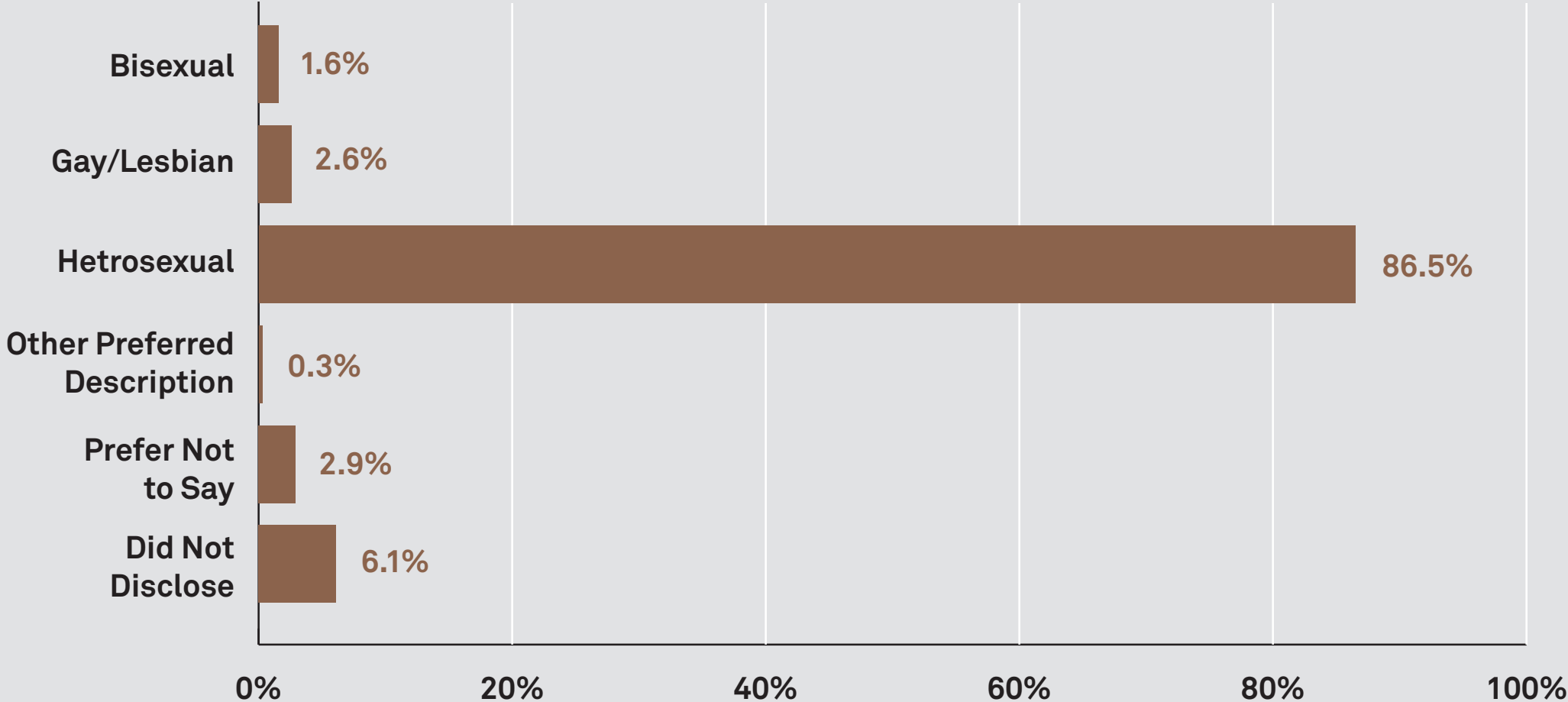
# Breakdown of our results

## Ethnic Group



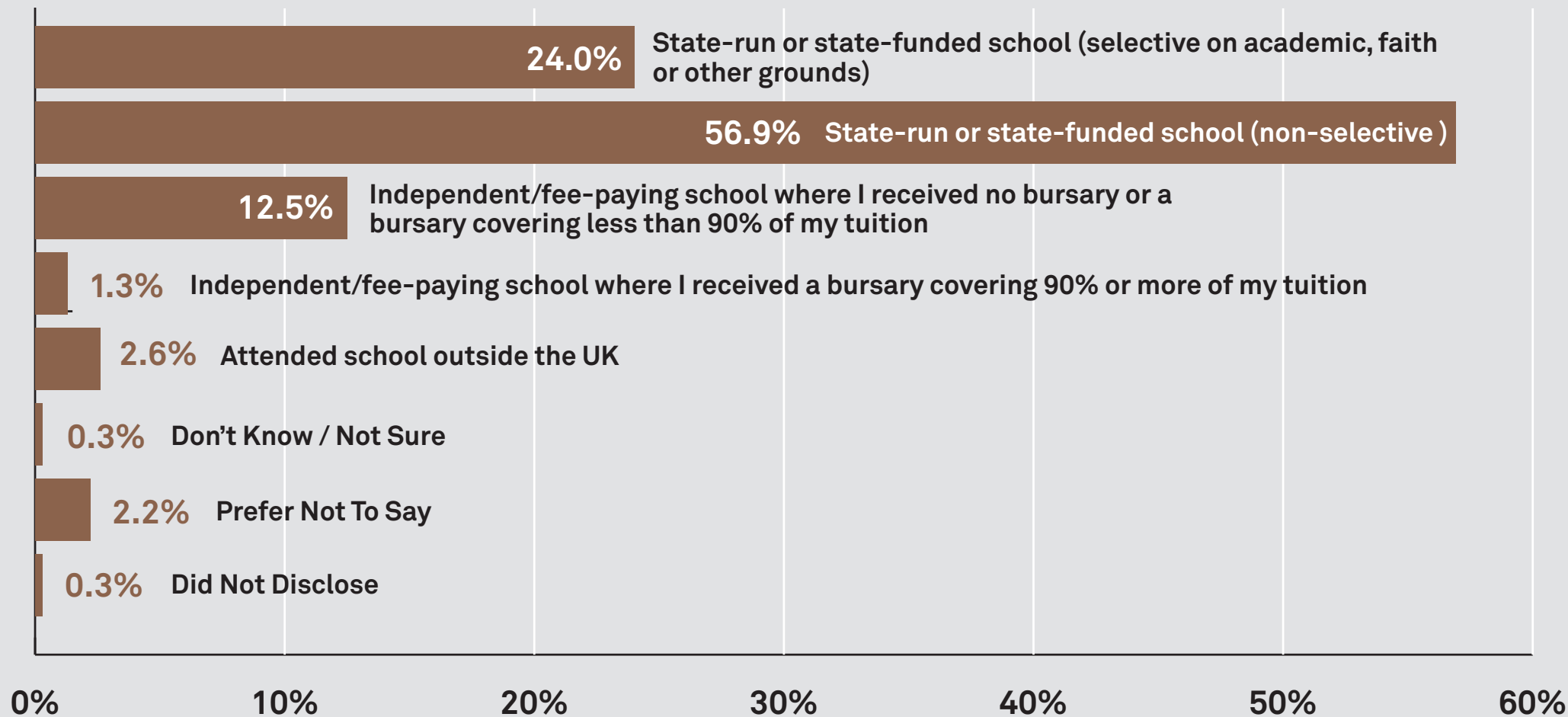


