

Making a real impact as a responsible business

Our 2025/26 Responsible Business Report

Bevan Brittan 





Our Responsible
Business Programme
is central to our
growth as a leading
national law firm.



Foreword

Welcome to our Responsible Business Report - a reflection of the high standards we set for ourselves and the role we play as a responsible, sustainable organisation.

Our Responsible Business Programme is central to our growth as a leading national law firm. It focuses on governance, environmental sustainability, community engagement, equality, diversity and inclusion, and wellbeing. Over the past year, we have made measurable progress in each of these areas, whilst delivering meaningful outcomes for our clients and strengthening our operations.

This year also marks the completion of our Five-Year Plan - an important milestone that reflects our collective effort, ambition and resilience.

As we move into our next phase of growth with a new Five-Year Plan, our values will continue to guide how we work, and responsible business will remain firmly embedded in our vision: to be an ambitious, innovative and responsible firm for our clients and our people. This will shape our decisions, support our growth, and help us to make a lasting, positive impact for our colleagues, clients and communities.

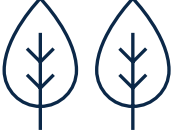
Duncan Weir

Managing Partner

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as a responsible business
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Making a real impact as a responsible business

Annual highlights

Strategy and governance	Materiality review conducted to ensure we act in the best interests of our stakeholders		Audit and Risk Committee given new responsibilities for environmental reporting and management		New national community engagement working group formed to support our future community engagement strategy	
Environmental sustainability	Near-term target set to reduce our scope 1 and scope 2 carbon emissions by 45% by 2030		100% renewable energy powers our offices		70% colleagues completed a commuting survey, allowing us to rely on actual data in our carbon calculations	
Community engagement	2,245 hours of volunteering and pro bono advice delivered		Total value of community engagement contributions £348,251		New partnership with LawWorks to source additional pro bono opportunities	
Equality, diversity and inclusion	53.8% of our partnership are women, ensuring balanced representation		Enabling access to early careers in law through 10KBI, UWE Futures, All About Law and RARE recruitment		Increased EDI data completion to 90% across experienced hire recruitment, driving richer insights	
Wellbeing	89% colleagues say our culture creates a positive and inclusive work environment		Increased Mental Health First Aiders to one for every 26 colleagues		Delivered resilience and vicarious trauma training to teams dealing with potentially distressing client work	



Being a responsible business is a core part of Bevan Brittan's identity. It is who we are. And it is how we make a real impact.

I'm proud of what we've achieved together over the past year. We've built robust systems and gathered meaningful data that allows us to align our programme with what matters to our colleagues, clients and communities and to demonstrate the positive difference we are making.

Thank you to our people who give their time, expertise and enthusiasm to bring our responsible business pledges to life – delivering pro bono advice, supporting reading schemes, mentoring young people, providing support and championing change through our employee networks, and volunteering with our chosen charities. We are equally grateful to our clients and communities for partnering with us and contributing to the progress we have achieved so far.

We know there is always more to do – and we are committed to keep listening, learning and working to turn our pledges into progress.

Judith Hopper

Partner and Board Lead
for Responsible Business



Connie Heathfield

Environmental
Sustainability Manager

Judith Hopper

Partner and Board Lead
for Responsible Business

Tamsin Danby

Head of Responsible
Business

The evolution of Bevan Brittan as a responsible business

2010

Establish our
responsible client
onboarding process

2015

Welcome initial
cohort of solicitor
apprentices

2019

Train our foundational
Mental Health First Aiders



2022

Adopt contextual
recruitment for
early talent

2024

Publish net zero target and
Carbon Reduction Plan



2024

Give Responsible
Business a seat on
our Board

2025

Publish first
Responsible
Business report

2012

First appointment
of a woman as our
Senior Partner

2019

Establish Responsible
Business Committee
with Responsible Business
partner strands and
colleague networks



2021

Gain ISO14001
certification



2022

Become Mindful
Business Charter
signatories



2024

Increase payroll
giving to achieve
Gold Award

2025

Appoint dedicated
Responsible
Business team

Our vision

Our vision is to be **environmentally sustainable** and make a positive contribution to reduce the impact of climate and ecological breakdown.



Demonstrably and actively value and promote **equality, diversity and inclusion** across our leadership, workforce and clients.



Make a significant contribution to the **communities** we work in.



Recognise and raise awareness of the importance of physical, mental and emotional **wellbeing** and support employee wellbeing, resilience and performance.

And to do all of this in a way that is respectful of individual views and ideas, ensuring everyone feels involved and included.

Our values

Our values influence the decisions we make, determine who we work with, inform how we deliver, and motivate us to keep doing our best for the world around us.

Relationships

We invest in genuine relationships



Reputation

We make the right choices and do the right thing



Responsible

We act responsibly for now and the future



Results

We are ambitious and always improving



Strategy and governance

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Our strategy

Our responsible business strategy is to deliver our vision through our responsible business strands:

- Environmental sustainability
- Community engagement
- Equality, diversity and inclusion
- Wellbeing

Environmental sustainability



Community engagement



Our responsible business strands



Equality, diversity and inclusion



Wellbeing

Our commitment to governance

Strong governance underpins our decision making and actions; it is at the heart of our responsible business vision.





Governance structure

The Board

Responsible business is a standing item at our monthly Board meetings. Our Responsible Business Board Lead and Board members collaborate to ensure that responsible business is embedded in our decision making. This includes driving our Responsible Business strategy, setting targets and KPIs, and overseeing Responsible Business reporting.

Our Audit and Risk Committee's responsibilities include ensuring that environmental and social risks are captured in our Risk Register.

This year, we have added environmental reporting and management to the Audit and Risk Committee's responsibilities, including Energy Savings Opportunity Scheme, Streamlined Energy and Carbon Reporting, the firm's Carbon Reduction Plan, and the management of ISO14001 which is the globally recognised standard for Environmental Management Systems.

The Committee is chaired by a Non-Executive Director who reports back to the Board.

Risk systems

Our comprehensive Risk Register is continually updated to identify, assess and prioritise strategic and operational risks across our business. We update our Risk Register to reflect environmental and social risks in accordance with best practice.

Responsible Business Governance Committee

The Responsible Business Governance Committee is chaired by our Board Lead for Responsible Business, who is one of two Board members on the Committee, along with our HR director. The Committee also includes our dedicated Responsible Business team, our Partner strand leads, and from the business services teams our Head of People Projects, Senior Information Security Manager and Senior Marketing and Communications Manager to ensure that we take a holistic approach to Responsible Business.

Meeting five times a year, the Committee has a Register of Actions, and their responsibilities include:

- Evaluating the range, cadence and frequency of responsible business activities
- Reviewing responsible business data and policy
- Communicating transparently with stakeholders
- Assessing responsible business risks and opportunities

	Board	Responsible Business Governance Committee	Colleagues
Environmental sustainability	Responsible business is a standing agenda item at board meetings. There is a dedicated board lead for responsible business.	Partner Strand Lead for environmental sustainability	Environmental Sustainability Working Group
Community engagement		Partner Strand Lead for community engagement	Community Engagement Working Group
Equality, diversity and inclusion		Partner Strand Lead for equality, diversity and inclusion	ED&I Working Group
Wellbeing		Partner Strand Lead for wellbeing	Wellbeing Working Group
Responsible Business Team		• Board Lead for Responsible Business • Head of Responsible Business • Environmental Sustainability Manager	
Business services professionals		• HR Director • Senior Marketing Communications Manager • Information Security Manager • Head of People Projects	

Governance in practice

Client onboarding

It matters to us that we work with clients who share our values. In 2010 we introduced our client onboarding process to ensure strict regulatory compliance and assess potential clients against a reputation and risk matrix, which includes any known responsible business risks. This allows us to take a holistic and long-term view of our clients and work, in line with our values.

Project initiation

Responsible business is a consideration in our firmwide transformation projects. As part of our Project Initiation Document, project managers routinely explain how their projects align to our values.

Responsible business supply chain management

For the fifth year running, we have received a Fast Payer Award. In our latest two reporting periods, both between 1 May 2025 to 30 April 2026, it took us an average of 26 days to pay an invoice. 84% of our invoices were paid within 30 days and 95% within 60 days, reflecting our ongoing commitment to being a responsible and dependable business partner.

Supply chain management is an important part of being a responsible business. That is why we have taken steps to engage our top 50 suppliers in helping us assess their ethical and responsible business practices. We are reviewing the responses to shape our future strategy.



The Fast Payer Awards & Accreditation are ONLY given to companies that have consistently paid their suppliers (on average) in 27 days or less and paid 95% or more of their invoices on time. This year, only around 10% of large companies achieve this.

Good Business Pays

Data capture

Data capture and measurement are fundamental to a strong responsible business strategy. In line with our data-led approach, we have implemented enhanced data collection and tracking mechanisms to accurately capture all time invested by our people in pro bono and volunteering activities. This strengthens our ability to measure engagement and impact, supports more informed decision-making, and helps us identify gaps or inconsistencies in our approach.



Responsible governance of Artificial Intelligence (AI)

We recognise that AI presents a transformative opportunity to enhance our services, and that this opportunity must be pursued responsibly, with appropriate regard for the trust our clients and stakeholders place in us.

AI-assisted outputs relating to legal advice are subject to appropriate quality assurance and our professionals review, verify, and take accountability for any AI output.

AI is deployed to support and augment professional expertise, never as a substitute for informed human judgement.

We are committed to safeguarding client confidentiality, data privacy, and information security and have appropriate policies in place for the use of AI. Confidential client data is never inputted into public or unsecured AI systems, and our internal policies ensure compliance with all applicable data protection legislation.

We seek to embed responsible AI principles across our supply chain. Our vendor onboarding processes include appropriate confidentiality and data privacy checks, and we expect third-party AI tools not to use client data for training external models.

We aim to be transparent in how we use AI, and to ensure it is deployed in alignment with our professional and ethical obligations.

We believe that the responsible use of AI benefits from shared learning across the legal profession. We welcome the opportunity to engage with national networks of UK law firms and other professional bodies as ethical frameworks for AI in legal practice continue to develop.

At Board level, our Director of Client Solutions & Innovation, Director of Risk, and Director of IT work collaboratively to ensure that we set AI strategy in a responsible way.



Processes and training

We have achieved recertification for the following international standards, adhering to the policies, procedures and processes that make up these management systems and considering them best practice:

- ISO9001:2015 for our Quality Management System
- ISO14001:2015 for our Environmental Management System
- ISO27001:2022 for our Information Security Management System

Colleagues take part in best practice training on, amongst other things, ethics, the SRA Principles and Codes of Conduct relating to conflicts and confidentiality, information security, data protection and GDPR, environmental responsibility, fraud prevention, modern slavery, and whistleblowing.

We have carefully established procedures to encourage colleagues and other internal stakeholders to raise issues and genuine concerns without fear of reprisal.

Materiality exercise

In late 2025 we undertook a responsible business materiality exercise to help shape our activity, ensuring alignment between strategy and stakeholders.

We focused on three key stakeholder groups: our colleagues, our clients and potential clients, and external organisations that report on responsible business or shape the regulatory landscape.

How we engaged with
our stakeholder groups



Colleagues

- Responsible Business Survey
- Employee Engagement Survey

Clients

- Social value tender questions
- Social value commitments
- Feedback from partners leading our markets

External environment / reputation

- Legal media - news and trade, career and culture, directories
- Chambers Responsible Business Intelligence
- Solicitors Regulation Authority guidance and data



This materiality exercise has helped us select four of the United Nations' 17 Sustainable Development Goals. These provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.

By aligning our strategy with the global priorities, we can ensure that our business activities contribute positively to society, the environment, and internal targets.

We have identified that these four Sustainable Development Goals are where we can make the greatest impact due to their alignment with our stakeholder priorities and core business operations.



- Carbon Reduction Plan
- Waste management
- Paper consumption
- Supply chain management



- Pro bono legal advice
- Maintaining professional standards
- Identifying and mitigating risks
- Supply chain management



- A diverse workforce
- Social mobility outreach
- Local community support
- Charitable donations



- Colleague wellbeing
- Inclusive culture

Learning from our people

We know that listening to our people will help us to shape a responsible business agenda that truly reflects what matters, which is why we actively create opportunities for colleagues’ voices to be heard.

In addition to the various activities hosted by our four Responsible Business Strands this year, we hosted a webinar to launch our inaugural Responsible Business Report, which was attended by 186 (22%) colleagues.

We have also strengthened how we introduce responsible business to new colleagues by embedding it into induction programmes for all new starters, and delivering tailored, interactive sessions for trainees, apprentices and vacation scheme students.

To ensure our approach continues to reflect colleague priorities, we have invited their feedback through three recent firmwide surveys:

- the Materiality Survey referenced on [page 16](#)
- the Commuting Survey referenced on [page 26](#)
- the Employee Engagement Survey referenced on [page 62](#)

Results from the Materiality Survey highlight the importance of responsible business to our colleagues. They rated the importance of responsible business for our long-term success as an average of 4.61 out of five. Most participants rated responsible business topics as important or very important.

We have reflected on the findings from colleagues and will be refreshing our approach to community engagement this year.

The top ten priorities for our colleagues

		Priority	% of colleagues that rated priority as “important” or “very important”
01	→	Colleague mental wellbeing	98.14%
02	→	Inclusive culture	98.13%
03	→	Waste Management	97.47%
04	→	Carbon reduction plan	95.57%
05	→	Colleague physical wellbeing	94.41%
06	→	A diverse workforce	94.41%
07	→	Supply Chain Management	91.67%
08	→	Local community support	88.68%
09	→	Social mobility outreach with young people	88.61%
10	→	Pro bono legal advice	88.20%

Strategy and governance pledges 2025/26

2025/26

01

We will refresh our Responsible Business strategy by engaging stakeholders in a materiality exercise and ensuring alignment with the United Nations Sustainable Development Goals.

Our materiality review has helped us to identity our four priority Sustainable Development Goals and to align our strategy for community engagement with our stakeholders.

