

Bevan Brittan 

# Making a real impact as a responsible business

Our 2024/25 Responsible Business Report



Together, we are  
shaping a business  
that creates lasting,  
positive impact.



## Foreword

Welcome to our first Responsible Business report – a key milestone in our ongoing commitment to being a responsible and sustainable organisation. Our Responsible Business Programme is central to who we are and how we grow as a leading national law firm. Within the programme we focus on four core pillars – environmental sustainability, community engagement, equality, diversity and inclusion, and wellbeing – and we are making meaningful progress in all these areas.

This year we strengthened our focus by investing in a dedicated Responsible Business Team and all the initiatives highlighted in this report. I want to thank our people for their passion, dedication and leadership in driving forward this important agenda. Together, we are shaping a business that creates a lasting, positive impact and sets the course for our next five years of growth and evolution.

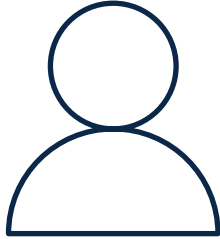
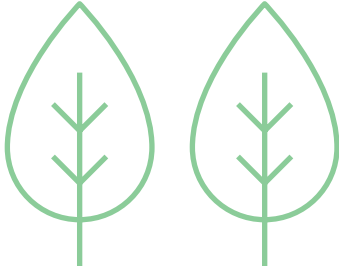
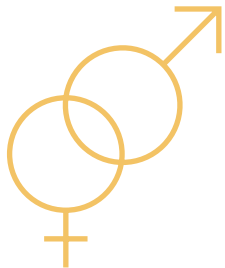
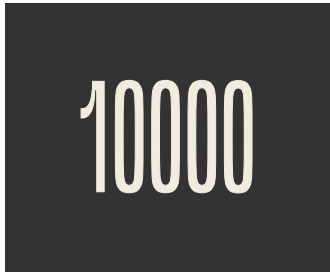
Duncan Weir

Managing Partner

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# Making a real impact as a responsible business

# Annual highlights

|                                   |                                                                                                              |                                                                                       |                                                                                                                                      |                                                                                       |                                                                                                      |                                                                                       |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Strategy and governance           | Responsible Business given a seat on our Board                                                               |    | Head of Responsible Business appointed                                                                                               |    | Governance review ensures Responsible Business remains at the heart of our decision-making processes |    |
| Environmental sustainability      | Environmental Sustainability Manager joins to lead on our Carbon Reduction Plan and 2040 net zero commitment |    | 100% renewable energy powers our offices                                                                                             |    | Legal 500 Green Guide recognises us for leading the way in sustainability                            |    |
| Community engagement              | £100,000 donated to our office charities                                                                     |  | £20,000 raised for 1625 Independent People in Kilimanjaro trek                                                                       |  | 633 hours of pro bono legal advice delivered in our communities                                      |  |
| Equality, diversity and inclusion | 54% of our partnership are women, ensuring balanced representation <sup>1</sup>                              |  | Continued to support The 10,000 Black Interns Programme and Rare Recruitment                                                         |  | Black Employee Network launched                                                                      |  |
| Wellbeing                         | Mindful Business Charter rolled out firmwide                                                                 |  | A* for: <ul style="list-style-type: none"><li>• Peer support</li><li>• Partner approachability</li><li>• Work/life balance</li></ul> |  | Capacity tracker tool introduced to help manage workloads                                            |  |



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.



Connie Heathfield  
Environmental  
Sustainability Manager

Judith Hopper  
Partner and Board Lead  
for Responsible Business

Tamsin Danby  
Head of Responsible  
Business

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.

Over the past year we have invested even more in our responsible business practices and, as Bevan Brittan's first Board Lead for Responsible Business, I am proud to introduce our inaugural Responsible Business Report.

It highlights our collective achievements and the areas where we are pushing further. 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

## The evolution of Bevan Brittan as a responsible business

2010

Establish our  
responsible client  
onboarding process

2015

Welcome initial  
cohort of solicitor  
apprentices

2012

First appointment  
of a woman as our  
Senior Partner

2019

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

2019

Train our foundational  
Mental Health First Aiders

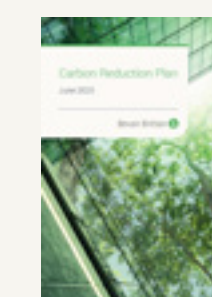


2022

Adopt contextual  
recruitment for  
early talent

2024

Publish net zero target and  
Carbon Reduction Plan



2024

Give Responsible  
Business a seat on  
our Board



2021

Gain ISO14001  
certification



2022

Become Mindful  
Business Charter  
signatories



2024

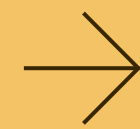
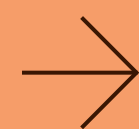
Increase payroll  
giving to achieve  
Gold Award

