

# Diversity Report

July 2025



A law firm dedicated to making the difference.





# About Brabners

## 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.





**Laura Cordingley**  
COO

# Committed to Diversity, Equity & Inclusion

**We remain committed to diversity, equity and inclusion and know that is this that fuels innovation, strengthens decision-making, and broadens our collective skillset. This positions us to serve both our diverse colleague and client population.**

Our people are the heart of our culture – we are committed to creating an environment where colleagues are valued, heard and thrive in their role and career.

As part of this, each colleagues' contribution to our diversity data is vital. It enables us to report more accurate diversity statistics for our firm to the Solicitors Regulatory Authority (SRA) contributing to the broader efforts to diversify the legal profession.

Looking ahead a key focus in the coming year is the advancement of how we collate our people's diversity data. We will work collaboratively with the TAG committee and take a proactive approach through education – building trust and transparency around how data is used and the impact it has on our people plans across the firm.

Diversity data and analysis is crucial to evolve our People strategy, helping us better meet the needs of our diverse population and continue to build on our inclusive culture.

We have made some significant progress since we launched our People led strategy in 2022 - reflected in the positive direction of our diversity data and evolving practices.

Our Talent Acquisition team have embedded across the firm supporting our hiring practices. They work alongside our leaders to ensure we are attracting a diverse candidate population. This year, the development of toolkits to support hiring managers will equip both established and emerging leaders across Brabners with inclusive hiring guidance.

Our data shows progress in increasing social mobility, particularly through early careers recruitment; the evolution of insight days and redesigned assessments ensure a fair and equitable assessment for neurodivergent and neurotypical applicants. This is complimented by a vacation scheme that pays the Real Living Wage, our continued investment in apprenticeships via the new Solicitors Qualifying Examination (SQE) route, and by playing our part in the profession's 'Breaking Down Barriers to Law' initiative.

Our Career pathways framework supports the development of all our colleagues across both fee earners and non-fee earning roles. Our pathways provide clear routes to variety of qualifications through SQE and apprenticeship programmes.

We have refined our promotion process to provide both guidance and support in how we recognise all aspects of performance, beyond just financial contributions. To support this and to create an on-going and meaningful dialogue throughout the year, we have introduced a firm-wide performance cycle to retain diverse talent and ensure equitable development.

We've also seen an increase in colleagues who have caring responsibilities for children and dependents, and many now benefit from our agile working commitment. The introduction of light touch and flexible policy guides empower our colleagues to work in a way that suits them.

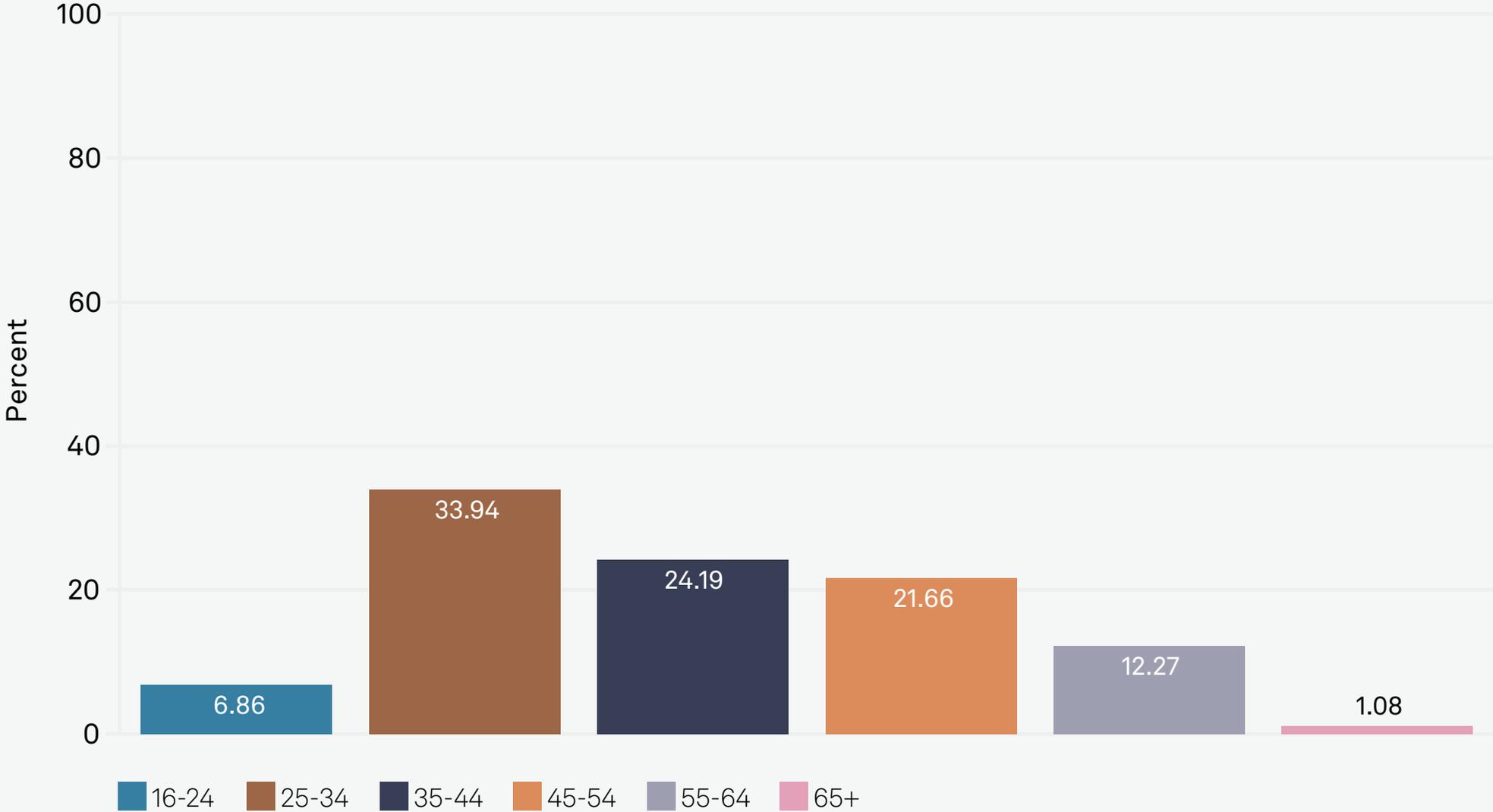
As we move forward, our TAG committee will continue to collaborate closely with our People Team to shape and deliver initiatives that enhance diversity, equity, and inclusion at every stage of the colleague lifecycle. As we progress through our firm's current three-year strategy, our ongoing commitment to attracting, supporting, and developing diverse talent as the Standout as Employer of Choice remains at the core of all we do. This allows us to build on the progress we have made to achieve meaningful and sustainable change.