Complete



02

We will enhance our mechanisms for Responsible Business data capture and analysis, enabling us to better measure progress, track trends, report transparently and inform strategy.

Our new processes have provided us with greater data granularity, allowing for more in-depth analysis and calculation of our community investment value.

Complete



03

We will enhance our approach to Responsible Supply Chain Management by developing a questionnaire for our top 50 suppliers by spend to assess ethical and responsible business practices, including equality and diversity, environmental management and carbon emissions, data protection, health and safety and information security. We will use responses to inform our ongoing strategy.

We successfully developed and issued our responsible supply chain management questionnaire to our top 50 suppliers. We are now building up a database of responses, recognising that some of our smaller suppliers are not yet in a position to provide this data. These responses are providing valuable insight about ethical and responsible business practices. Our focus now is on increasing participation and using these early learnings to refine our approach.

Ongoing



Strategy and governance pledges 2026/27

2026/27

01

Aligning Responsible Business with our business improvement initiatives

We will encourage greater focus on Responsible Business in our change and improvement initiatives by training our project managers to identify and record responsible business impact.

02

Responsibly harnessing the benefits of AI

We will enhance our generative AI governance through our AI Programme Board, which will set key principles for the responsible rollout of AI and support implementation through updated policies and the development of practice specific guidance.

03

Improving internal reporting processes against key KPIs

We will leverage our enhanced data mechanisms to establish internal departmental reporting that measures engagement with pro bono, volunteering and wider responsible business activity.

Environmental sustainability

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We can more accurately
calculate travel emissions
and have been able to
set clear, measurable
near-term targets
within our Carbon
Reduction Plan.



As Strand Lead for Environmental Sustainability, alongside my role as an Energy and Resource Management Partner, sustainability is something I care deeply about.

Bevan Brittan colleagues are equally invested, this year taking part in Green Week and the Great British Spring Clean, actively supporting our environmental sustainability initiatives, and contributing to our first ever Commuting Survey.

All of our original pledges focused on improving data, and I am delighted that our collective efforts throughout the year now mean we can more accurately calculate travel emissions and have been able to set clear, measurable near-term targets within our Carbon Reduction Plan.

This gives us greater insight and fuels our momentum to continue driving meaningful change, strengthening our ability to track progress and demonstrate impact across key areas of our footprint as we move towards our 2040 net zero commitment.

Nathan Bradberry

Partner and Environmental
Sustainability Lead

Our commitment to environmental sustainability

At Bevan Brittan, environmental sustainability means:

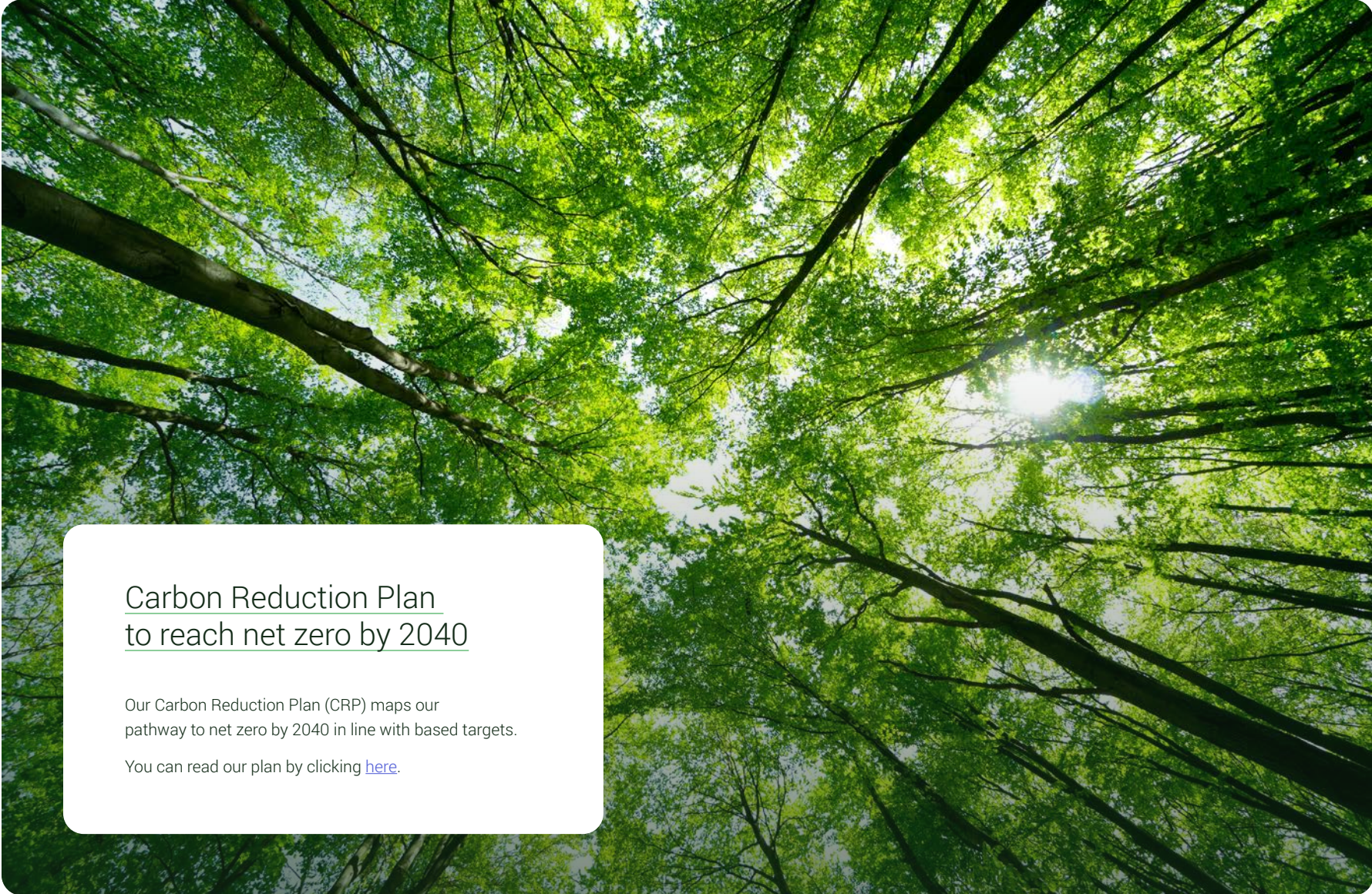
- Taking steps to understand and reduce our carbon footprint
- Reducing the environmental impact of the resources we consume
- Encouraging our colleagues to make informed choices about their own carbon and environmental impact

We are an accredited carbon neutral firm and invest in a carbon offsetting scheme that provides social and environmental value to vulnerable communities in the UK and overseas, whilst achieving carbon neutrality for our business. Our 2025/26 emissions will be offset in line with publishing our 2026 Carbon Reduction Plan.



We have been ISO14001 certified for our Environmental Management System (EMS) since 2021. Our EMS, incorporating policies, processes, plans and records, helps us manage our environmental impact and is driven by a culture of colleague engagement and continual improvement that incorporates target setting. Management of the EMS is a shared responsibility between our Risk and Best Practice colleagues and our Responsible Business Team, including our Environmental Sustainability Manager.





Carbon Reduction Plan to reach net zero by 2040

Our Carbon Reduction Plan (CRP) maps our pathway to net zero by 2040 in line with based targets.

You can read our plan by clicking [here](#).

Near-term carbon reduction target

In 2024 we published our first Carbon Reduction Plan, committing to be carbon neutral by 2040.

This year, we completed a data and methodology quality review, significantly improving data inputs and refining our methodology.

We are now committing to a near-term target to demonstrate progress with our net zero goal. We have modelled emission trajectory scenarios to ensure that our target is achievable but ambitious.

Our target is to achieve 45% reduction in our scope 1 and 2 emissions, against 2024/2025 levels, by 2030. This relies on rigorous energy efficiency measures as well as extraneous variables such as decarbonisation of the grid by at least 5% year-on-year.

This target will be included in our next Carbon Reduction Plan, due for publication in November 2026. Progress will be reported in future updates.

Whilst working towards this target, we will continue to take steps to address our scope 3 emissions, with a focus on obtaining reliable data so that we can have confidence in our calculations.

Office impact

We continue to seek ways to minimise the environmental impact of our offices wherever possible. We are considered and consistent when it comes to waste disposal, with policies in place to cover general waste, mixed recycling, food, batteries, toners, fluorescent tubes and confidential items. Communicating these policies and invoking a shared responsibility among colleagues helped us to divert 79% of waste from landfill last year.

We carefully consider the environmental impact of our offices, including building efficiency, availability of renewably sourced energy, efficient use of space, a sustainable fit out and facilitating environmentally sustainable choices through design.

100%

We are proud that our offices
are 100% powered by a mix of
solar, wind and hydro energy



Green travel

Our green travel policy outlines our commitment and approach to minimising business travel where we can.

We have increased investment in our Cycle to Work scheme, allowing colleagues up to £4,000 to purchase a wider range of conventional and e-bikes.

Through a programme of education, we encourage colleagues, clients and suppliers to reduce travel where possible and adopt more sustainable forms of transport. This is supported by our hybrid working approach which does not mandate colleagues to attend offices and encourages virtual meetings and events when appropriate.



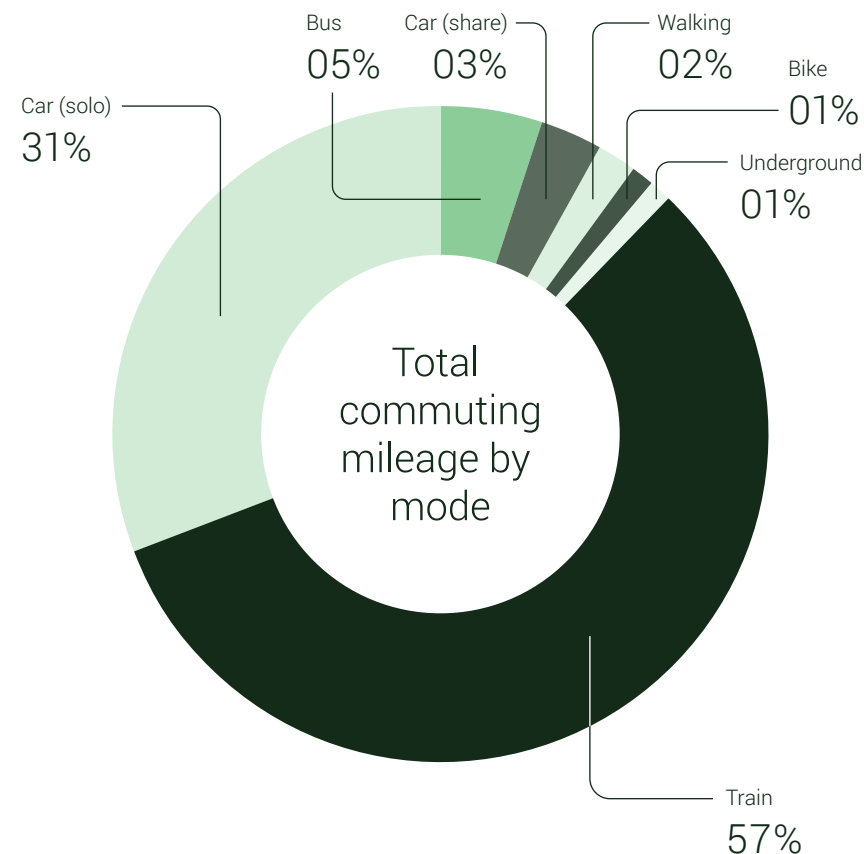
Commuting Survey

In April 2025, we asked colleagues to take part in a Commuting Survey to help us better understand the commuting element of our carbon footprint and identify ways we may be able to support them with more sustainable journeys to work.

- 70% colleagues completed the survey
- 57% of respondents' mileage was via train travel
- 69% of commuting travel was via sustainable methods
- 99 tCO₂e saved by avoiding car travel in FY 2024/25 for colleague commuting *

Our new travel booking system also means we can more accurately capture business travel data. This provides a greater level of detail on mileage per travel mode, allowing us to more accurately calculate travel emissions.

* based on extrapolating survey data across all colleagues





Emissions data for purchased goods and services

This year, we sent questionnaires to our top 50 suppliers to help us understand their emissions reporting. There were variations in the level of data provided. What is clear is that, whilst we were able to establish the full emissions data for some of our suppliers, others are still working towards this, or are yet to begin. We are mindful that some of our suppliers are SMEs, and we need to balance our sustainability aims and aspirations with supporting small businesses in our local communities.

Given the scale and breadth of operations that our key suppliers engage in, using total organisational emissions is not representative of the emissions that occur on our behalf when we purchase a specific product or service. We will therefore continue to use the Office for National Statistics supplier sector proxy values to calculate our carbon emissions where actual data is unavailable – and we will continue to review how best to replace this with actual data when that becomes available.

Environmental awareness

In March, our Environmental Sustainability Working Group encouraged colleagues to take part in the Great British Spring Clean. This national campaign by Keep Britain Tidy aims to improve the environment, eliminate litter and create places for communities to enjoy whilst demonstrating the scale of change we can achieve together.



Great British Spring
Clean in numbers

4

litter picks

45

bin bags of litter

34

colleagues volunteered



Our annual Green Week in June helped to raise colleague awareness of our environmental sustainability programme, including our approach to strategy and governance, and to engage them in a wide range of sustainability-focused community initiatives.

Green Week 2025 in numbers



24

colleagues accredited
as Carbon Literate

5

volunteers undertook a
biodiversity survey for
Heal Rewilding

104

colleagues completed
environmental training

35

Green Week
quizzers

70

Lunch & Learn
attendees

6

Green Week
articles



Since joining Bevan Brittan 18 months ago, I have been continually inspired by the enthusiasm and commitment of colleagues across the business. The level of engagement in initiatives such as Green Week and the Great British Spring Clean demonstrates a genuine passion for making a positive environmental impact.