2025

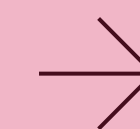
Appoint dedicated  
Responsible  
Business team

## 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.



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



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Strategy and

governance

## 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 the firm’s Risk Register. The Committee is chaired by a Non-Executive Director who reports directly to the Board.

### Responsible Business Committee

The Responsible Business Committee includes our Board Lead for Responsible Business, our dedicated Responsible Business Team members, Strand Leads and professionals from our Business Services teams. Meeting quarterly, the Committee’s responsibilities include evaluating the range, cadence and frequency of responsible business activities, communicating transparently with stakeholders and reviewing responsible business risks and opportunities. The Committee is chaired by the Board Lead for Responsible Business who reports directly to the Board.

### Strand Leads

Each Strand Lead works with aligned colleagues to implement their strand’s strategy. This is different for each strand but broadly includes identifying ways to make a real impact, educating and engaging stakeholders, and measuring and evaluating activity. Each strand is covered in more detail in this report.

|                                   | Board                                                             | Responsible Business Committee                                                                                                                                        | Colleagues                                                 |
|-----------------------------------|-------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| Community engagement              | Responsible business is a standing agenda item at board meetings. | Partner Strand Lead for community engagement                                                                                                                          | Community engagement working groups in each of our offices |
| Environmental sustainability      |                                                                   | Partner Strand Lead for environmental sustainability                                                                                                                  | Environmental working goup                                 |
| Equality, diversity and inclusion |                                                                   | Partner Strand Lead for equality, diversity and inclusion                                                                                                             | ED&I network leads group                                   |
| Wellbeing                         |                                                                   | Partner Strand Lead for wellbeing                                                                                                                                     | Wellbeing working group                                    |
| Responsible Business Team         | There is a dedicated board lead for responsible business.         | <ul style="list-style-type: none"><li>Board Lead for Responsible Business</li><li>Head of Responsible Business</li><li>Environmental Sustainability Manager</li></ul> |                                                            |
| Business services professionals   |                                                                   | <ul style="list-style-type: none"><li>HR Director</li><li>Senior Marketing Communications Manager</li><li>Information Security Manager</li></ul>                      |                                                            |

# 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.

### 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 supply chain management

For the past two years, Good Business Pays have awarded us a Fast Payer Award, recognising our prompt payment of suppliers.

In our latest two reporting periods, both between 1 May 2024 to 30 April 2025, it took us an average of 22 days to pay an invoice. 83% of our invoices were paid within 30 days and 96% within 60 days, reflecting our ongoing commitment to being a responsible and dependable business partner.



### 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.

## Governance pledges for 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.



# 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.

# 03

We will enhance our Responsible Supply Chain Management approach, surveying our top 50 suppliers by spend and assessing their ethical and responsible business practices.

This will incorporate equality and diversity, environmental management and carbon emissions, data protection, health and safety, and information security. The responses will inform our ongoing strategy.

# Environmental sustainability

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Our pledge to reach  
net zero by 2040 is a  
significant commitment,  
and we are focused on  
making steady, meaningful  
progress to get there.



I am delighted to be the Strand Lead for Environmental Sustainability alongside my role as Energy and Resource Management Partner.

Sustainability is something I care deeply about – whether it is helping clients on net zero projects, EV infrastructure or district energy networks, or working with colleagues to deliver a collaborative approach to our individual and collective environmental decisions, policies and procedures.

Our pledge to reach net zero by 2040 is a significant commitment, and we are focused on making steady, meaningful progress to get there.

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.



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 newly appointed 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 science-based targets.

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



# Office impact

Our offices are 100% powered by a mix of solar, wind and hydro energy. However, we recognise the environmental impact of our offices and seek to reduce this 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 has helped us to divert 79% of waste from landfill this year.

During our Birmingham office move in 2023, we diverted redundant office furniture from landfill by donating it for reuse across 25 local charities.