# Diversity Report 2025

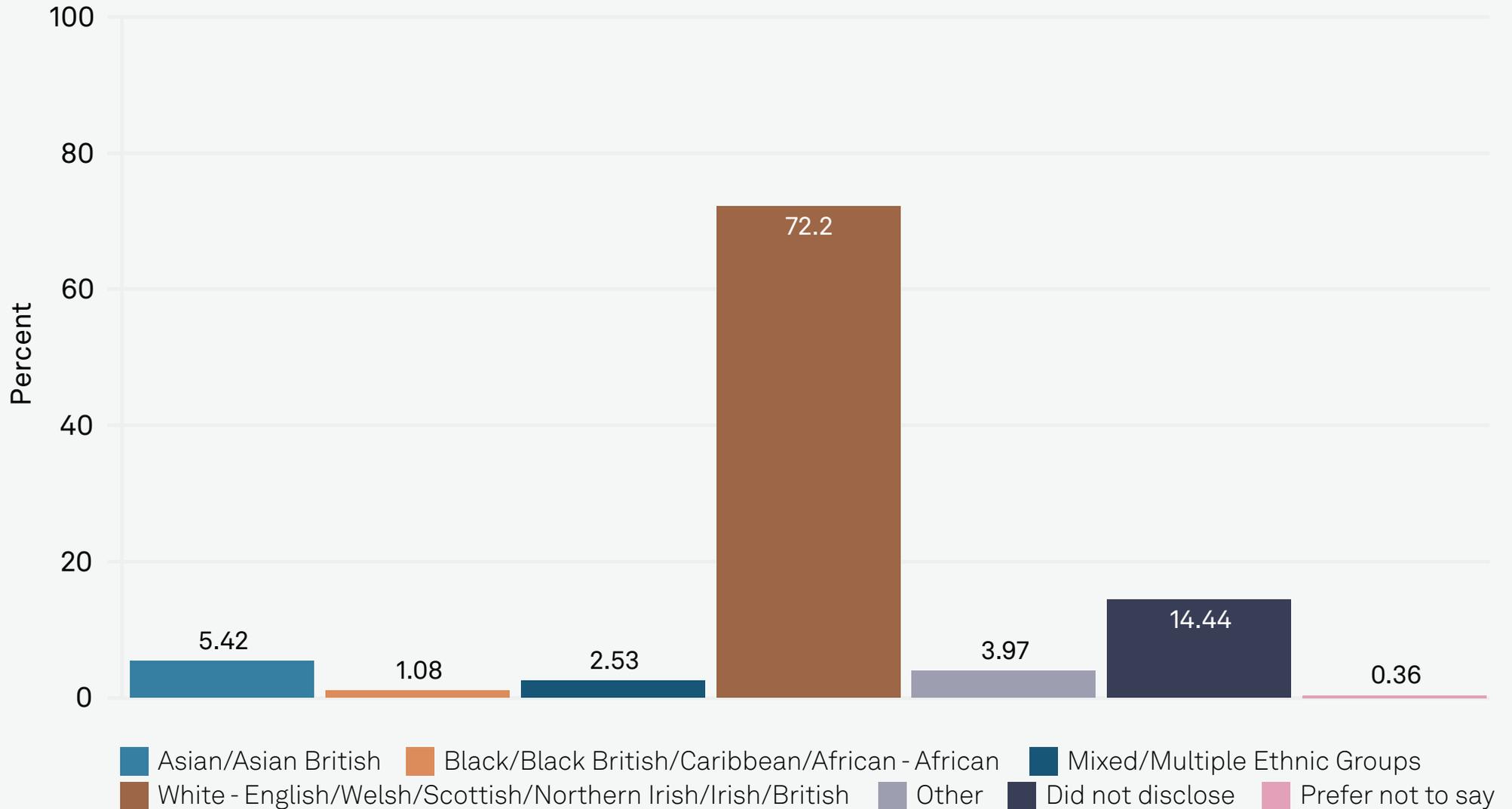
- > 50.5% of our colleagues have disclosed some or all of their diversity data.
- > The demographic make-up of our people remains largely consistent; 'Millennial' and 'Gen Z' demographics make up 65.7% of our people, while Gen X and Baby Boomer colleagues represent the remaining 34.3%.
- > 13.0% of respondents have shared they are from an ethnic minority background.
- > 45.5% of respondents confirmed their religion or belief; 37.2% confirmed they do not practice any religion or belief.
- > 5.4% of respondents identify as bisexual, gay or other preferred description.
- > 30.7% of respondents are primary carers for children under the age of 18.
- > 9.0% share they care for someone with a disability or due to age.
- > 6.5% of colleagues disclosed a disability, an increase of 1% from the previous reporting.
- > 80.1% of respondents attended a state funded school.