Together, we have made real progress in raising awareness, embedding more sustainable practices and reducing our carbon footprint. It is encouraging to see so many people contributing to our shared goals and I'm excited to continue building on this momentum as we work collectively towards a more sustainable future.

Connie Heathfield

Environmental
Sustainability
Manager



Environmental sustainability pledges 2025/26

2025/26

01

We will improve data granularity for travel-related carbon accounting by adopting a Travel Management System that collects detailed mileage and modal data, and through an employee Commuting Survey.

Our new travel booking system and the commuting survey have allowed us to more accurately calculate travel emissions – an important step towards achieving our carbon reduction plan.

Complete



02

We will take steps to obtain actual emissions data to replace industry average data for purchased goods and services by engaging with key suppliers.

We have sent questionnaires to our top 50 suppliers and incorporated emissions data where available. We have recognised that some of our suppliers are not yet in a position to provide this data to us. We will keep this under review.

Ongoing



03

We will set measurable near-term targets within our Carbon Reduction Plan so that we can track and report progress in key areas of our footprint.

We have agreed a near-term target which is one of our new responsible business pledges.

Complete



Environmental sustainability pledges 2026/27

2026/27

01

Reducing carbon emissions across our operations

We will reduce our Scope 1 and 2 carbon emissions by 45%, compared to our 2024/25 levels, by 2030.

02

Supporting NHS decarbonisation

We will establish a peer-to-peer network for NHS Trusts to support them with their decarbonisation initiatives, facilitating the sharing of ideas and challenges, and providing the opportunity for them to hear from third party experts.

03

Ensuring clarity in emissions calculation methodology

We will publish internally a base-year recalculation policy that will map how we ensure emissions calculation methodology is kept up to date to standardise future decision making.

Community engagement

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Over the last 12 months,
we have exceeded our
pro bono target and
expanded the reach of
our pro bono support.



I'm really proud of the positive difference our people are making to our local communities.

Over the last 12 months, we have exceeded our pro bono target and expanded the reach of our pro bono support through LawWorks and Free Legal Answers, whilst continuing to support volunteering and fundraising opportunities.

The introduction of enhanced data collection processes has meant that, for the first time, we can share our community investment value, demonstrating the value of our commitment in this area.

Our progress is something that I feel incredibly proud – and genuinely lucky – to be part of and I am looking forward to seeing what more we can achieve together in the coming year.

Andrew Shaw

Partner and Community
Engagement Lead

Our commitment to community engagement

Our total community engagement contribution in FY25/26 came to £348,251.

This includes:

- £115,090 in cash
- £127,485 in volunteering time
- £105,677 in time giving pro bono advice¹

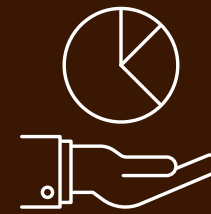
We also invested in the management costs of the programme.

225 of our colleagues spent 1366 hours volunteering and 879 hours giving pro bono advice, 2,245 hours in total.

Our efforts benefitted 96 not-for-profit organisations and numerous individuals in our local communities including 16 schools, nine charities supporting social mobility with young people, eight environmentally-focused charities and 13 charities focused on healthcare and research.

£348,251

was contributed
in the financial year
2025/26



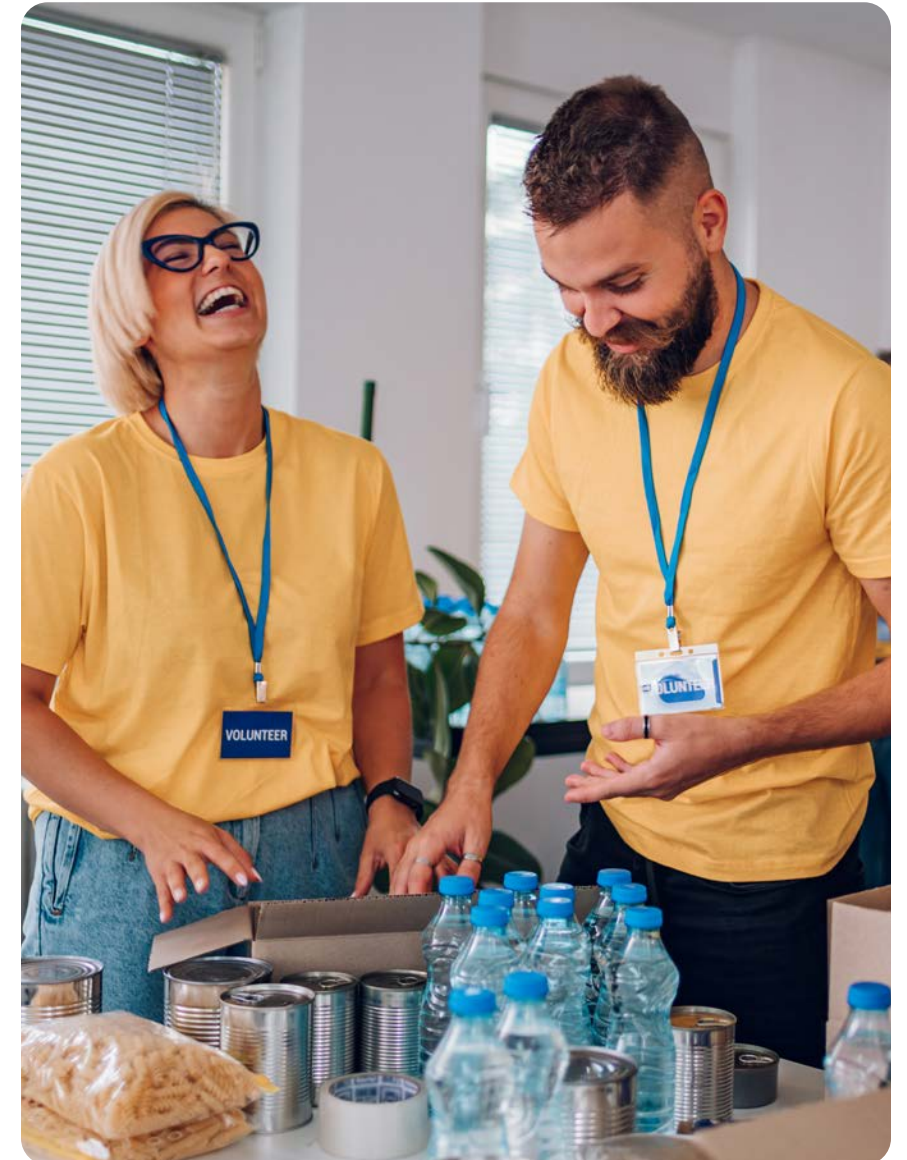
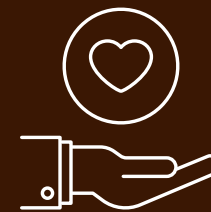
2,245

hours were spent
volunteering and giving
pro bono advice



96

not-for-profit
organisations benefitted
from our efforts



¹ Calculated based on cost to the business rather than charge-out fees



Pro bono

We believe in leveraging our expertise to support those who need but may not be able to access or afford legal advice, and to make a real impact through our pro bono work. This year we delivered a range of pro bono advice to organisations including 1625 Independent People, Voluntary Action Leeds and Re-use Littleborough.

This year we became a member of LawWorks, a charity that connects volunteer lawyers with individuals and not-for-profit organisations who are in need of legal advice but not eligible for legal aid or able to pay legal fees. Through this partnership we have received additional referrals to community organisations requiring support and provided pro bono legal advice. We have also begun to offer advice through Free Legal Answers which is an online portal enabling access to pro bono legal advice for individuals on low incomes in England and Wales.

	FY22/23	FY23/24	FY24/25	FY25/26
Birmingham Law Advice Clinic	91	144	168	146
Bristol Law Centre	33	83	114	109
Free Legal Answers	N/A	N/A	N/A	18
Community organisation support	357	544	370	606
Annual hours total	481	771	652	879

Great Western Air Ambulance Charity (GWAAC)

Great Western Air Ambulance Charity (GWAAC) is a charity providing the critical care and air ambulance service across Bristol, Bath & North East Somerset, North Somerset, Gloucestershire, South Gloucestershire and parts of Wiltshire.

Over the last five years we have contributed 687 hours of pro bono advice to GWAAC (including 181 hours in the last year) on 21 matters covering charity shop leases, a contract review and leases on a rain-gauging station and solar roof top.

GWAAC was our Bristol office charity between 2021 and 2023. During this time, colleagues raised £24,600 and the firm donated £35,000. Since then, we have continued our relationship by providing pro bono legal advice.



Our multi-year partnership with Bevan Brittan has provided invaluable professional support to GWAAC. The advice that has been provided to us pro bono equates to well over £100,000 at commercial rates and has meant that our limited funds can be used directly in providing critical care to those who need it.

The investment in time, standards of documentary review, professional engagement and advice, and timely communication has helped to ensure that money made in charity shops can be spent directly on providing essential care for our community.

Anna Perry

Chief Executive
Great Western Air Ambulance Charity

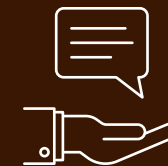




Legal advice clinics and law centres

We have continued to support the Birmingham Legal Advice Clinic, which we have worked with since 2016, and the Bristol Law Centre, which we have worked with since 2021.

Our commitment helps to provide much-needed advice to local people on a range of topics, including welfare benefits, consumer concerns, housing matters and general contract issues.



I coordinate Bevan Brittan's work with the Birmingham Legal Advice Clinic (BLAC). It is a real team effort - senior solicitors provide advice, supported by trainees, paralegals, apprentices and our business services colleagues. It can be challenging at times, but it is also incredibly rewarding and, above all, worthwhile.

I am also the chair of the Birmingham Law Society's Pro Bono Committee which works to support, promote and facilitate pro bono work in the city. As part of this I am a member of The Attorney General's Pro Bono Committee of England and Wales which meets twice a year, bringing people from across the country together to discuss ideas and plans from the different regions engaging in pro bono. Both committees are an example of how lawyers can come together to improve access to justice for those in need.

Elena Goodfellow

Partner and Member
of The Attorney General's
Pro Bono Committee
of England and Wales



Colleague volunteering

This year, 192 colleagues spent 1,366 hours volunteering in our communities. This included volunteering to support our office charities and causes that matter to our clients.

Volunteering hours

1,366 for the financial
year 25/26

778 for the financial
year 24/25

510 for the financial
year 23/24

522 for the financial
year 22/23



Access-to-opportunity volunteering – from primary to higher education

We encourage and facilitate colleague engagement in access-to-opportunity outreach in our communities, helping to create pathways for pupils and students from underrepresented and less privileged backgrounds to enter professional careers and the legal sector.

In the past year, 37 colleagues have regularly taken part in primary school reading schemes, providing 1-2-1 reading and confidence-building sessions through our partnerships with Ablaze (Bristol), Chapter One (Birmingham) and Community Learning Partnerships (Leeds).



Volunteering with the reading scheme has been an incredibly rewarding experience outside of my day-to-day role. I'm really proud of the progress I've seen in the child I've supported and the difference it has made to their confidence.

I was invited to share my experience at an internal panel event, where I had the opportunity to speak about the impact volunteering can have on both students and volunteers, and to encourage others to get involved. It also gave me the chance to reflect on how these opportunities can build valuable skills and support both personal and professional growth.

Kamila Khalid

PA, Business Support
Services, Chapter One
Reading Scheme Volunteer



Colleagues have also supported secondary school pupils and further education college students by attending job fairs and informal careers events, delivering bespoke interview and CV writing training, and providing 1-2-1 careers and life mentoring sessions.



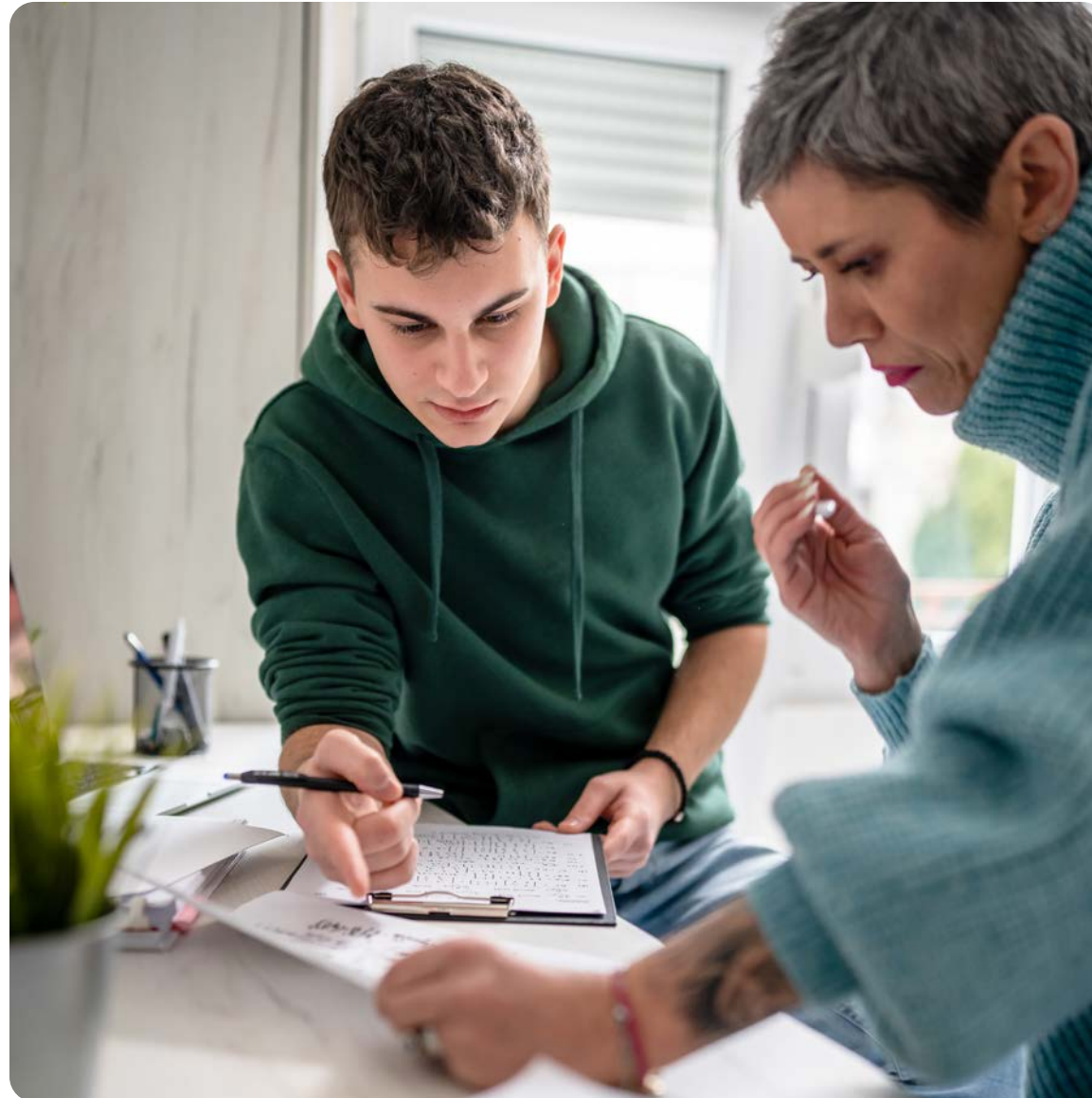
The solicitor mentor scheme that we established with Bevan Brittan has been a great success over the four years that we have been running.