- Some of the ways it has been used over the last year include:
- Recovery charity Changes UK upcycling our furniture for its supported living accommodation and community café
  - Learning and development partnership Octavius installing our former desks in its women’s hub workshop
  - Taste for Life Community CIC re-homing our items in its offices
  - Dorothy Parkes Community Centre furnishing its meeting rooms with our donations



## From our Birmingham office move

£148,380 worth of furniture was donated to charity

21,612 kg CO2e was avoided

33,227 kg was diverted from landfill

## 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.



## Environmental sustainability training

Carbon literacy training has been completed by 25 colleagues this year, resulting in our bronze certification as a carbon literate organisation by the UN-recognised Carbon Literacy Project.



# 96

colleagues also completed  
online environmental  
awareness training

# Green Week - Greener together

We introduced our inaugural Green Week in 2024 as a way to raise awareness about our environmental sustainability programme and engage colleagues in a wide range of sustainability-focused community initiatives.

## Green Week 2024 in numbers



Green Week was an opportunity for us to bring sustainability to life for colleagues. The energy was powerful - people showed up, spoke up, and rolled their sleeves up. As a Green Ambassador, it was inspiring to see how much colleagues care and how powerful we can be when we act together.

Helen Stead

Senior Clients & Markets Manager and Green Ambassador



## Environmental sustainability pledges for 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.

# 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.

# 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.

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Community engagement pledges for 2025/26

“

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One of the things that makes Bevan Brittan such a special place to work is how much our people care about the communities around us. From mentoring students and offering pro bono, to joining Legal Walks or trekking Kilimanjaro for charity, their enthusiasm and generosity shine through.

These connections form the foundation of meaningful relationships that make a real difference in the communities where we work. It is something that I feel incredibly proud - and genuinely lucky - to be part of.

Andrew Shaw

Partner and Community  
Engagement Lead

# Our commitment to community engagement

Our community engagement strategy seeks to make a tangible difference to the lives of people in our communities through:

- Pro bono projects
- Access-to-opportunity volunteering
- Partnering with our local office charities





# 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 Great Western Air Ambulance Charity, Thames Reach and Yorkshire Cat Rescue.

|                                    | FY24/25 | FY23/24 | FY22/23 | Stream total |
|------------------------------------|---------|---------|---------|--------------|
| The Birmingham Legal Advice Clinic | 167     | 144     | 91      | 402          |
| Bristol Law Centre                 | 112     | 83      | 33      | 228          |
| Pro bono client work               | 354     | 544     | 353     | 1,251        |
| Annual hours total                 | 633     | 771     | 477     | 1,881        |

87

of our lawyers have given pro bono advice either directly to charities and good causes or through organised legal clinics in the past year

## Pro bono for The Rob Burrow Centre for Motor Neurone Disease (MND)

One of our key pro bono projects this year saw our Construction team advise Leeds Teaching Hospitals NHS Trust on building contracts for The Rob Burrow Centre for Motor Neurone Disease. With the service having outgrown its existing premises, our work made a real impact in getting the new facilities up and running. Our Leeds colleagues were delighted to support this project in honour of a regional and national hero.

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“

*We are very grateful to Bevan Brittan for the pro bono support and advice they provided to help bring The Rob Burrow Centre for Motor Neurone Disease to life, a much needed facility which will create meaningful change in our MND community.*

*Now open, this landmark centre will help to facilitate the specialist care provided by our clinical team and offer a holistic, calm and peaceful experience for patients with MND, while also serving as a hub of innovation, education and excellence.*

Phil Proctor

Head of Capital Projects at  
Leeds Teaching Hospitals NHS Trust



## 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.*

*This year I was honoured to attend a reception hosted by The Corporation of London at the Guildhall, with a key address from Attorney General Lord Hermer KC about the vital role of pro bono in upholding the rule of law and ensuring access to justice, and to celebrate the collective effort across the profession. For me, it reinforced just how important this work is - and how proud I am that Bevan Brittan supports it.*

Elena Goodfellow

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



# Colleague volunteering

This year, 80 colleagues spent 778 hours volunteering in our communities. This included volunteering to support our office charities and causes that matter to our clients.

## Volunteering hours

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, 30 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).