# Age Range

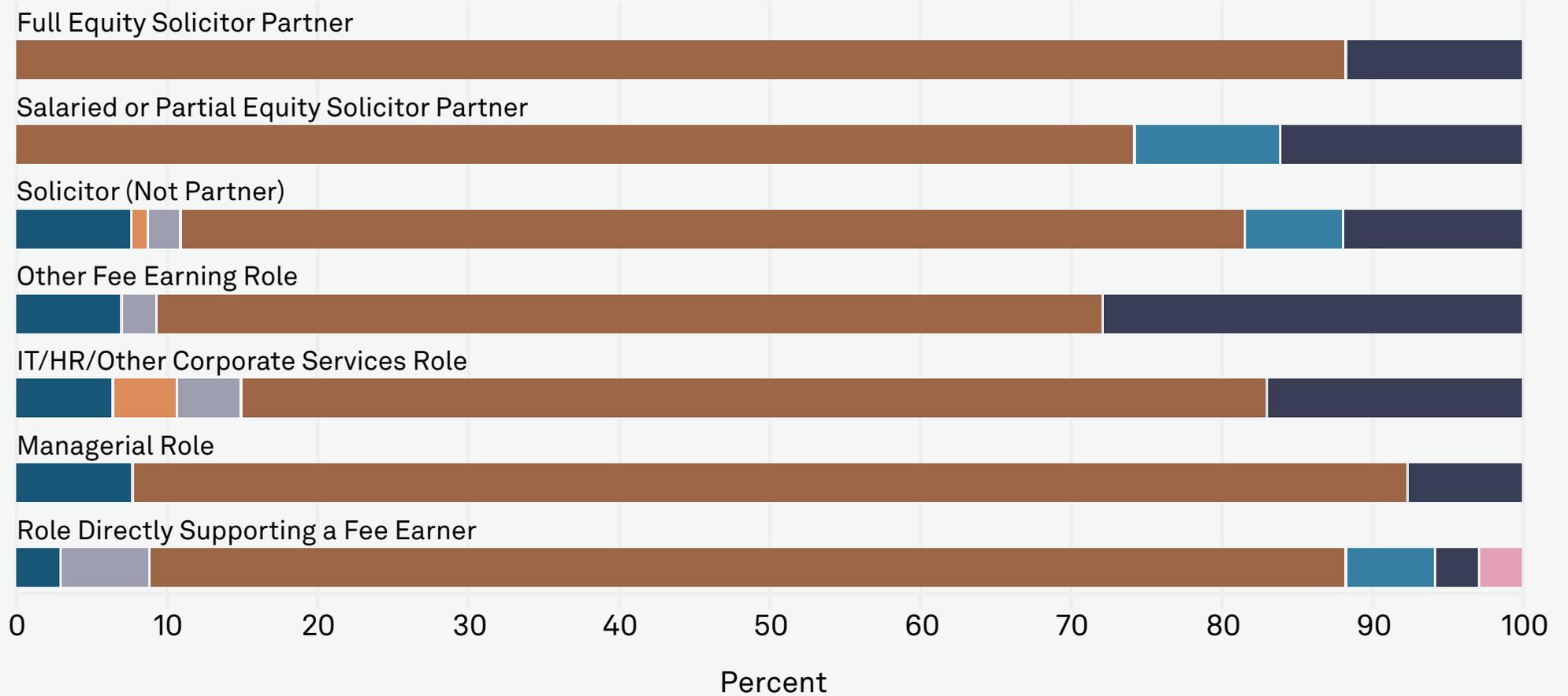


# Ethnic Group

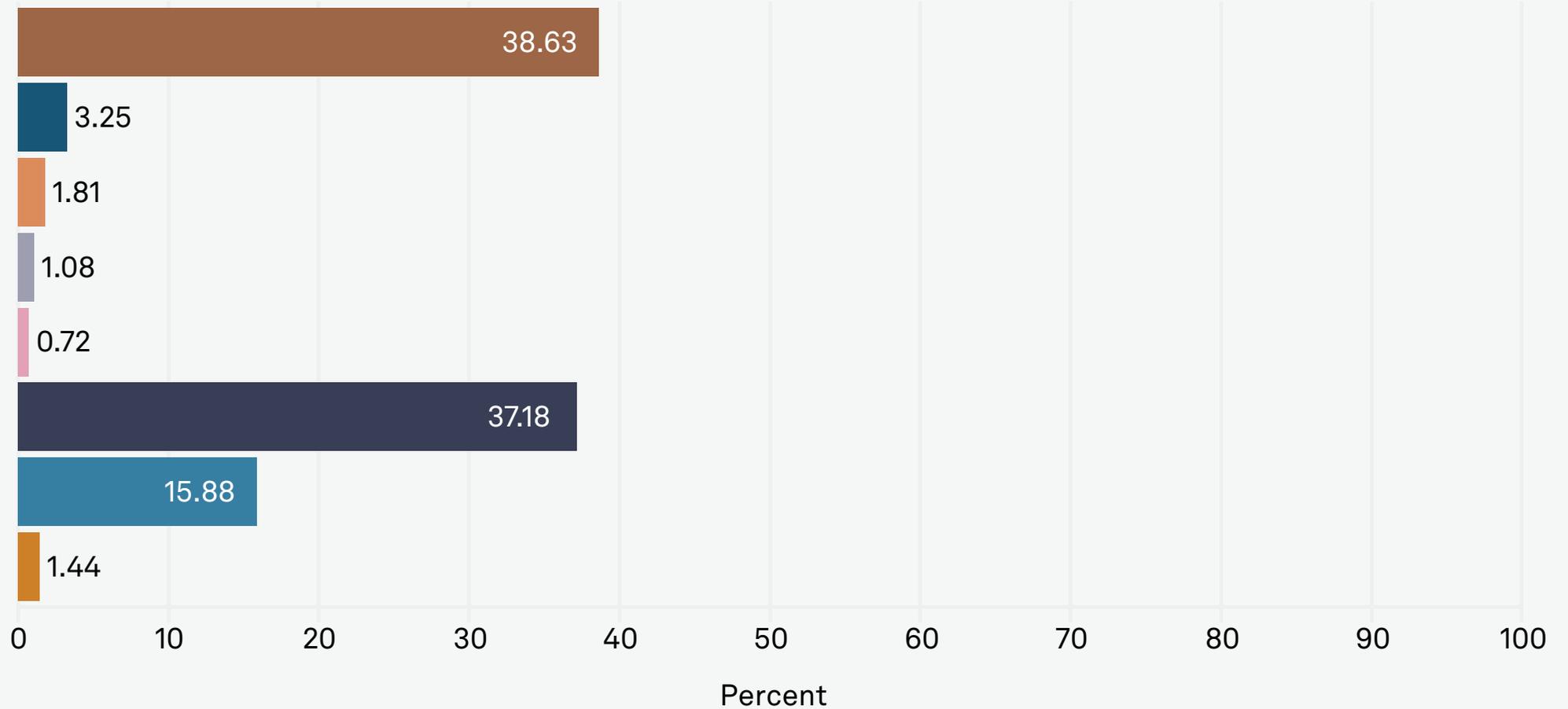
What is your ethnic group?