It has given over 40 different students valuable exposure and insights into the day-to-day workings of a successful law firm, as well as allowing them to develop important attributes such as communication skills and networking.

The mentors at Bevan Brittan have greatly contributed to the success of our students and given them an opportunity that they otherwise would not have had.

Tom Sampson

A-level and BTEC Law Teacher,
Notre Dame Catholic Sixth
Form College, Leeds



I started the Notre Dame mentoring scheme in 2020 to support grassroots social mobility. Since then, I've also volunteered as a mentor, and it has become one of the most rewarding parts of my roles.

It's incredibly fulfilling to see students grow in confidence and to support them as they shape their career aspirations. Our work spans apprenticeships, university pathways and transferable skills - I've also offered advice on personal statements and CVs along the way. All of the students I've mentored have gone on to either study at their chose universities or secure apprenticeship placements.

I really value making a difference in our communities and playing a small part in helping students realise their ambitions.

Fallon Carroll

Senior Associate and
Notre Dame Catholic Sixth
Form College Volunteer



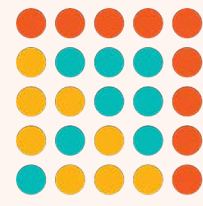
Local charitable support

Last year we continued our partnerships with charities chosen by colleagues in each of our offices.

Our colleagues' quizzing, running, walking, baking, socialising, sleeping out and donating all contributed to significant and valued fundraising. Our trainees and apprentices led fundraising initiatives in each office, and we made a firm charitable donation of £100,000.

£115,083

donated to our office
charities in 25/26

 **1625**
Independent
People

 **Birmingham**
ageUK

Thames
Reach

zzZarach
The Children's Bed Charity



1625 Independent People

Seeks to end homelessness and keep
young people safe and happy in Bristol

Donation

£25,000 + £2,861 fundraising

Activities - Colleagues entered the Great Bristol Run, took part in a Locked in a Law Firm Escape Room, supported a sleep out event and organised Women's Euro and Six Nations Sweepstakes.



Zarach

Aims to end children's bed poverty

Donation

£25,000 + £4,145 fundraising

Activities - Colleagues delivered 10 beds to Zarach to mark our 10th anniversary in Leeds. They also entered the Leeds Abbey Dash and fundraised through a scavenger hunt, quiz night, Women's Euro Sweepstake, a Traitors event and a raffle.



Age UK Birmingham

Aims to make Birmingham
a great place to grow older

Donation

£25,000 + £968 fundraising

Activities - Colleagues took part in 70K for Age UK, a pub quiz, Christmas quiz and raffle, Women's Euro Sweepstake and providing library sessions for Age UK service users.



Thames Reach

Aims to end rough sleeping in London

Donation

£25,000 + £7,109 fundraising

Activities - Colleagues took part in the Thames Reach London Walk, the Hackney Half Marathon and London Marathon. Volunteers also supported service users with interview practice, organised a Women's Euro sweepstake and a Traitors' Game with a live finale.



Payroll Giving scheme

Colleagues also donate to charities of their choice through our salary sacrifice Payroll Giving scheme. This has enabled over £14,500 of tax efficient giving in the last year, leading to the achievement of our Payroll Giving Gold Award.



The partnership with Bevan Brittan has brought sustained, dedicated and invaluable support for the charity's work with young people facing homelessness and care-experienced young people. So many people have supported our work through fundraising, pro-bono support, volunteering and expert legal advice, which have put the charity in such a strong position to plan and deliver lasting change for young people. We would like to thank each and every colleague at Bevan Brittan who has supported, and we look forward to finding ways to continue to work together into the future.

Jamie Gill

Partnerships Director,
1625 Independent People

Community engagement pledges 2025/26

2025/26

01

We will provide a minimum of 650 hours of pro bono work, expanding the number and type of opportunities by partnering with charities and intermediaries, and strengthening awareness raising to increase colleague engagement.

We exceeded our target by providing 879 hours of pro bono work during the last year. We've also partnered with LawWorks to build a more robust pipeline for pro bono activity.

Complete



02

We will implement a process that enables us to report on our total community investment value across pro bono, cash, time, management costs and in-kind donations.

Our community investment value for 2025/26 is £348,251. We have used best practice methodology to ensure robust reporting such as reporting pro bono at cost-to-business and de-duplicating volunteers so that individuals are not counted twice if they volunteered on more than one project.

Complete



03

We will continue fundraising for our local office charities, including donating ten new children's beds to our Leeds office charity, Zarach, to mark our 10th anniversary in the city. We will also engage our new early talent colleagues in a firm-wide programme to create innovative fundraising events.

A combination of firm donations and charitable fundraising means that we donated £115,083 to our office charities. Our early talent colleagues supported our fundraising efforts and volunteers in Leeds delivered the promised beds to Zarach.

Complete



Community engagement pledges 2026/27

2026/27

01

Launching a Bevan Brittan
community fund to support social
mobility in our local communities

We will launch a new Bevan Brittan community fund to support social mobility in the communities where our offices, colleagues and clients are based.

02

Using our legal expertise
to benefit our community
through pro bono

We will leverage our new partnership with LawWorks to deliver at least 750 hours of pro bono legal advice to organisations and individuals that could not otherwise afford it.

03

Enabling our colleagues to
make an impact through an
online reading scheme

We will extend our current partnership with literacy charity, Chapter One, to support 30 colleagues in delivering individual reading support to children in schools where our offices are based.

Equality, diversity and inclusion

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I have seen first-
hand the genuine
commitment,
energy and care our
colleagues bring
to create our
inclusive culture.



I have always valued the welcoming and supportive environment at Bevan Brittan and, since stepping into the role of EDI Strand Lead this year, I have seen first-hand the genuine commitment, energy and care our colleagues bring to create our inclusive culture.

During the last twelve months, we have strengthened equality, diversity and inclusion across our organisation including enhancing diversity within our early talent recruitment, evolving our talent management programme and launching our Black Employee Network. I'm incredibly proud of what we've achieved together.

While there is more to do, these milestones reflect our commitment to building an inclusive culture where everyone feels valued, empowered and able to succeed.

Harriet Murray Jones

Partner and Equality,
Diversity and Inclusion Lead

Our commitment to equality, diversity and inclusion

Equality, diversity and inclusion (EDI) at Bevan Brittan means demonstrably and actively valuing and promoting EDI across our leadership, workforce, clients and partners and achieving resilience and growth through learning and challenge from a broad range of perspectives.





Diverse talent pipeline

We know that diverse talent enriches our business, which is why we are committed to nurturing a diverse early talent pipeline.

One of the ways that we do this is through the Solicitor Apprenticeship Scheme, which helps improve accessibility to legal careers. As early adopters, our first apprentices joined us in September 2015.

Our latest group of new apprentices and trainee solicitors joined us in September 2025, taking our early talent cohort to 17 apprentices and 24 solicitor trainees across all our legal departments at different stages of qualification. Apprentices and trainees receive a full roster of training opportunities and development, rotating across teams to gain a broad legal education.

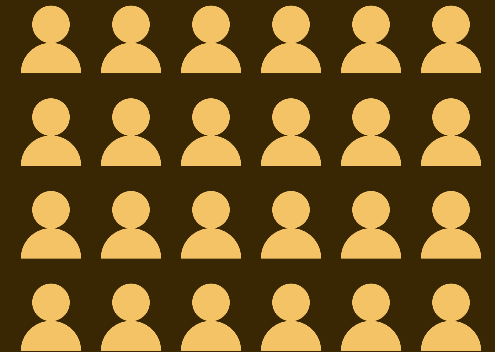
17

Apprentices



24

Trainee solicitors



Increasing ethnic and social diversity in our early talent

In September 2022 we adopted Rare, a contextual recruitment tool that values aptitude and approach over exam results, to recruit both legal apprentices and trainees into our business. In 2024 Rare presented to our colleagues to raise awareness about the impact of educational disadvantage and how contextual recruitment works to improve diversity and social mobility. We have also introduced interview training for managers and partners to support inclusive recruitment practices.

This approach is delivering results and we will publish data on diversity in early careers in 2027, which is when we will have a suitable sample size to ensure anonymity for our colleagues.

To encourage students from a range of backgrounds to join us, we engage in outreach work with universities alongside our outreach work with school-age students.

Our 2025/26 activities included



Sponsoring the British & Irish University Commercial Awareness Competition – an essay competition for students not attending Russell Group Universities, with law firm work placements provided as prizes.



10000

Continuing our partnership with the 10,000 Interns Foundation for a fourth year to interview and appoint two interns. Successful candidates each completed a six-week placement, one in a legal role and the other in a professional business services team.

**UWE
Bristol**

Partnering with University of the West of England on its UWE Futures programme to offer work experience and mentoring in our Business Development and Marketing department to a global majority student.

Launching our early talent Instagram account in spring 2025 to make early career roles more accessible by showcasing our culture, de-coding jargon and de-mystifying our application process.



Partnering with All About Law, to provide pre-assessment centre training to all candidates invited to attend our apprenticeship assessment centre, helping to level the field.

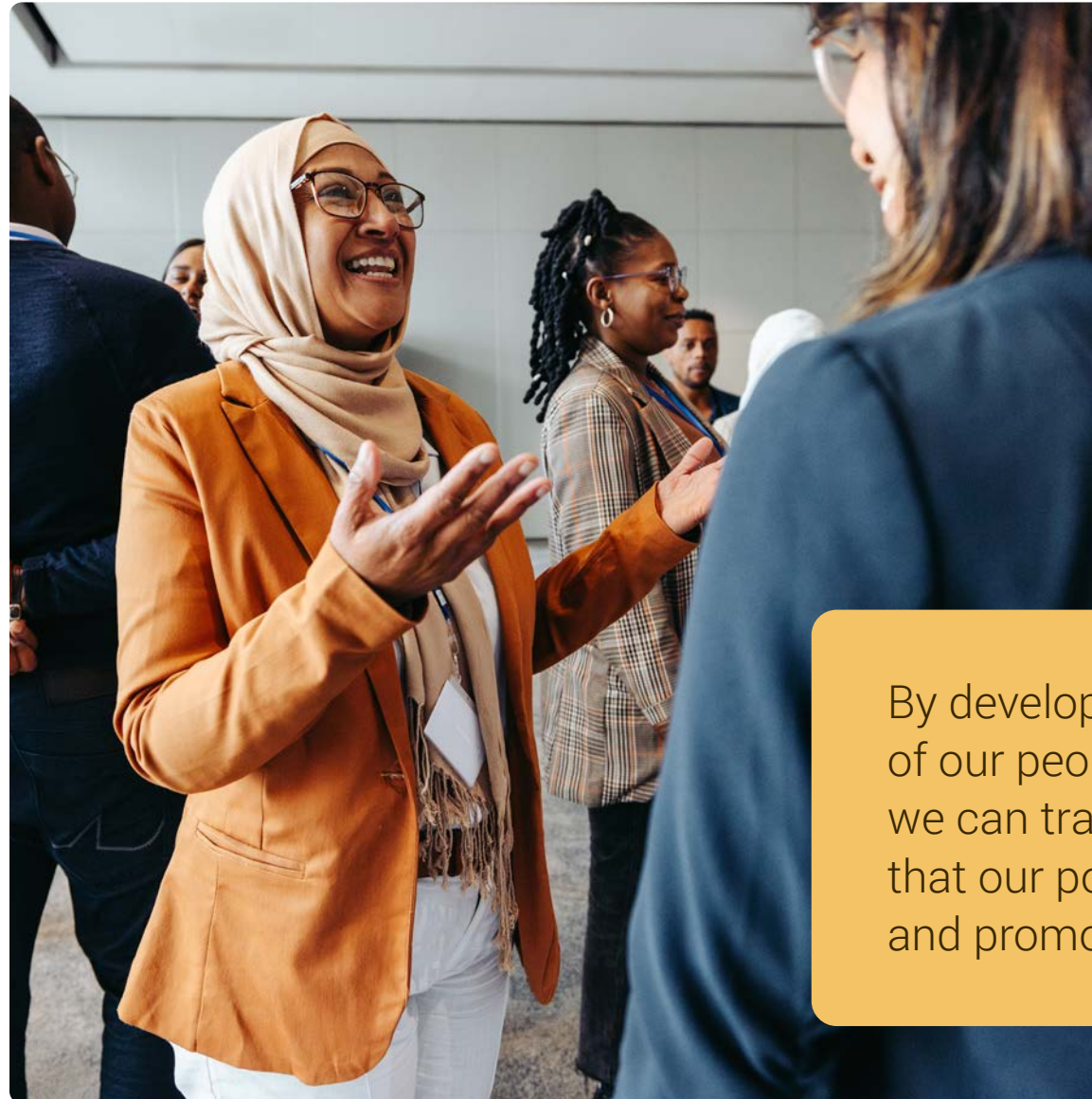


Supporting diverse talent progression through an inclusive talent strategy

Understanding the diversity of our workforce and talent pipeline is fundamental to creating an inclusive culture where everyone can thrive. By gathering and interpreting diversity data, we can monitor progress, identify opportunities for improvement, and make evidence-based decisions that promote equality and inclusion.