*Even over a relatively short period of time, I have heard the progress in my paired student's reading and seen their confidence grow to tackle increasingly complex texts. Knowing that my support is helping to develop their comprehension, confidence, and engagement with reading is incredibly rewarding. With reading being the cornerstone of all academic subjects, I hope that I am playing a small part in their wider academic journey.*

### Callum Scott

Solicitor, Birmingham  
Reading Scheme  
Volunteer



## 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



Imogen Farmer

Solicitor Apprentice  
and Bristol reading  
scheme volunteer

Solicitor Apprentice and Bristol reading scheme volunteer, Imogen Farmer, won the Ablaze Reading Partner Volunteer of the Year award for going the extra mile in her efforts to support pupils. In one instance, she created personalised stories to encourage a child to engage in reading.

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 have volunteered as a mentor for the past three years, and it is one of the most rewarding things I do. It is a chance to give back to the next generation and support social mobility in a practical, personal way.*

*I have worked with three students so far and, because the sessions are led by them, each journey has been different. We talk about routes into law, how to stand out as a candidate, and I have supported with UCAS applications and CVs. All the students I have mentored have gone on to study at their chosen universities, and I like to think I've helped in some small way - just as others helped me when I was starting out. It is a reminder of why this matters.*

Lyndsay Mair

Associate, Employment,  
Pensions & Immigration  
and Leeds Schools  
Volunteer



# Our office charities

In 2024 we pledged our support to three new office charities: Birmingham colleagues chose Age UK Birmingham, Leeds selected child bed poverty charity Zarach, and London opted for homelessness charity Thames Reach. Our Bristol charity continued to be 1625 Independent People which supports young people.

Our colleagues' quizzing, running, walking, baking, socialising, sleeping out and donating all contributed to significant and valued fundraising. This is supported by Board-led annual charitable donations, which in 2024 saw us split £100,000 equally between our office charities.

£136,653

donated to our office charities in 24/25



Age UK Birmingham

Aims to make Birmingham a great place to grow older



Donation

£25,000 + £965 fundraising

Activities

- Supporting the charity's service users by attending coffee mornings and giving talks on legal issues at local libraries, community centres and care homes

Trainee event

- Board game evening

1625 Independent People

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



Donation

£25,000 + £26,396 fundraising

Activities

- November 2024 Sleep out; Kilimanjaro trek including linked fundraising events; charity quiz, volleyball competition

Trainee event

- Virtual horse racing

Thames Reach

Aims to end rough sleeping in London



Donation:

£25,000 + £7,422 fundraising

Activities

- Office raffles, London Homelessness Walk, photo competition, and Hackney Half Marathon

Trainee event

- Bevan Brittan cookbook

Zarach

Aims to end children's bed poverty



Donation

£25,000 + £1,870 fundraising

Activities

- Scavenger hunt, quiz night and raffle, and funding and delivering beds and Christmas gifts to underprivileged children and families supported by Zarach

Trainee event

- Treasure hunt



Payroll Giving scheme

Colleagues also donate to charities of their choice through our salary sacrifice Payroll Giving scheme. This has enabled over £14,000 of tax efficient giving in the last year, leading to the achievement of our Payroll Giving Gold Award.



It's been fantastic to partner with Bevan Brittan over the past two years as its Bristol office charity. We have received two incredible £25,000 donations, and the team continues to run dedicated fundraising activities including, most recently, an inspiring Kilimanjaro climb.

Beyond the financial contributions, the time, energy and commitment of the team has been unwavering. Thanks to this support we can continue providing vital mental health support, positive activities, and one-to-one mentoring to help young people build the confidence and develop the skills they need to thrive as independent adults.

Dom Wood

Chief Executive Officer,  
1625 Independent People

## Community engagement pledges for 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.

# 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.

# 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.

# Equality, diversity and inclusion

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What really stands  
out to me is how  
open colleagues are  
to listening, learning,  
and embracing different  
perspectives.



What really stands out to me is how open colleagues are to listening, learning, and embracing different perspectives. This is an important part of our culture and something that we nurture through creating space for shared learning and lived experience, and ensuring that everyone feels comfortable being themselves.

I am proud of both the role women play in our leadership and management, and the ways that we are working to continue advancing equality, diversity and inclusion. The willingness of colleagues to voluntarily share their diversity data in support of driving positive change is a strong indicator of the deep rooted and widespread support for equality, diversity and inclusion at Bevan Brittan.