# Ethnic Group by SRA Role



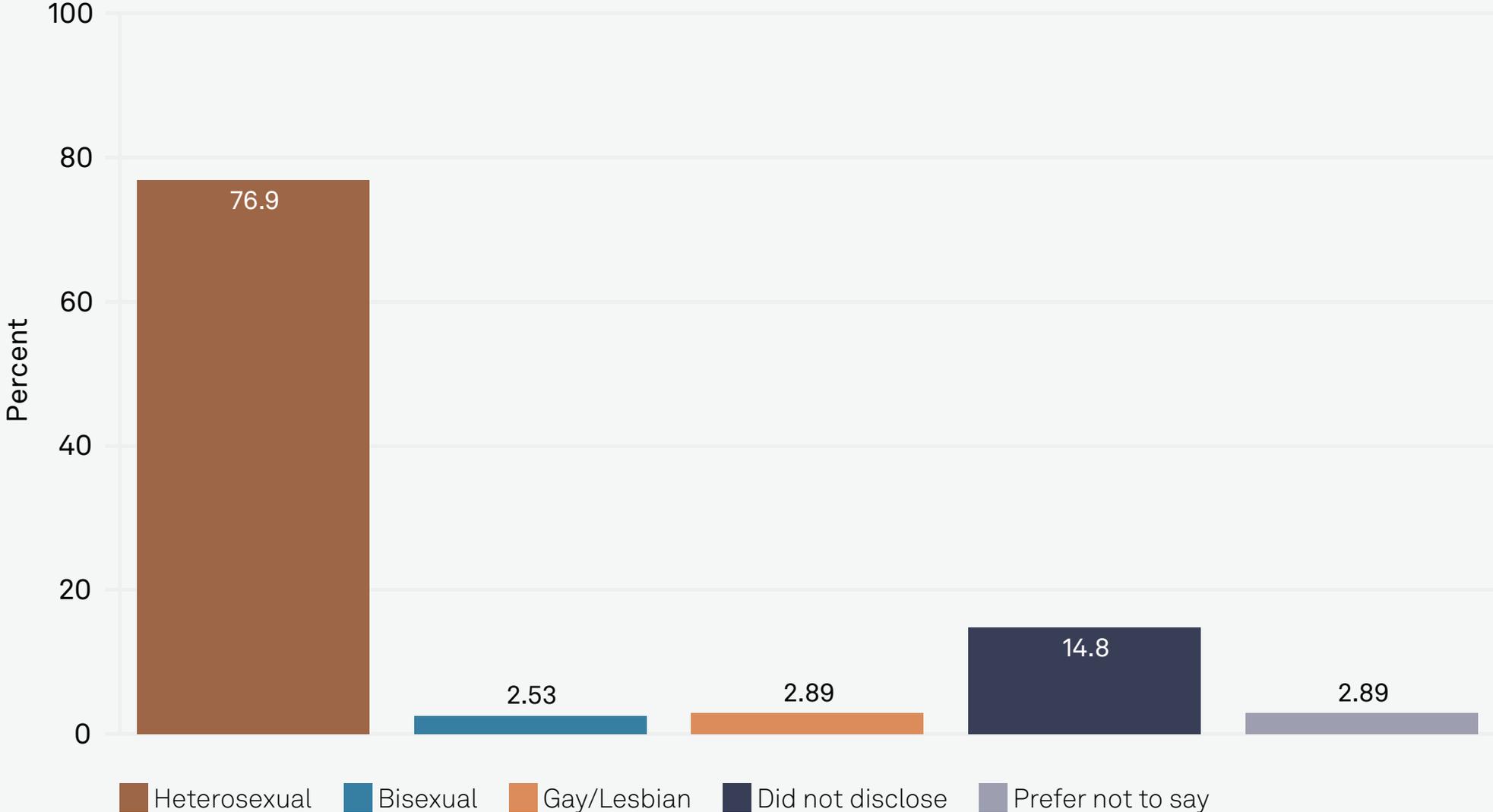
■ Asian/Asian British   
 ■ Black/Black British/Caribbean/African - African   
 ■ Mixed/Multiple Ethnic Groups  
■ White - English/Welsh/Scottish/Northern Irish/Irish/British   
 ■ Other   
 ■ Did not disclose   
 ■ Prefer not to say



Christian Muslim Jewish Sikh Any other religion or belief  
No religion or belief Did not disclose Prefer not to say