During 2025/26, we significantly strengthened the quality of our diversity data. In particular, we improved the collection of EDI data across our experienced hire recruitment process. Following enhancements to the application process, candidate communications, and closer collaboration with recruitment agencies, 90% of applicants now voluntarily provide diversity information. This provides greater insight into our talent pipeline and helps us to monitor the fairness and inclusivity of our recruitment practises.

We are also encouraged that 76% of colleagues voluntarily shared their diversity information in 2026, an increase from 73% for the previous year. The increase in colleague disclosure, with improved recruitment data collection, provides a stronger evidence base to inform our people strategy and ensures our decisions are increasingly driven by robust and meaningful data.



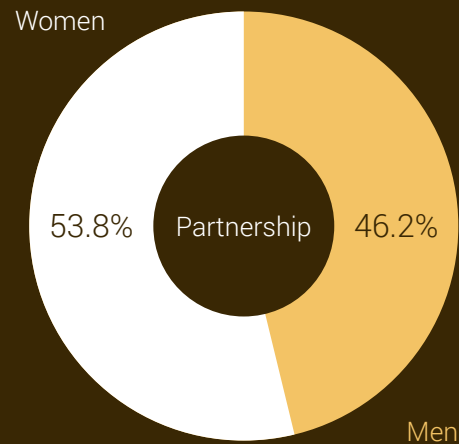
Our support is underpinned by our broader commitment to equality, diversity, and inclusion and to creating a workplace where everyone can thrive. Our policies and practices are designed to promote equity, while protecting and supporting colleagues of all backgrounds and characteristics. These include, among others, hybrid and flexible working arrangements, anti-harassment and anti-bullying policies, enhanced parental leave and tailored support for colleagues experiencing disability.

Collectively, these measures help colleagues balance the demands of their role with responsibilities outside of work, mitigate potential barriers in the workplace and foster open, supportive conversations between line managers and employees. They also ensure colleagues can access appropriate guidance and support whenever it is needed.

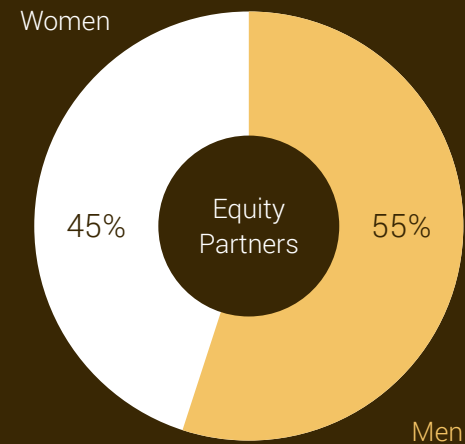
By developing our understanding of our people and our business, we can track progress and ensure that our policies continue to support and promote a positive culture.

Our latest diversity data demonstrates the breadth of representation across the firm and reflects our continued commitment to building an inclusive workplace.

You can read more on our diversity statistics by clicking [here](#).



Women now represent 53.8% of our partnership, an increase of 17% since 2019 and remaining well above the market average of 37% as reported by the Solicitors Regulation Authority for comparable firms (50+ Partners, SRA data collected July 2025).



In addition, 45% of our equity Partners are women, ahead of the Solicitors Regulation Authority average of 31%.



Our Senior Partner, Jodie Sinclair, is the third consecutive woman to hold the role of Senior Partner.



54.5%

of colleagues and over half of our partners (50.5%) came from families where neither parent attended university by the time the individual was 18.



22.3%

of colleagues identify as Asian, Black, Mixed or Minority Ethnic including 11.5% of our partners, representing continued progress since 2019.



Flexible working remains embedded across the firm, with almost one in five partners and 19.2% of colleagues working on a part time basis, demonstrating that flexibility and career progression can go hand in hand.

Employee networks

We support continued inclusion through our employee-led networks. This year saw the launch of our Black Employee Network, which joins our other existing groups including the East Asian Network, LGBTQ+ Network, Menopause Network and South Asian Employee Network.

These networks enable colleagues to share experiences, offer peer support, raise awareness, and ensure that everyone feels supported and valued.



Since it was established in 2025, our Black Employee Network has grown into a supportive and inclusive community where colleagues from across the business who share African, Afro-Caribbean and Black mixed heritage can connect, learn and thrive together.

I've personally found it to be a really valuable space for mutual support, authentic conversations and professional growth, allowing us to celebrate cultural moments, including Black History Month, with our colleagues.

Rubyn Campbell

Solicitor and
Black Employee
Network Co-Chair



Awareness raising and engagement

We are committed to ensuring that our culture remains inclusive as we continue to grow. To achieve this, we require everyone to complete training which provides a good grounding in equality, diversity and inclusion, alongside a broad range of awareness raising events and content.

Activities
throughout
the year have
included



South Asian Heritage Month

To mark South Asian Heritage Month, our South Asian Employee Network held a joint webinar with our strategic client, Equans UK & Ireland and their employee network, Respecting, Inspiring and Supporting Ethnic minorities (RISE). Hosted by Abdul Raheem, then a Bevan Brittan trainee on secondment with Equans and now a qualified solicitor in our Energy & Resource Management team, the panel event focused on the theme 'Roots to Routes' and was attended by over 100 colleagues across both organisations. The panel, including Bevan Brittan Partner and network Chair, Nadeem Arshad, and senior leaders from Equans, discussed the impact of their South Asian roots and heritage on their professional careers and personal values.

Black History Month

Our new Black Employee Network published a series of profiles to spotlight influential Black people and their contributions to society, to mark October's Black History Month. Our offices hosted Caribbean snack sampling, and network members shared personal stories in our weekly "In Conversation" series, that highlights different colleagues across our business.



Lunar New Year

To celebrate Lunar New year, our East Asian Employee Network invited colleagues to sample Chinese food and traditional snacks, make paper lanterns and share stories at well-received events across our offices.



International Men's Day Physical and Mental Health Panel

Partner Ash Woodcock, a member of our Wellbeing Working Group, facilitated a discussion with a panel featuring Bevan Brittan partners Tim Hodgetts, Vincent Buscemi and Nick Thackray. They were also joined by Dr. Gregory Burke, a specialist employment and equality law barrister who has also been recognised in The Disability Power 100. The panel discussed themes around the International Men's Day theme of 'Celebrating Men and Boys' including making a positive difference in the wellbeing of men and boys and promoting positive conversations about manhood. 76 colleagues joined to hear them share their own experiences, tips and ideas for supporting mental and physical wellbeing.

Pride

Led by our LGBTQ+ Employee Network, we supported a number of Pride events. These included sponsoring Bristol Pride Comedy Night for the sixth year running, partnering with our client Wolverhampton city Council to sponsor Wolverhampton Pride for the second year running, and attending Birmingham Pride with Birmingham Law Society and the SRA. Colleagues across our offices also held a Pride Panel Discussion & Drinks event.

Age Positive

Office charity, Age UK Birmingham, hosted a webinar on managing ageing and advising those with caring responsibilities. We also invited human rights specialist, Lorena Loped Calzada, to present a session to colleagues on the benefits and nuances of an intergenerational workforce. As a result, 62% of colleague completed feedback to say they were likely to challenge generational stereotypes.



Colleagues tell us that
our culture makes
Bevan Brittan a great
place to work.



Accreditations and memberships

Our accreditations and memberships demonstrate our commitment to equality, diversity and inclusion, enable us to share best practice with other employers and advocate for better working practices.

- Disability Confident Employer
- Corporate members of Inclusive Employers
- Certified Living Wage employer
- Members of The Interlaw Diversity Forum

Equality, diversity and inclusion pledges 2025/26

2025/26

We have outlined a number of improvements as part of our [Gender Pay Gap report](#). In addition to those:

01

We will expand our support of diverse new and early talent colleagues by continuing to offer placements through the 10,000 Black Interns programme, enhancing our diverse recruitment outreach, mentoring new apprentices in partnership with All About Law, and developing our on-boarding package for trainees.

We have continued to support diverse recruitment outreach. We were able to offer a contract role to one of our 10,000 Black Interns in our Business Development & Marketing team.

Complete



02

We will review how talented individuals from all backgrounds are progressing and seek to understand any unintended barriers to progression. We will use this insight to support the enhancement of our legal career framework and our 'Be your Best' talent management programmes.

Our review, based on available EDI data, shows that participation levels are broadly representative of demographics including sex, ethnicity, sexual orientation and disability. The introduction of automatic enrolment has further strengthened consistency and fairness of access to development opportunities.

Complete



03

We will enhance the support and resources we provide to empower and expand our employee networks.

Resources, including a shared calendar and playbook, have been created to support our employee networks with their planning and operational processes. This has helped colleagues to establish our Black Employee Network and explore the viability of social mobility and inter-faith networks.

Complete



Equality, diversity and inclusion pledges 2026/27

2026/27

01

Advancing social mobility with a dedicated employee network

We will establish a Social Mobility Network to create a space for colleagues to share experiences, raise awareness, and help shape initiatives that promote equality of opportunity.

02

Delivering transparent and equitable career progression for all

We will design and implement a business services career framework, providing clear, consistent, and transparent pathways across all business services functions. The framework will ensure that progression is clearly understood and accessible to all employees. It will support fair and inclusive career outcomes across the business, with the aim of eventually improving representation at more senior levels.

03

Supporting positive conversations on neurodiversity

We will continue our commitment to fostering an inclusive environment where neurodiversity is understood, valued and supported. This year we will equip our people managers with further practical guidance, tools and resources to enable confident, informed and supportive conversations with colleagues. This includes raising awareness of neurodiversity, promoting inclusive ways of working, and ensuring appropriate workplace adjustments are considered and implemented where needed.

Wellbeing

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We remain committed to fostering an environment that empowers colleagues to do their best work in a way that is both sustainable and professionally fulfilling.



I'm passionate about supporting our colleagues to be their best, which is why I'm delighted to have taken on the role of Wellbeing Strand Lead this year.

Over the past 12 months we've made notable progress, with strong engagement across initiatives like National Walking Month and Time to Talk Day. We've expanded our network of Mental Health First Aiders, delivered bespoke training for colleagues working with distressing material, and actively listened to colleague feedback through our employee engagement survey to help shape our future priorities.

I'm excited about what lies ahead. This includes refreshing our engagement with the Mindful Business Charter, encouraging colleagues to establish networks and groups that support wellbeing, and reviewing how we can optimise the fantastic resource we have in our Mental Health First Aiders.

We remain committed to fostering an environment that empowers colleagues to do their best work in a way that is both sustainable and professionally fulfilling.

Hannah Taylor

Partner and Wellbeing Lead

Our commitment to wellbeing

We know that working in the law can be both rewarding and challenging. And we also recognise that everyone has their own unique personal and professional circumstances, challenges and stresses. This is why we support our colleagues' wellbeing through a wide range of channels, initiatives and resources that everyone can access in a way that best meets their individual needs.





Approachable
people



Experts and
progressive thinkers



Deliver meaningful
outcomes for
our clients



Drive our
ambitious growth
and success



Supported to
be your best



Embrace our
differences and
value inclusion



Experience
high quality and
interesting work



Act responsibly,
now and for
the future

Culture and opportunity

Culture is an important part of wellbeing. We are really proud of our culture, which many of our people tell us is one of the stand-out highlights of a career at Bevan Brittan.

We don't take that for granted. That's why we spend time reviewing feedback from job applicants, new joiners and promotion candidates, as well as feedback from leavers, to understand what makes Bevan Brittan a great place to work – and identify any areas we can improve.

Our research has highlighted eight common themes which demonstrate who we are and how we support our people to make a real impact.

Employee Engagement Survey

This year we carried out an Employee Engagement Survey which has helped us to understand what we are doing well, and where we can improve.

The headline statistics confirm that we have a positive working environment where colleagues can thrive.

The data also showed that some of our business services and business support services teams are feeling a little less connected. We've reflected on the results and this year we will take steps to ensure that our business services teams have access to a Business Services Career Framework, so that everyone in our business feels equally supported in their career development.