Joanne Easterbrook

Partner and Equality,  
Diversity and Inclusion Lead

# Our commitment to equality, diversity and inclusion

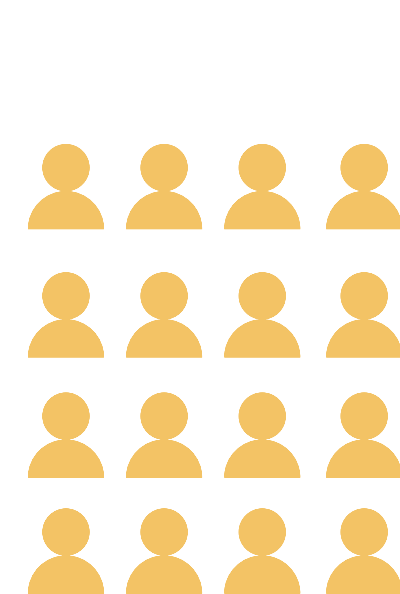
Equality, diversity and inclusion (EDI) at Bevan Brittan means demonstrably and actively valuing and promoting EDI across our leadership, workforce, clients and partners and achieving resilience and growth through learning and challenge from a broad range of perspectives.



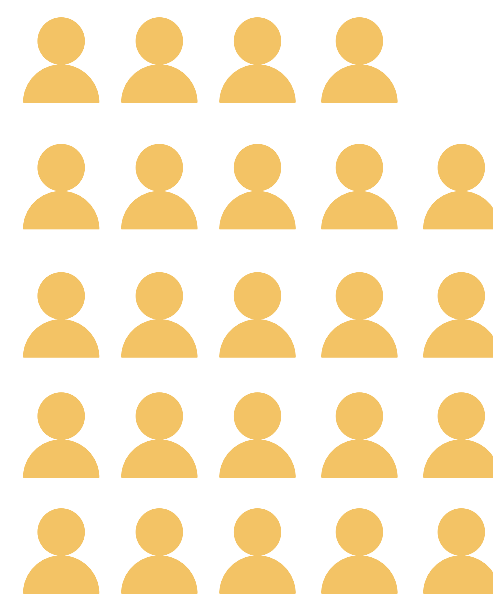
## Diverse talent pipeline

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. A group of new apprentices and trainee solicitors joined us in September 2024, taking our early talent cohort to 16 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.



16 Solicitor  
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 2024/25 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

Partnering with the 10,000 Black Interns programme for a third year to interview and appoint an intern for a six-week placement.



Providing London-based undergraduates who are interested in legal careers with 1-2-1 mentoring and job application support through The Talent Tap charity.



## Diverse talent progression

We recognise the value of gathering and interpreting diversity data to help us monitor and demonstrate progress, identify areas for development, and make evidence-based decisions to support and promote equality and inclusion. In our most recent survey, 73% of colleagues voluntarily shared their diversity data with us.

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.

Current policies include:

- Hybrid and flexible working policies that do not mandate days in the office but allow colleagues to make choices that balance the needs of their role and their commitments outside of work
- Enhanced paid maternity, paternity and adoption leave with the package reviewed annually by the Board
- Menopause Policy to raise awareness of menopause and its impact in the workplace, encourage open conversations between line managers and employees, and direct colleagues to relevant advice and assistance

The latest collection of colleague diversity data in June 2025 confirmed we are making progress in raising diverse representation at senior levels:

- The percentage of partners who are women has increased by 17% since 2019. Latest figures show that 54% of our partners are women, ahead of the Solicitors Regulation Authority average of 47%, whilst 46% of our equity partners are women, ahead of the Solicitors Regulation Authority average of 32%
- Our current and two previous Senior Partners are women
- The percentage of our partners who are from an Asian, Black, Mixed and Minority Ethnic background has increased by 8% since 2019
- 51.1% of our partners did not have a parent attend university and gain a degree by the time the partner was 18

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

## 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.

This activity and all of these conversations help build understanding - and remind us how powerful it is to be seen and heard



“

*I trained at Bevan Brittan and I am proud to be part of a business that values equality, diversity and inclusion. Representation matters to me - it is why we started the South Asian Network: to support colleagues, celebrate heritage, and raise awareness.*

*One of our annual calendar highlights is South Asian Heritage Month and last year it was brilliant to see so many colleagues take part. We held a virtual Q&A event, shared personal stories, hosted an online cook-along, and exchanged family recipes – it was a real celebration of identity and connection. I personally shared what fasting means to me and how it shapes my day during Ramadan, and I was extremely proud to co-host our first in-person Iftar event. This activity and all of these conversations help build understanding - and remind us how powerful it is to be seen and heard.*

### Nadeem Arshad

Partner, Head of Energy  
& Resource Management,  
and South Asian Employee  
Network Lead



# Awareness raising and engagement

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

As we continue to grow, we are committed to ensuring that our culture remains inclusive. To achieve this, everyone is required to complete diversity and inclusion training, which provides a good grounding in the basics of equality, diversity and inclusion. We also provide a diverse programme of inclusive awareness raising events and content.