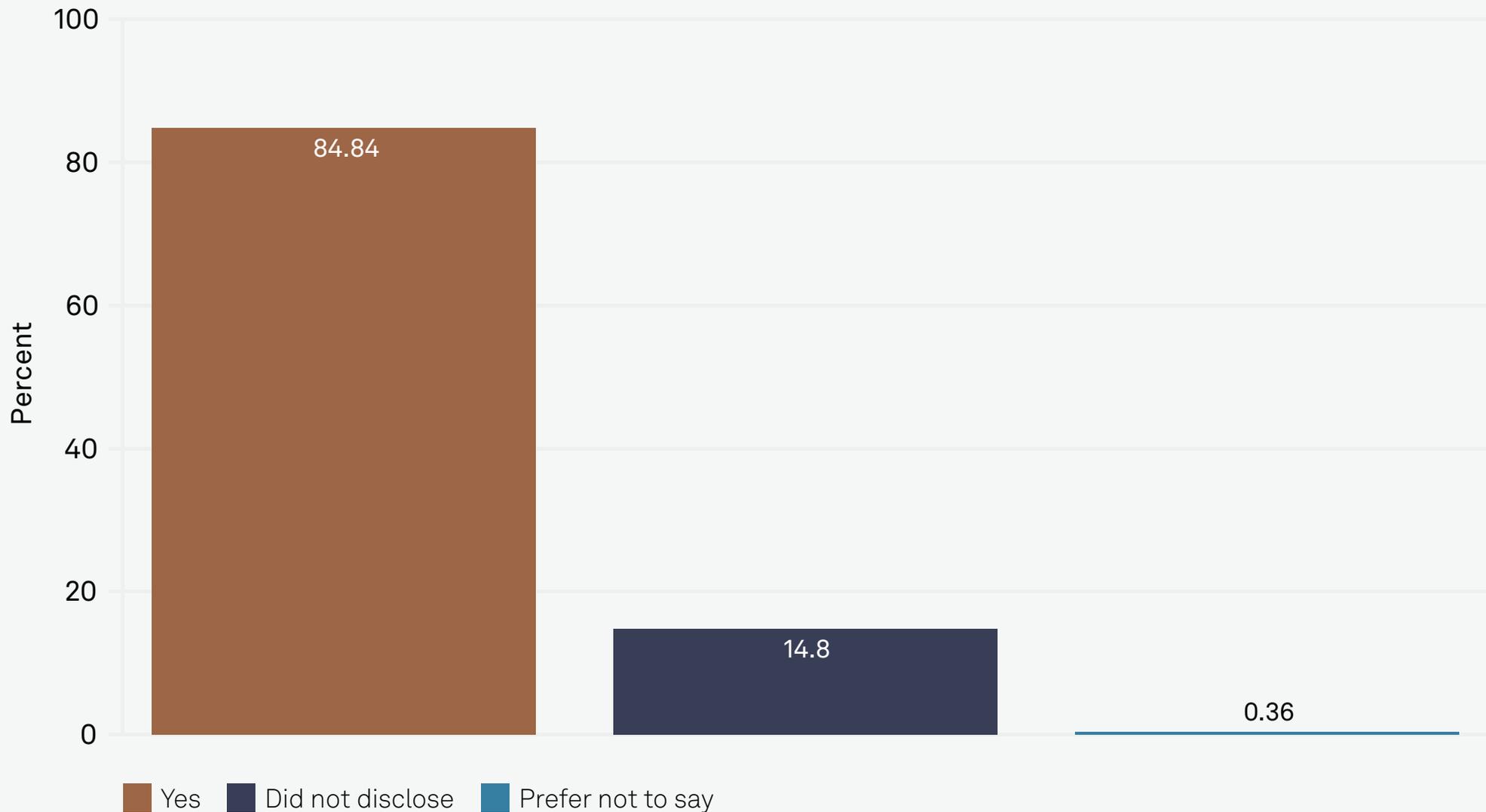
# Sexual Orientation

What is your sexual orientation?



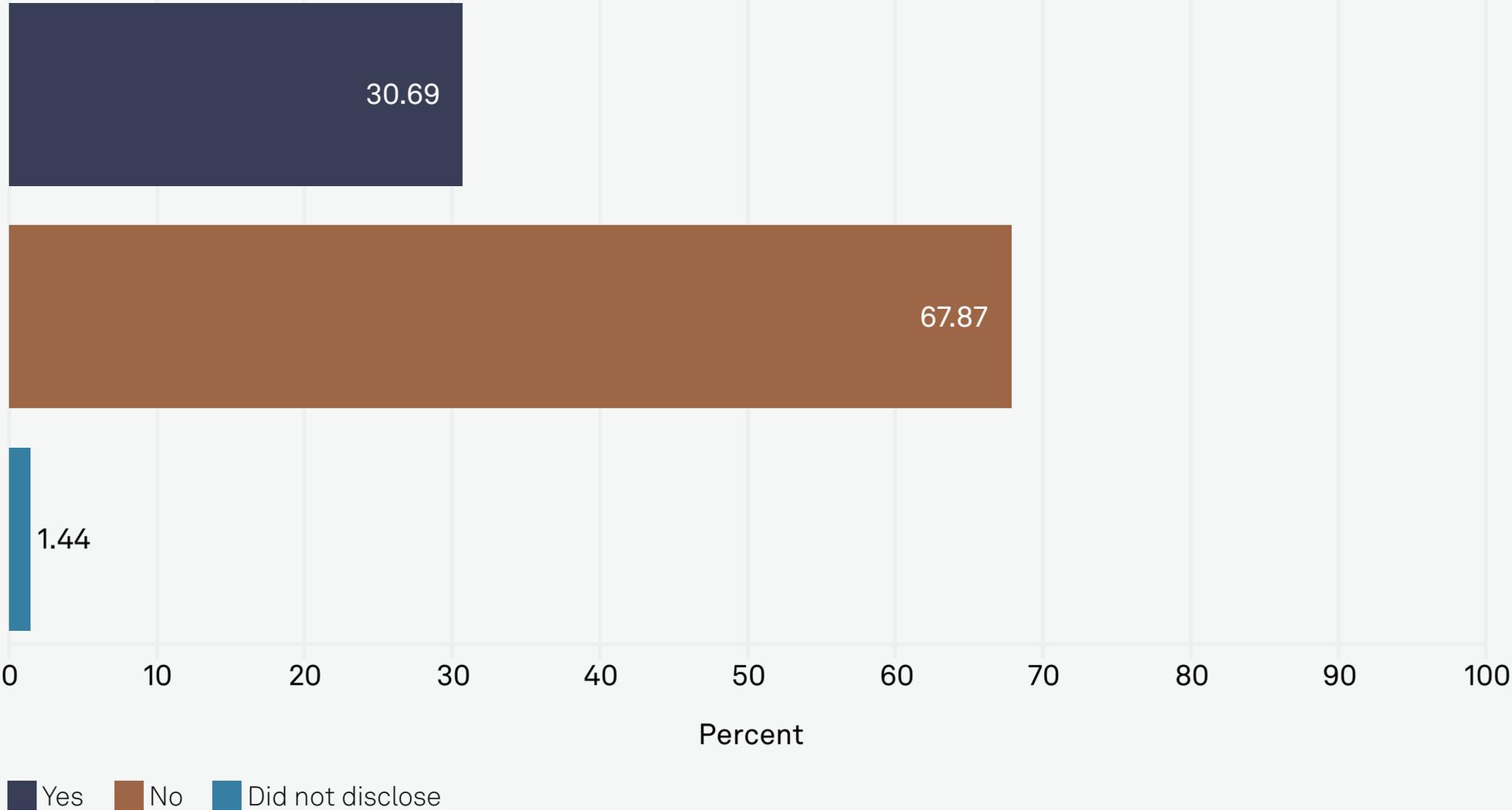
# Gender Identity

Is the gender you identify with the same as your sex registered at birth?