89%

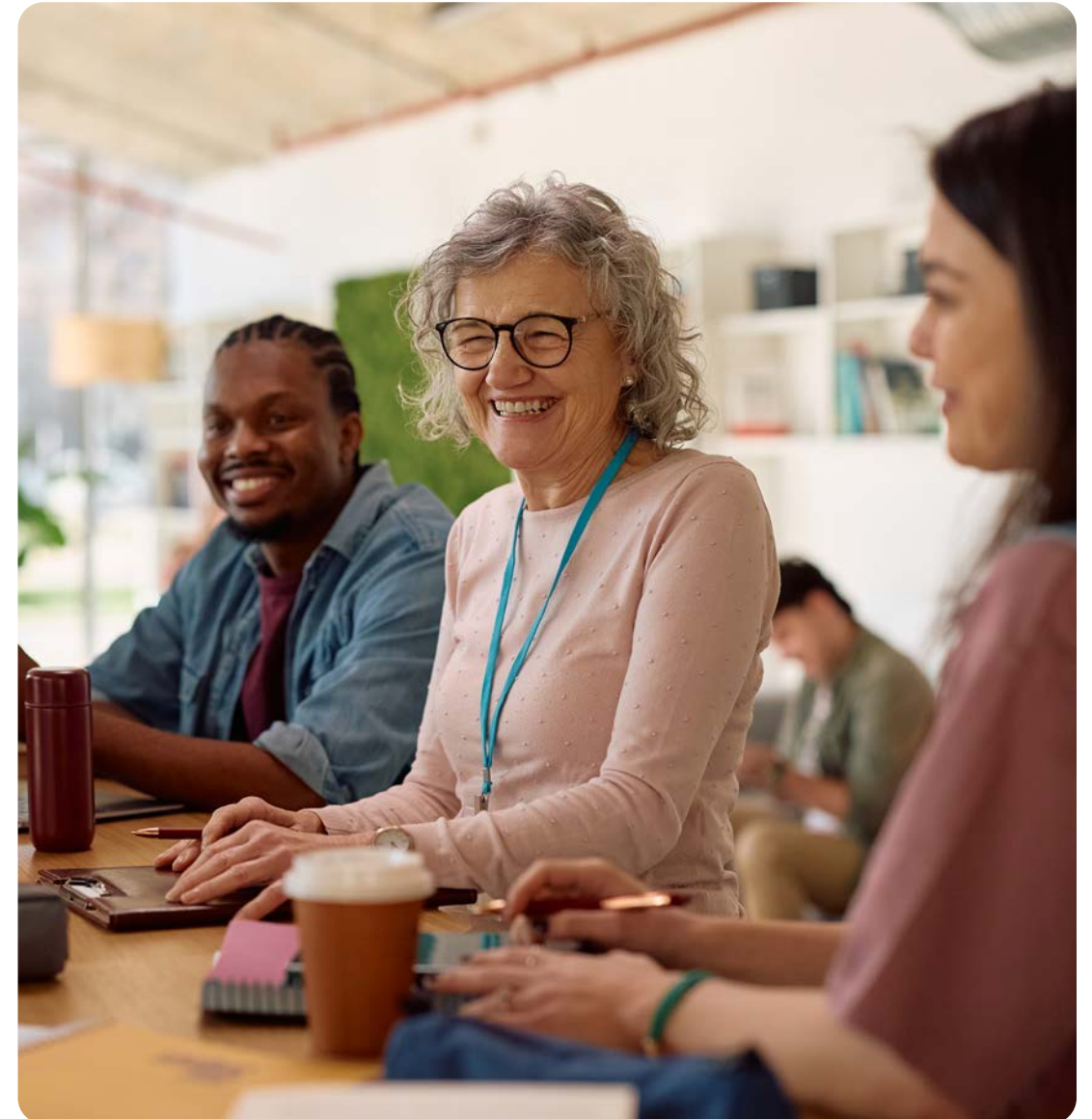
feel that our culture creates
a positive and inclusive
work environment

86%

feel supported by
line managers

84%

believe our senior leaders
lead by example and
uphold our values



Work-life balance

We recognise the importance of rest and recovery in supporting colleague wellbeing and sustaining high performance. We actively monitor annual leave uptake and working patterns to identify where additional support may be needed. Our managers are supported to have regular wellbeing conversations, and to encourage colleagues to take their full annual leave entitlement. We also provide wellbeing resources that promote a healthy approach to work life management and reinforce the importance of switching off to ensure all colleagues feel able to take time away from work without barriers.



When it came to hours, the consensus was that Bevan Brittan still offers one of the most attractive work-life balances in the game.

Chambers Student
Guide 2025



Embedding wellbeing into our ways of working

Capacity Tracker

Our legal teams use Capacity Tracker, an innovative tool which helps them feel listened to and in control of their work. Using Capacity Tracker, lawyers can communicate their workload easily and transparently, enabling legal teams to manage capacity for maximum impact, supporting informed conversations, work-sharing and better collaboration.

"Capacity Tracker is a great tool which allows me to feel more in control of arranging my working week alongside personal commitments. The tracker helps me to understand where there may be some gaps in capacity within the team, so I can reach out to the team to see if they can help to reduce my workload or vice versa."

Eve Mikhael

Trainee Solicitor

Work Smart

We have implemented the following solutions to streamline routine tasks, enabling colleagues to use their time more effectively and focus on core activities.

- Trialling responsible use of generative AI to help automate tasks for some of our teams
- Implementing Office 365 to facilitate efficient administration
- Boosting inclusivity by upgrading dictation software
- Launching a new, easier-to-use travel booking system
- Enhancing processes, training and development for employment tribunal case management



Hybrid working means I can live in the Lake District, where our children are growing up close to family, and still continue my career at a commercial law firm. Just as importantly, when I'm working remotely it doesn't feel like that. It's been easy to build relationships, everyone has been really supportive and I very much feel like an integral part of the team.

Jake Edward

Associate



The Bevan Brittan community

We provide different ways for colleagues to connect through shared interests, activities, and challenges, creating space for people to build and strengthen relationships, and contribute to our inclusive and supportive culture.

Colleagues always
have access to



'Coffee with'

A monthly scheme pairing up around 100 colleagues at random for a virtual catch up.

Wellbeing rooms

Available in each office and equipped for private phone calls, online counselling and time out.

Social committee and budget

To facilitate social events ranging from ten pin bowling and office pizza lunches to quizzes and summer parties.

Opportunities that have been
available to colleagues this year

Financial wellbeing

To motivate colleagues to consider their financial situations and prepare for their futures, we hosted a webinar presented by Mercer Marsh who are employee benefits, workplace wellness and pensions experts. Colleagues indicated that their understanding of financial protection increased from 5.7/10 to 7.9/10 as a result of the session and several attendees also said that they would look to create a will.

Walking challenge

Colleagues recorded 6,200km of activities on Strava, competing for prizes, collectively encouraging each other to increase their steps, and fostering good health habits.

Yoga classes

A great opportunity for colleagues to unwind, stretch and take a moment for themselves during the working week. Online beginner-friendly sessions delivered by a certified instructor.

Health checks

We offered in-person health checks for colleagues.

Wellbeing events

Virtual and in-person sessions covering topics like Time to Talk Day, International Self Care Day and Men's Health. Colleagues, including partners, share personal stories to break down barriers and encourage an environment of openness.



Supporting joiners including early talent

We are committed to ensuring that our people feel supported as soon as they join us.

Inductions for all of our new joiners involve a wrap-around team of IT, HR and colleague support, including dedicated buddies. Feedback confirms that this approach is effective in helping people to transition into their new roles.

We know that starting a legal career can be particularly challenging, which is why we created our Trainee and Apprentice Knowledge Hub to support our early talent. It includes guides on a range of topics, including the type of work we do, introductory practice notes, links to internal and external webinars on key issues, and comprehensive resilience training programmes.

This year, Legal Cheek scored us A* for work-life balance and eco-friendliness, based on a survey of our trainee and junior lawyers.

Of our trainees who qualified in 2025, 92% accepted permanent solicitor positions with us.

Percentage of qualifying trainees
who accepted and started a permanent
solicitor position at Bevan Brittan

92%

2025

92%

2024

80%

2023



We also retained 100%
of our apprentices
who qualified in 2025



Joining Bevan Brittan as an apprentice from sixth form was a big step - but I know I made the right choice. I have gained real hands-on experience and felt supported from day one by my supervisor and the wider team. Regular check-ins, helpful feedback, and a great buddy system have smoothed the transition for me.

I have also had one-to-one time with partners, which showed me how approachable and invested they are. A highlight so far has been the early talent away day in Birmingham, where apprentices and trainees from across the business came together to build connections, learn and grow in a supportive environment.

Oman Bostan

Solicitor Apprentice



During the year
colleagues completed

15,436

hours of training on
our Learn platform

3,752

of which was live training

17.54

hours on average
for each full-time
equivalent colleague



Training and talent development

We understand the vital role that training and talent development plays in supporting wellbeing.

Our Learning Management System provides all colleagues with access to skills-based training, and a dashboard that allows them to track their own learning journey, the time they have invested and the progress they have made.

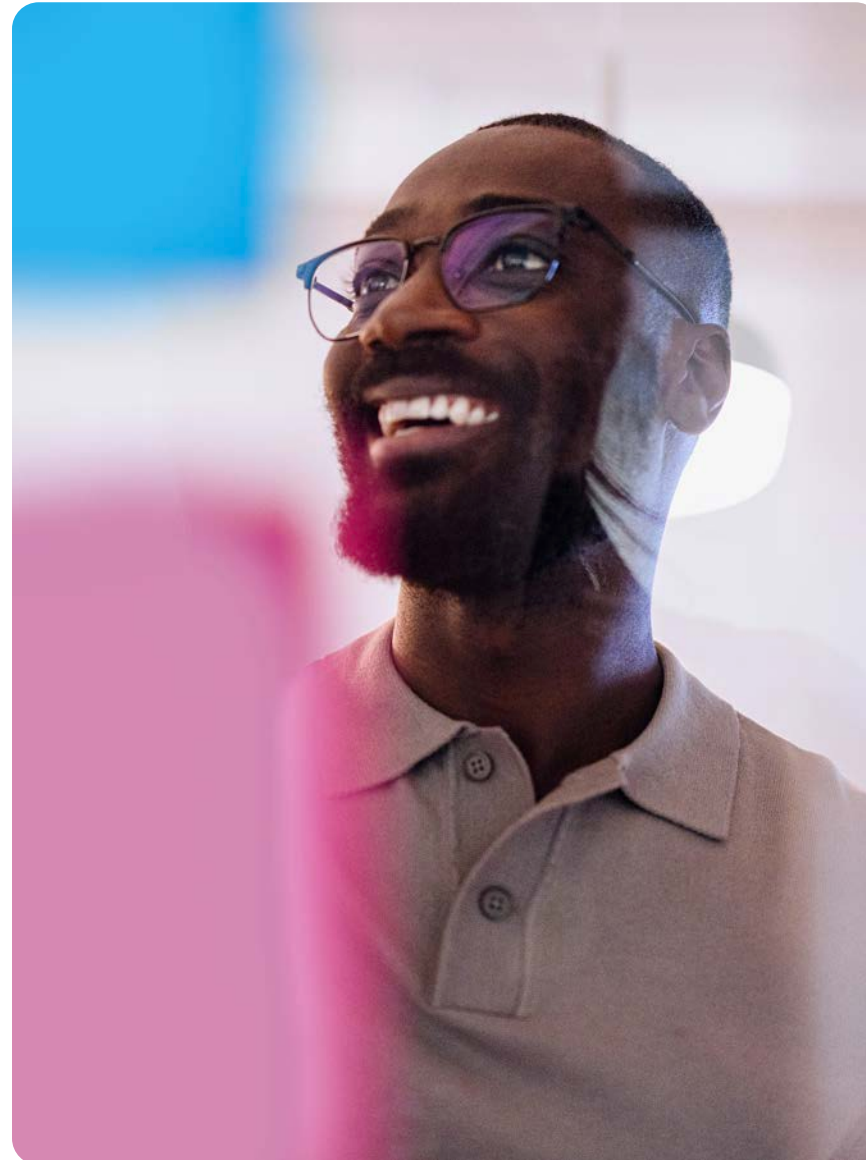
For lawyers, our Legal Career Framework provides a clear structure around expected behaviours from qualification to partnership. This ensures clarity, fairness and objectivity so that legal colleagues can discuss performance in a fair and consistent way, in line with our cultures and values. For those lawyers who are eager to progress, it also provides a mechanism for seeking ongoing feedback and support, and identifying personal development needs. For people managers, it allows them to support colleagues in identifying areas of focus, enhancing both appraisal discussions and promotion decisions.

This year we will be introducing a Business Services Career Framework to ensure that all our people are equally supported.

Be Your Best

Our Be Your Best Legal Development Programmes support legal colleagues, from Solicitor to Equity Partner, with business and professional skills aligned to career stages and future advancement. Following colleague feedback and in support of our future growth plans, we reviewed and improved the programme to include annual training calendars, updated intranet resources, tailored programme brochures, new facilitators, structured cancellation and pastoral follow-up processes, and auto-enrolment to boost attendance. Clear design principles ensure accessible, well-timed, predominantly virtual sessions. These changes have driven strong results in 2025/26.

As part of the leadership development programme, Senior Associates, Legal Directors, and Partners are supported with sessions such as “Managing resilience and creating wellbeing”, “Leading under pressure” and “Leading difficult conversations”, with an emphasis on the importance of wellbeing for both leaders and their teams.



Be your Best Legal Development
Programmes in numbers



50%

increase in
attendance

960

total attendances

4.3/5

feedback score

115

programme
completions

Resilience and vicarious trauma training

We have been reflecting on the challenges some of our colleagues face when handling sensitive and potentially distressing materials in their roles.

This year, colleagues in our Health & Care: Regulatory team, who are frequently exposed to potentially psychologically challenging materials, participated in a half-day training session on vicarious trauma, delivered by specialist provider StrongMind. The training focused on topics such as psychological distress, emotional tolerance, stress management, and personal resilience planning. Feedback was highly positive, with 94% rating the session as at least 'good' and 44% as 'very good' or 'excellent'.

Follow-on actions included reinforcing the buddy system, creating more opportunities for debriefing, and ensuring that a separate session was also arranged for business support colleagues, to create a safe space to discuss challenges and identify practical support measures including wellbeing tools and resources.



I found it helpful to hear my colleagues share their experiences and discuss the warning signs and causes of stress/distress/burnout. The trainer's overall message and attitude regarding resilience was very helpful and participating in this as a team felt like an important recognition of the difficult subject matter we deal with in our work.

Training session
participant



Health and wellbeing support

In partnership with carefully selected, specialist providers, our aim is to do everything we can to enhance the physical and mental health of our colleagues.

This means that everyone at Bevan Brittan has access to:

- Private medical insurance
- Biannual health assessments
- Virtual GP appointments
- Eye test and glasses subsidies
- Flu vaccinations
- Employee Assistance Programme, providing free and confidential access to qualified advisors and counsellors, 24 hours a day, 365 days a year
- A range of self-referred mental health therapies
- Various health and wellbeing app subscriptions

We trained our first Mental Health First Aiders (MHFAs) in 2019 and this year we have trained an additional 17 MHFAs, ensuring a good representation of colleagues across departments and offices. We now have a total of 35, which is approximately one for every 26 colleagues. Five existing Mental Health First Aiders have also completed refresher training.