# Sexual Orientation



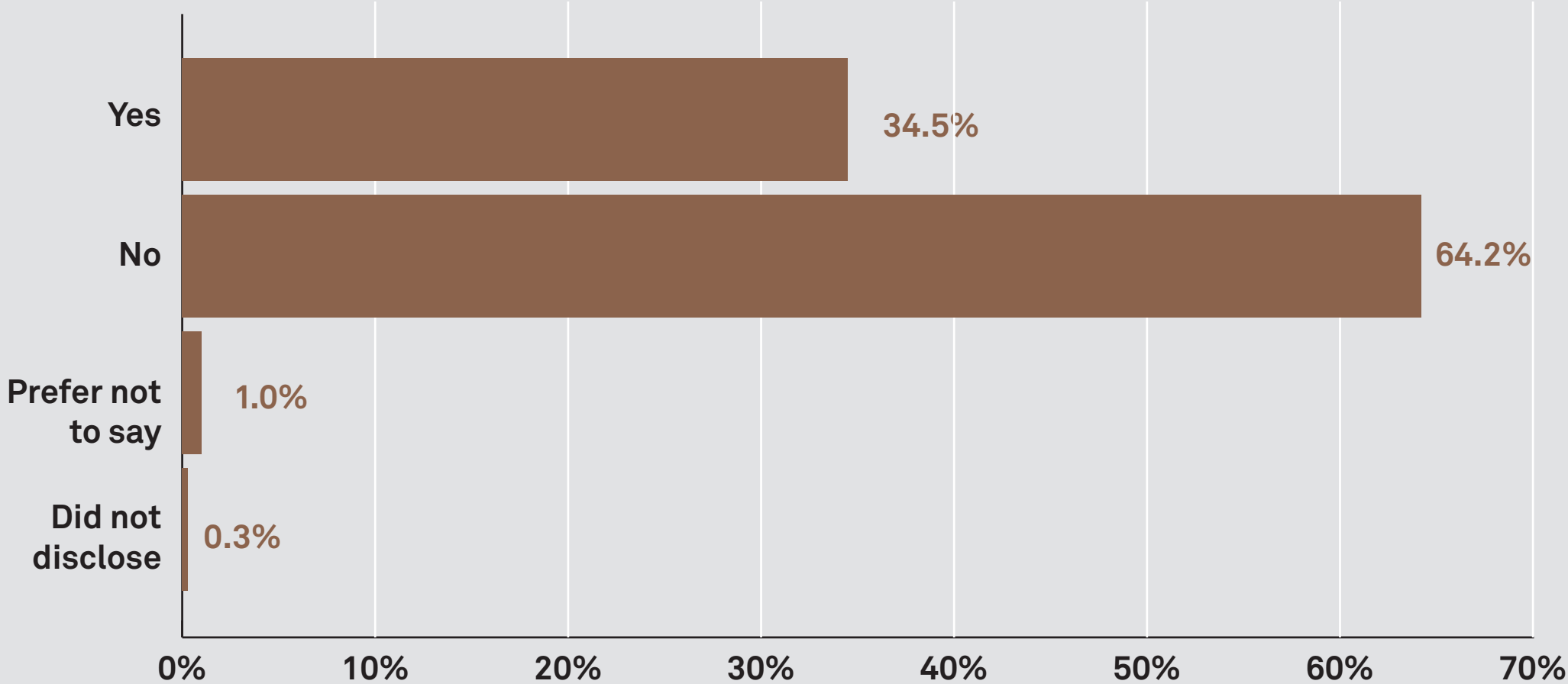
## Breakdown of our results

### School Attended

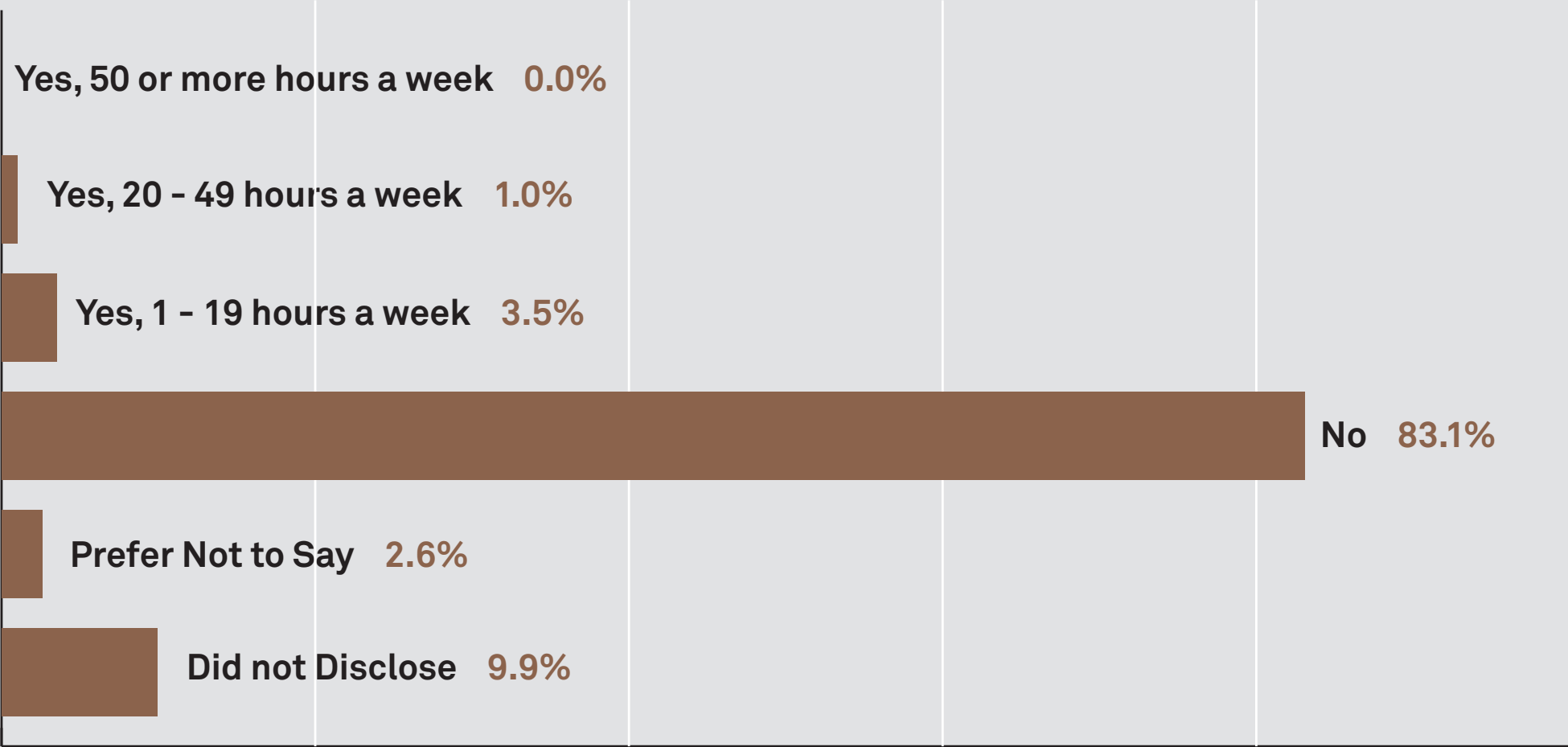


# Breakdown of our results

## Primary Carer



## Caring Responsibilities



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