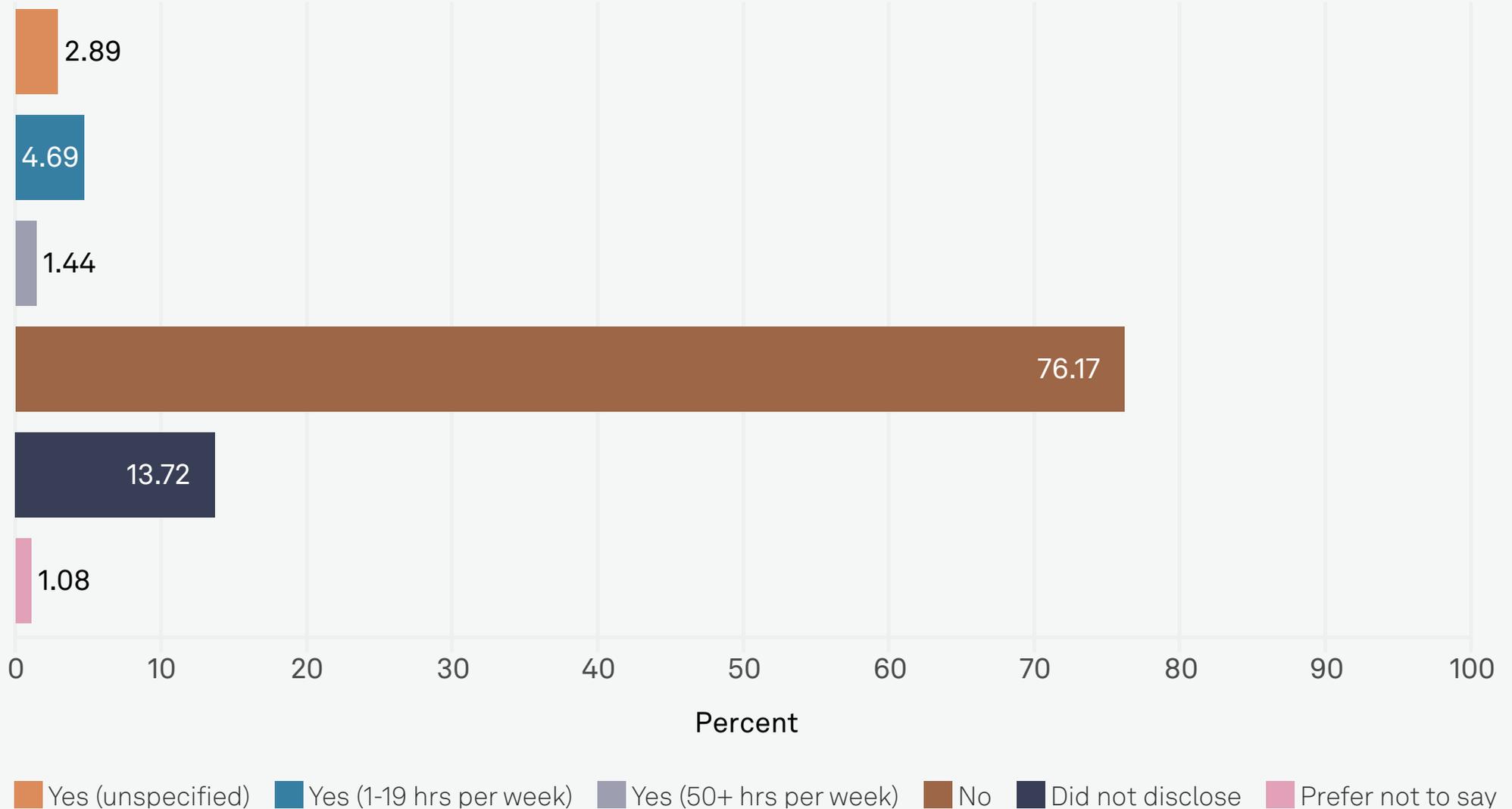
# Primary Carer

Are you a primary carer for a child or children under 18?



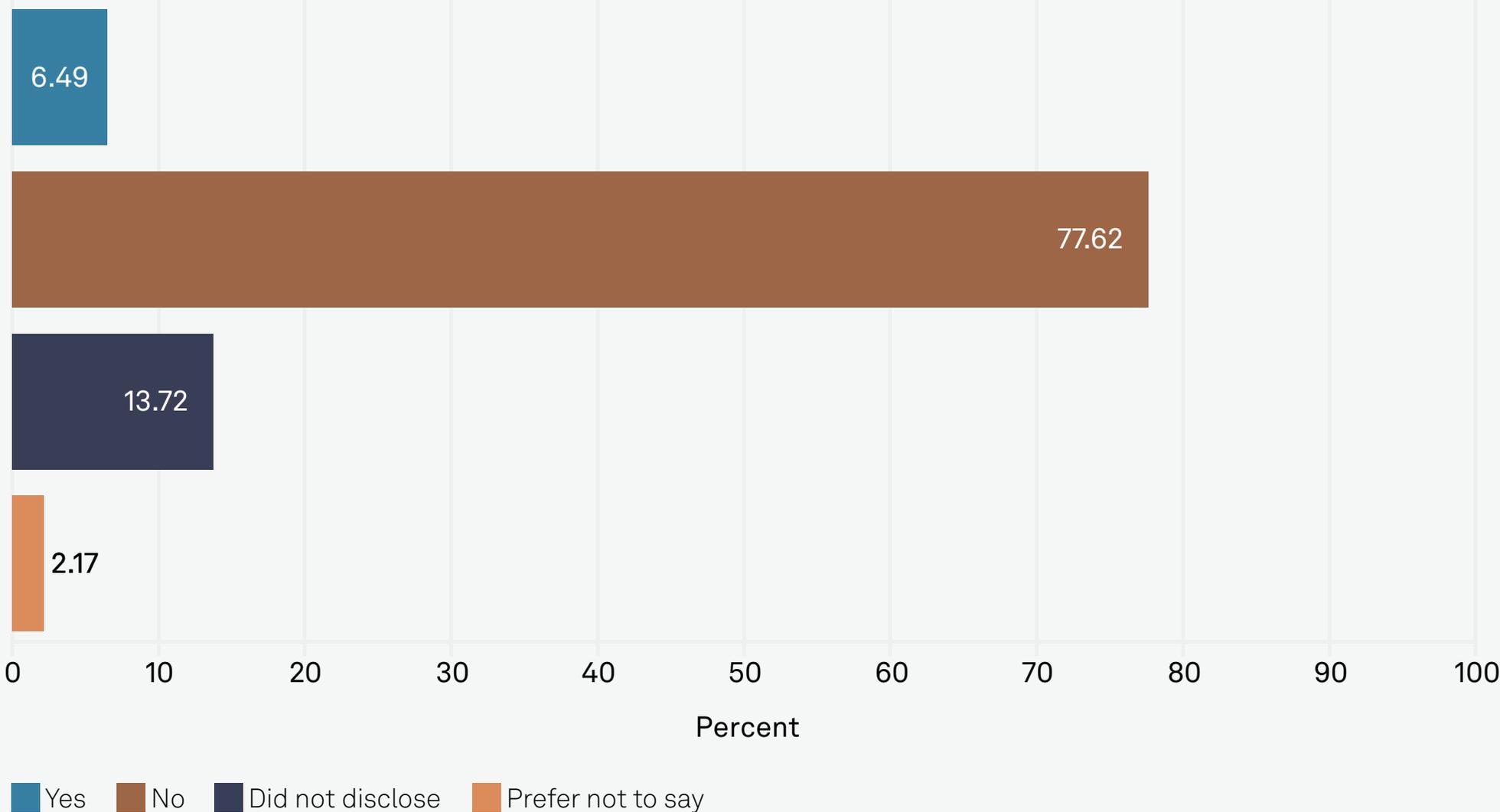
# Caring Responsibilities

Do you have caring responsibilities for someone due to disability or age?