As signatories to the Mindful Business Charter (MBC), we are focused on reducing unnecessary workplace stress by taking measurable steps against the four MBC pillars. In the last financial year, we implemented the MBC Mental Health Resilience Training for all partners and line managers, equipping them to support mental wellbeing within their teams.



The four pillars of the Mindful Business Charter

Openness and respect

Create and facilitate
safe, open cultures to
build trust



Smart meetings and communications

Think about what
you are saying,
when and to whom



Respect rest periods

Give consideration
to the need for you and
others to switch off



Mindful delegation

Collaborate, instruct
and delegate with care



Being part of the Wellbeing Working Group is something I value alongside my day-to-day role. Knowing that I can help to make a difference, either by sharing wellbeing resources or helping to plan an event, really makes it worthwhile.

Earlier this year we recognised Time to Talk day, virtually and in each of our offices. I was part of the team that led on the planning and facilitation to bring colleagues together informally, over sweet treats and a hot drink, to have a chat, meet someone new or simply step away from their desk. We also provided some “conversation starters”. It was great to see such great engagement across the business. One of those conversations may have made a really positive difference to someone’s day.

Annie Hellberg

Senior Early
Talent Advisor



Wellbeing pledges 2025/26

2025/26

01

We will seek feedback from employees on life at Bevan Brittan and use the results to target activity where colleagues tell us it is needed.

The survey showed that 89% of our colleagues feel our culture creates a positive and inclusive work environment. It also highlighted that some of our Business Services colleagues feel less engaged. We are acting on the survey results by launching a Business Services Career Framework.

Complete



02

We will implement a number of ways-of-working projects through our Knowledge & Innovation and Transformation teams including quality-of-life improvements to administrative systems.

We have embedded Capacity Tracker and implemented a number of Work Smart solutions to support colleagues - referenced on [page 63](#). We continue to look for ways to help colleagues spend their time on purposeful work which allows them to make an impact.

Complete



03

We will increase the number of Mental Health First Aiders by training additional colleagues, reviewing representation across offices, departments and job roles.

We have trained an additional 17 Mental Health First Aiders, and five existing MHFAs have completed refresher training. We now have approximately one Mental Health First Aider for every 26 colleagues, with representation across teams and offices.

Complete



Wellbeing pledges 2026/27

2026/27

01

Supporting the transition into the professional workplace

We will enhance our Be Your Best Legal Development Programme by introducing additional modules for legal apprentices and trainees to help with their transition to a professional workplace and preparing to become a solicitor. Alongside technical development, the programme will promote wellbeing by encouraging sustainable ways of working, resilience and confidence, enabling colleagues to perform and thrive.

02

Encouraging timely colleague feedback

We will implement Performance Leader, a new feedback and appraisal platform. This will facilitate more frequent line manager check-ins and encourage timely 'fast feedback' incentivised with charity donations.

03

Supporting women's health and wellbeing

We will develop and begin to implement a menopause action plan, shaped by colleague insight, workforce data and best practice to strengthen our support for women's health and wellbeing. This will include raising awareness and improving access to practical guidance for managers and colleagues and will also build on our existing support for parents and carers, to support the progression, retention and long-term success of female talent across the firm.

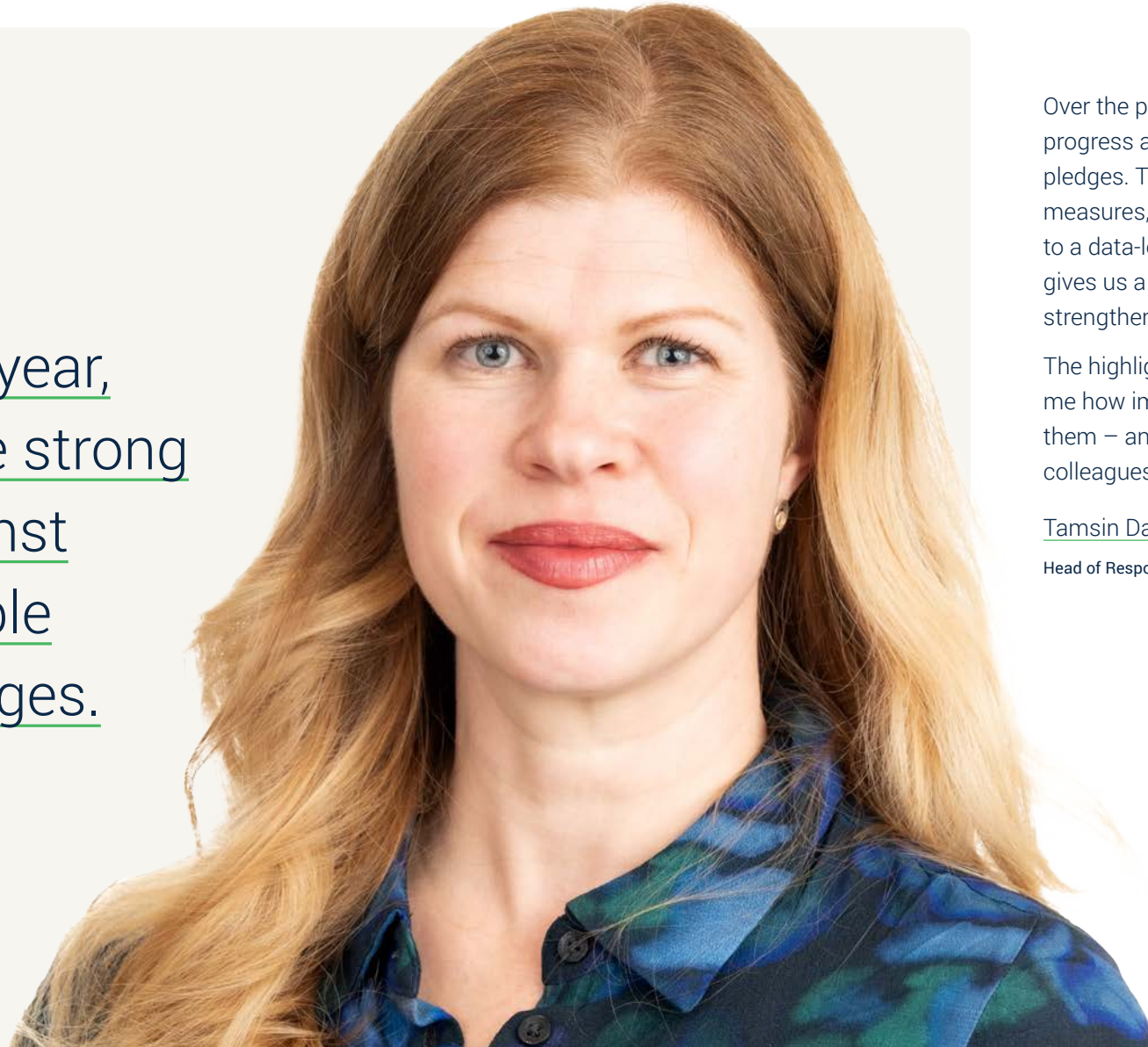
73 Introduction by Tamsin Danby

74 15 pledges to progress our responsible
business efforts in 2026/27

Our pledges

“

Over the past year,
we have made strong
progress against
our Responsible
Business pledges.



Over the past year, we have made strong progress against our Responsible Business pledges. The combination of new governance measures, our materiality survey and a commitment to a data-led approach to Responsible Business gives us a solid foundation to track, measure and strengthen our impact.

The highlight of my role is when colleagues tell me how important responsible business is to them – and seek opportunities to support their colleagues, clients and communities.

Tamsin Danby

Head of Responsible Business

15 pledges to progress our responsible business efforts in 2026/27



Aligning Responsible Business with our business improvement initiatives

We will encourage a further focus on Responsible Business in our change and improvement initiatives by training our project managers to identify and record responsible business impact.

Responsibly harnessing the benefits of AI

We will enhance our generative AI governance through our AI Programme Board, which will set key principles for the responsible rollout of AI and support implementation through updated policies and the development of practice specific guidance.

Improving internal reporting processes against key KPIs

We will leverage our enhanced data mechanisms to establish internal departmental reporting that measures engagement with pro bono, volunteering and wider responsible business activity.

Governance



Environmental sustainability



Reducing carbon emissions across our operations

We will reduce our Scope 1 and 2 carbon emissions by 45%, compared to our 2024/25 levels, by 2030.

Supporting NHS decarbonisation

We will establish a peer-to-peer network for NHS Trusts to support them with their decarbonisation initiatives, facilitating the sharing of ideas and challenges, and providing the opportunity for them to hear from third party experts.

Ensuring clarity in emissions calculation methodology

We will publish internally a base-year recalculation policy that will map how we ensure emissions calculation methodology is kept up to date to standardise future decision making.

Community engagement



Launching a Bevan Brittan community fund to support social mobility in our local communities

We will launch a new Bevan Brittan community fund to support social mobility in the communities where our offices, colleagues and clients are based.

Using our legal expertise to benefit our community through pro bono

We will leverage our new partnership with LawWorks to deliver at least 750 hours of pro bono legal advice to organisations and individuals that could not otherwise afford it.

Enabling our colleagues to make an impact through an online reading scheme

We will extend our current partnership with literacy charity, Chapter One, to support 30 colleagues to deliver individual reading support to children in schools where our offices are based.

Equality, diversity and inclusion



Advancing social mobility with a dedicated employee network

We will establish a Social Mobility Network to create a space for colleagues to share experiences, raise awareness, and help shape initiatives that promote equality of opportunity.

Delivering transparent and equitable career progression for all

We will design and implement a business services career framework, providing clear, consistent, and transparent pathways across all business services functions. The framework will ensure that progression is clearly understood and accessible to all employees. It will support fair and inclusive career outcomes across the business, with the aim of eventually improving representation at more senior levels.

Supporting positive conversations on neurodiversity

We will continue our commitment to fostering an inclusive environment where neurodiversity is understood, valued and supported. This year we will equip our people managers with further practical guidance, tools and resources to enable confident, informed and supportive conversations with colleagues. This includes raising awareness of neurodiversity, promoting inclusive ways of working, and ensuring appropriate workplace adjustments are considered and implemented where needed.

Wellbeing



Supporting the transition into the professional workplace

We will enhance our Be Your Best Legal Development Programme by introducing additional modules for legal apprentices and trainees to help with their transition to a professional workplace and preparing to become a solicitor. Alongside technical development, the programme will promote wellbeing by encouraging sustainable ways of working, resilience and confidence, enabling colleagues to perform and thrive.

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We will strengthen support for women's health and wellbeing by introducing a menopause action plan and building on our existing support for parents and carers, to support the progression, retention and long-term success of female talent across the firm.

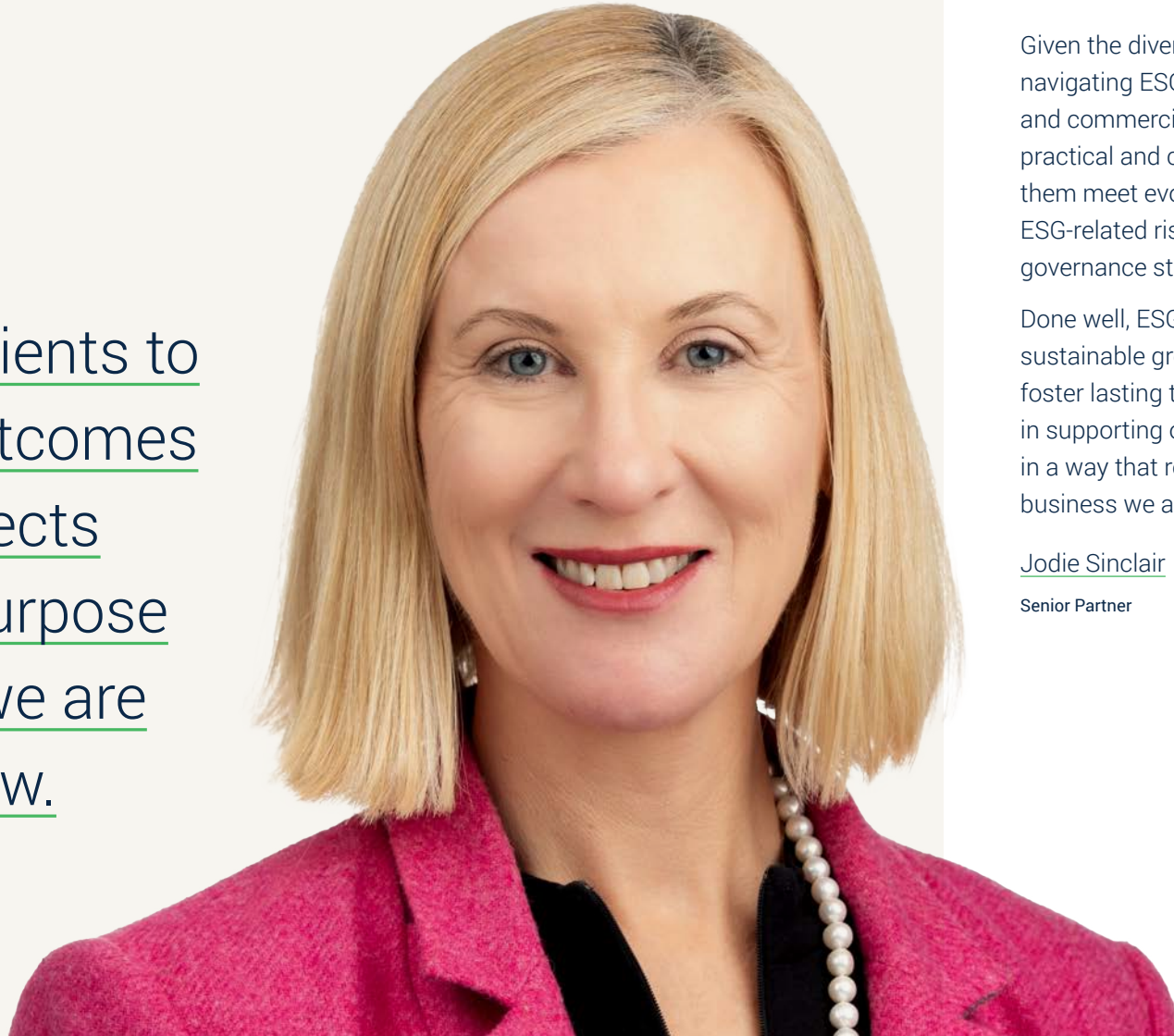


Supporting clients with ESG matters

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- 79 Legal 500 Green Guide highlights our environmental client work
- 79 Supporting Perth and Kinross Council to net zero by 2045
- 80 Hackney Council's pioneering rooftop solar microgrid generates energy bill savings for tenants
- 80 Advising Viridor on £2 Billion Project for the Tees Valley Energy Recovery Facility
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- 81 Advancing sexual safety across the NHS workforce
- 82 Clarifying the boundaries of belief protection in the workplace
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- 82 Supporting public bodies on sensitive belief and expression issues
- 83 Helping clients across our markets manage legal risks
- 83 Ensuring good governance across local authorities



We take pride in
supporting our clients to
achieve these outcomes
in a way that reflects
the values and purpose
of the business we are
continuing to grow.