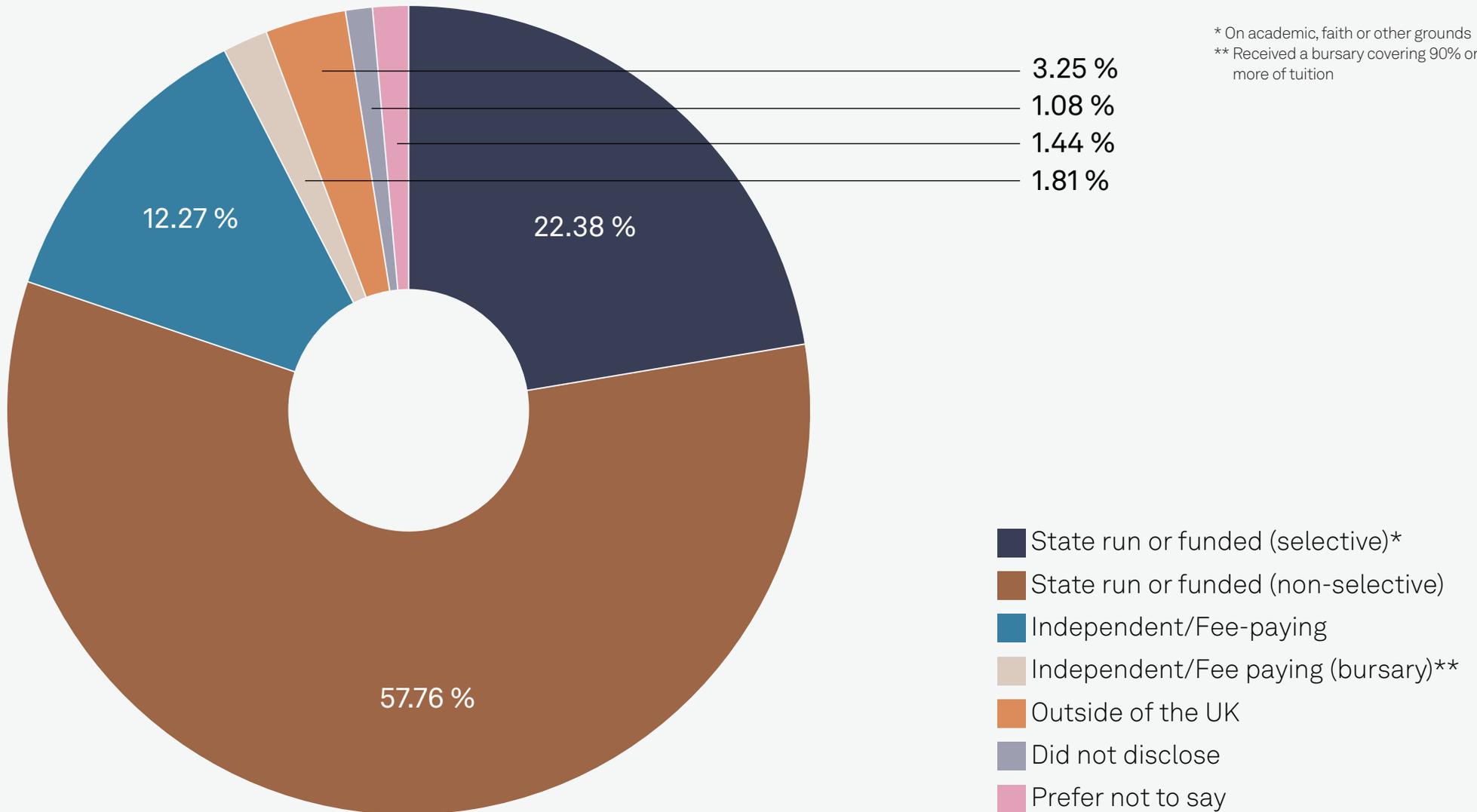
# Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



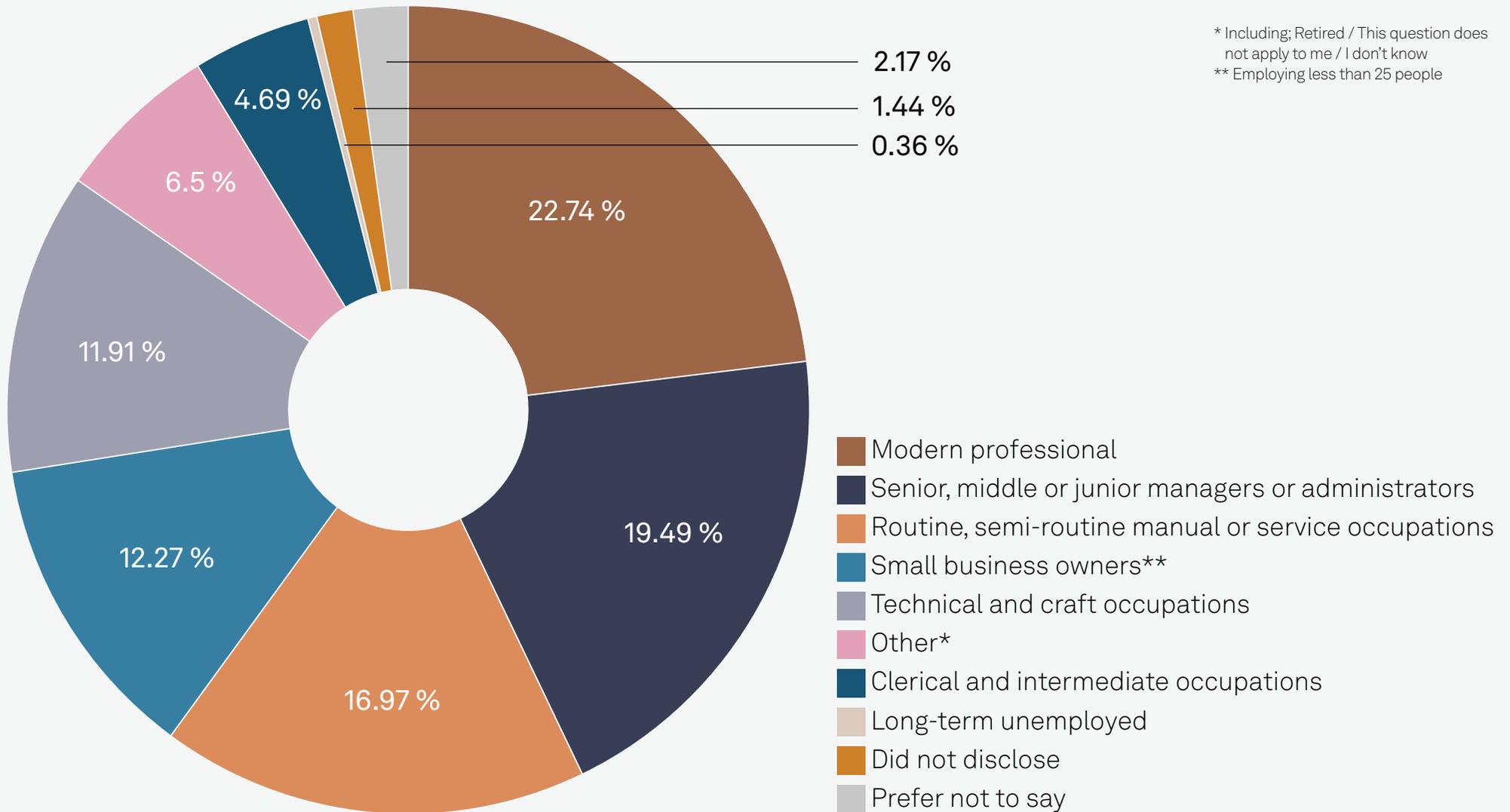
# Education

Which type of school did you attend for the most time between the ages 11-16?



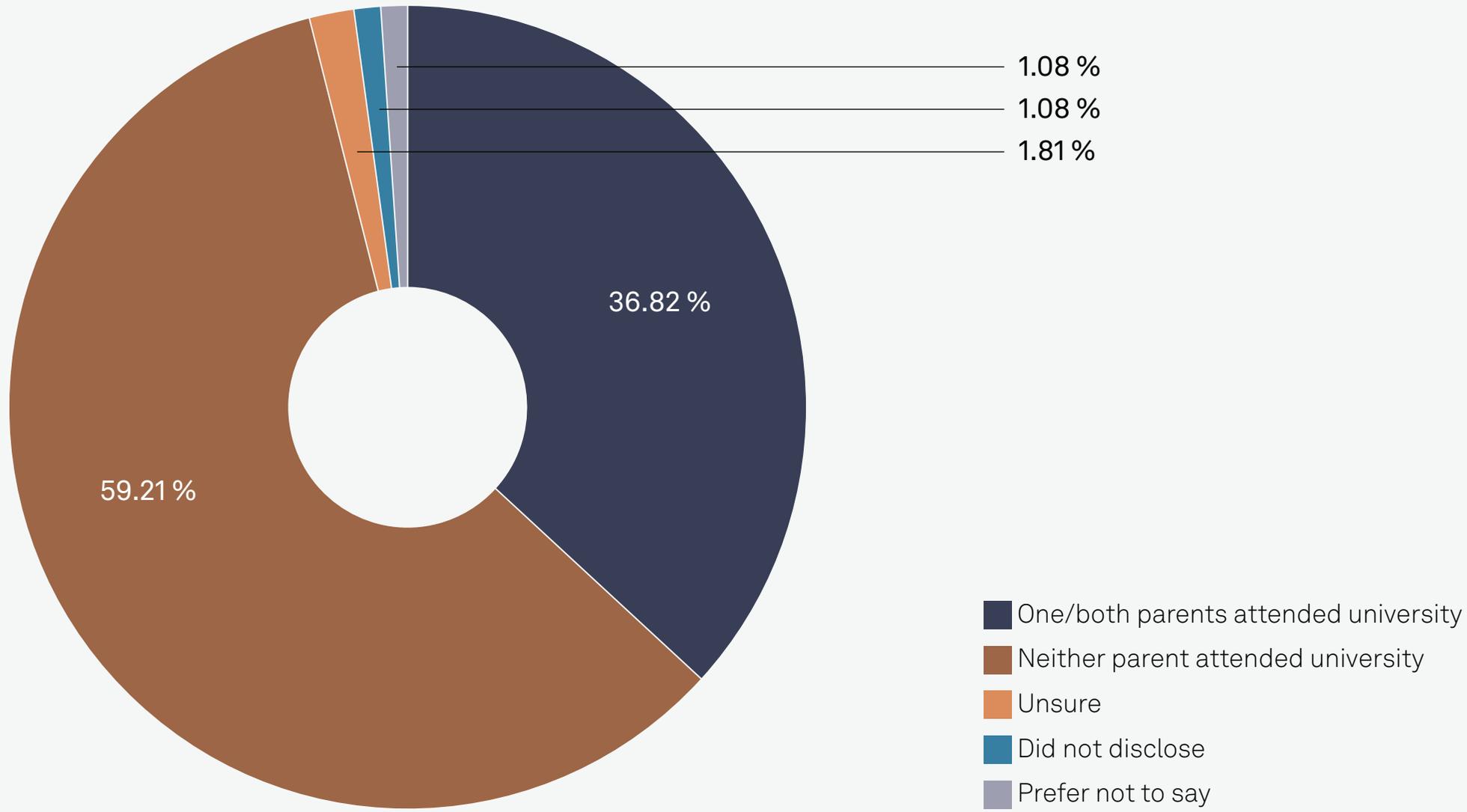
# Childhood Main Earner

What was the occupation of your main household earner when you were 14?



# Parental Education

Did either of your parents attend university by the time you were 18?



## Statement of Accuracy

We confirm this report accurately reflects our workforce diversity based on colleague-provided information. We've taken all reasonable steps to ensure data completeness and accuracy, acknowledging the voluntary nature and potential for underreporting. We are committed to improving our data collection for the most accurate representation possible.

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