Given the diversity of our markets, our clients are navigating ESG across very different legal, regulatory, and commercial landscapes. We support them with practical and commercially focused advice to help them meet evolving regulatory requirements, manage ESG-related risks, and embed ESG in strategy and governance structures.

Done well, ESG presents a real opportunity to drive sustainable growth, deliver positive impact, and foster lasting trust with stakeholders. We take pride in supporting our clients to achieve these outcomes in a way that reflects the values and purpose of the business we are continuing to grow.

Jodie Sinclair

Senior Partner

Legal 500 Green Guide highlights our environmental client work

The Legal 500 Green Guide: UK 2025 recognises our commitment to decarbonisation and the green transition. It highlights our carbon neutral accreditation, ISO14001 certification and our environmentally focused client projects. These include Birmingham City Council's £500m Energy Recovery Facility and Boom Power's 400 MW East Yorkshire solar farm, a Nationally Significant Infrastructure Project.

Two of our specialist energy and resource management partners have also been recognised in Legal 500's prestigious UK Green Ambassadors 2026 list. Harriet Murray Jones and Nathan Bradberry are two of only 40 lawyers across the UK to be selected for the work they do to support both decarbonisation and the green transition.

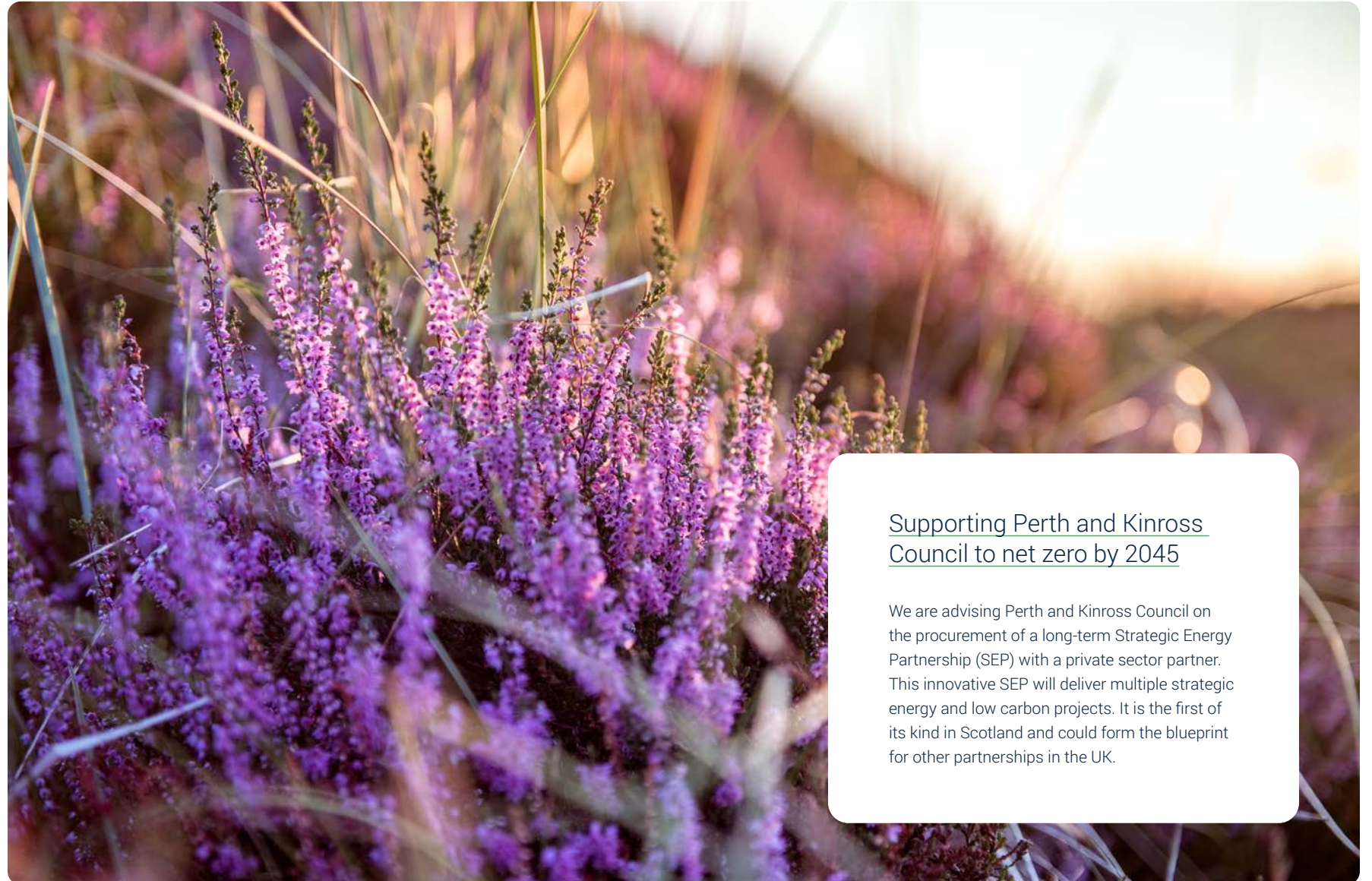
Harriet is recognised for her work supporting investors and developers across the lifecycle of renewable energy projects, while Nathan is celebrated for advising on low carbon initiatives and leading our internal sustainability efforts.

GREEN GUIDE FEATURED

Legal500

UNITED KINGDOM

2025



Supporting Perth and Kinross Council to net zero by 2045

We are advising Perth and Kinross Council on the procurement of a long-term Strategic Energy Partnership (SEP) with a private sector partner. This innovative SEP will deliver multiple strategic energy and low carbon projects. It is the first of its kind in Scotland and could form the blueprint for other partnerships in the UK.



Hackney Council's pioneering rooftop solar microgrid generates energy bill savings for tenants

Our support for Hackney Council's pioneering rooftop solar microgrid project delivered both environmental and social value by providing cleaner, more affordable energy to social housing residents. The scheme enables electricity generated from solar panels on 28 blocks to be supplied directly to around 800 households, offering savings of around 15% on energy bills while supporting decarbonisation goals. As a first-of-its-kind UK initiative, it helps tackle fuel poverty and promote social equity. We advised on the complex contractual framework, helping deliver an innovative, scalable model with potential for wider rollout. The project won a Regen 2026 Green Energy Award for helping to drive the transition to a clean, secure and fair energy future.

15%

saving (approximately)
on energy bills provided to
around 800 households

Advising Viridor on £2 Billion Project for the Tees Valley Energy Recovery Facility

We advised Viridor, a leading UK resource recovery company on the Tees Valley Energy Recovery Facility (TVERF) project, which includes contracts with a value of £2 billion over 29 years.

TVERF is a public-private partnership (PPP) infrastructure project between Viridor and Tees Valley Energy Recovery Limited, which will allow seven councils (Darlington, Durham, Hartlepool, Middlesbrough, Newcastle, Redcar & Cleveland and Stockton) to have their residual waste, the waste left over after recycling from across the region, treated at a state-of-the-art two-line Energy Recovery Facility (ERF).

TVERF is expected to be operational in 2030 and will be capable of processing around 450,000 tonnes of residual waste per year. It will generate up to 49.9 MW of baseload electricity for the local electricity grid each year – enough to power the equivalent of 60,000 homes. The TVERF is being built on disused industrial land at Teesworks in Redcar, supporting the regeneration of the area, while also creating new local employment opportunities.

Driving equitable pension reform for 12,000 firefighters

We advised 52 Fire and Rescue Authorities across the UK in the landmark Sargeant/McCloud group litigation concerning the pension rights of over 12,000 firefighters. The case challenged 2015 public sector pension reforms, where transitional protections favoured older workers and were subsequently ruled unlawful age discrimination by the Court of Appeal. Supporting clients through Employment Tribunal, Appeal Tribunal and Court of Appeal proceedings, we provided strategic guidance on complex equality issues under the Equality Act. Our work helped authorities understand, manage and mitigate the implications of the ruling, including navigating highly technical and ongoing remedy requirements. This engagement demonstrates our commitment to promoting fair and equitable treatment in public sector employment and supporting clients through significant legal and social governance challenges.

12,000+

firefighters were helped
with their pension rights



Advancing sexual safety across the NHS workforce

We have supported national NHS bodies and multiple NHS organisations in developing national policy and guidance to strengthen sexual safety across the NHS workforce. This included providing forward-looking legal advice on evolving obligations under the Equality Act and the Employment Rights Act 2025. Following the adoption of NHS England's Sexual Safety Charter in October 2024, we supported a national working group on Domestic Abuse and Sexual Violence to design a comprehensive policy framework. This included investigation protocols, practical guidance for managers, and training and development materials for NHS organisations nationwide.

Our support also extended to highly sensitive, confidential advice on individual cases, alongside collaboration with multiple specialist working groups. We played a key role in drafting and refining core guidance documents, helping to embed consistent, robust approaches to prevention, reporting and response across the NHS.

Clarifying the boundaries of belief protection in the workplace

We advised Surrey and Borders NHS Foundation Trust in a significant Employment Tribunal and Employment Appeal Tribunal case examining whether a belief in English nationalism qualifies as a protected philosophical belief under the Equality Act. The claim arose following the termination of an agency engagement, with allegations of direct discrimination based on the claimant's asserted belief. We successfully defended the Trust and individual respondents at each stage of the proceedings.

Both the Employment Tribunal and the Employment Appeal Tribunal found that the belief did not meet the legal threshold for protection. The EAT's judgment has since become a leading authority, confirming the limits of protected beliefs and clarifying that earlier case law had not lowered the bar. The judgment has been widely cited in subsequent cases.

Our work supported the Trust in navigating complex and sensitive legal issues, reinforcing fair, lawful and inclusive workplace practices across the NHS.

Supporting clients on complex gender identity and inclusion issues

We established a multi-disciplinary, cross-practice centre of excellence to support clients in navigating the rapidly evolving legal landscape relating to gender identity and workplace rights. Through this initiative, we have delivered a series of free briefings to our client base on the implications of recent case law and government guidance. Our focus has been on helping employers understand and manage the complex and often sensitive balance between the rights of transgender staff and those of other employees.

By combining expertise across employment, regulatory and public law, we provide clear, practical guidance to support lawful, fair and inclusive decision-making. This work demonstrates our commitment to helping clients address complex social issues and foster respectful, inclusive workplace environments.



Supporting public bodies on sensitive belief and expression issues

We are advising a number of public sector organisations on complex workplace disputes arising from differing staff beliefs relating to the Israel/Palestine conflict, and their protection under the Equality Act.

This includes supporting an NHS Trust in defending high-profile claims involving allegations of harassment and discrimination linked to social media activity expressing views on the conflict. The case raises complex issues around the boundaries of protected belief, freedom of expression, and employer responsibilities in managing workplace conduct.

Our advice has helped the Trust navigate significant legal, operational and reputational risks, including managing external scrutiny and safeguarding staff involved in proceedings. The matter also involves complex procedural issues, including applications relating to anonymity and legal privilege.

Through this work, we are helping clients manage highly sensitive and polarised issues in a way that is fair, lawful and consistent with their wider duties as public bodies.

Helping clients across our markets manage legal risks

To support our clients to mitigate the continued risk of legislative change, we have created bespoke interactive portals. Legal risks are identified, categorised by operational area, ranked by impact using a traffic light system based on the client's risk profile, then prioritised and allocated to individuals with actions to complete. To date, this product has been adopted by 18 clients across our Housing, Health and Insurance & Financial Services markets, reassuring them of their capability to manage legal risk and contributing to good governance.



18

clients adopted our
bespoke client risk portals



Ensuring good governance across local authorities

We do not just support our local authority clients to ensure good governance – we also play a leading role in shaping the governance agenda itself. As recognised sector and subject matter specialists, our experts were at the forefront of developing The Code of Practice on Good Governance, which guides how Statutory Officers, Heads of Paid Service, Chief Finance Officers and Monitoring Officers in local authorities should work together effectively. Alongside delivering keynote addresses and speaking at sector events, we actively support clients to interpret, implement and adhere to this guidance in practice. We are assisting Lawyers in Local Government to review its best practice code for local authority interests in companies, including presenting at their Governance Conference last year, where we received positive feedback from Monitoring Officers and Governance Lawyers on how it is operating within authorities.

85 Contact us

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Bevan Brittan is a limited liability partnership registered in England & Wales: Number OC309219.
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Authorised and regulated by the Solicitors Regulation Authority: number 406315. Any reference to a partner in relation to Bevan Brittan LLP means a member, consultant or employee of the firm who is a lawyer.

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