Activities throughout the year have included:



## South Asian Heritage Month

South Asian Network colleagues hosted Aneeka Muneer Sarwar, President of Lawyers in Local Government, in conversation with Bevan Brittan Partners and South Asian Network members Kirtpal Kaur-Aujla and Amrita Hurst. A virtual cook-along of South Asian dishes with Bristol-based charity 91 Ways, and the sharing of personal Intranet posts by colleagues about important cultural and religious events completed this activity.

## Women in Law roundtables

A series of events discussing obstacles to progression, the wider environment for women and the importance of positive role models for men and women.

## Faith in the workplace

An Inclusive Employers webinar and faith events for Diwali, Purim, and Ramadan. The latter saw our South Asian Employee Network host a Ramadan Discussion & Dinner.

## Challenging racism

An event addressing the impact of micro-aggressions and banter, and another supporting Swan #StartswithaName, a movement that asks “How can you belong in a place where people can’t say your name?”.

## International Women’s Day

Across our offices, 115 colleagues discussed the United Nations theme “For all women and girls: Rights. Equality. Empowerment.” Lively conversations and personal storytelling covered topics ranging from role models and mentorship to ambition and career progression, alongside work-life balance and imposter syndrome.



## Pride

Our fifth year sponsoring Bristol Pride Comedy night, and our first year sponsoring Wolverhampton Pride with our client Wolverhampton City Council. Our LGBTQ+ Network attended Birmingham Pride with Birmingham Law Society and the SRA, they also held a Pride Panel Discussion & Drinks event.

## Neurodiversity

Events looking at neurodiversity in the workplace and the challenges of balancing working life with caring for someone who is neurodiverse and has special needs.



# 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

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.

# 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.

# 03

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

# Wellbeing

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Wellbeing pledges for 2025/26



For many of us  
at Bevan Brittan,  
the people and the  
culture are stand-out  
highlights



For many of us at Bevan Brittan, the people and the culture are stand-out highlights - they are common reasons why so many who trained here have stayed and grown their careers here – myself included.

I'm proud that we continue to produce high-quality work that delivers meaningful outcomes for our clients, while staying true to our values - even as we strive to achieve our ambitious growth plans.

We have created an environment that empowers colleagues to do their best work, while managing their time, energy and wellbeing in a way that is sustainable.

Louise Robling

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



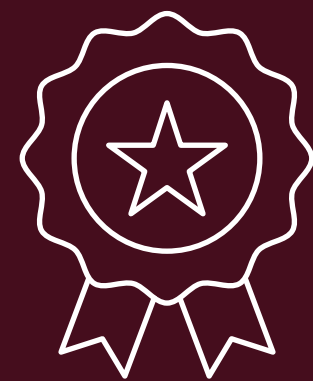
Experts and  
progressive thinkers



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

One of the benefits of listening to our people and giving them a voice is that it helps to foster good wellbeing. That is why we have spent time conducting focus groups; reviewing feedback from job applicants, new joiners and promotion candidates; and revisiting existing firmwide research to understand what makes Bevan Brittan a great place to work.

This research resulted in eight common themes that colleagues say impact their wellbeing and are reflective of both our culture and the opportunities they have to enjoy fulfilling careers and make a real impact.

## Supported to be your best

We are committed to ensuring that our people feel supported throughout their Bevan Brittan careers.

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 interviewed our trainee and apprentice cohort, scoring us A\*s for peer support, partner approachability and work-life balance.

Of our trainees who qualified in 2024, 92% accepted permanent solicitor positions with us, up from 80% in 2023.



“

*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

11,800

hours of training on  
our Learn platform

2,836

of which was live training

16.9

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.

In addition to technical training, our Learning Management System centralises awareness and skills-based training content. The system also provides a dashboard to allow colleagues to track their own learning journey and the time they have invested.

Our Legal Career Framework helps provide clarity, fairness and objectivity as a basis for legal career conversations, appraisal discussions and promotion decisions. For lawyers who are eager to progress, it provides a clear career pathway, and a mechanism for seeking on-going feedback and identifying personal development needs. People managers use the framework to help induct new starters, support team members in their roles, identify areas of focus, give on-going feedback, keep a record of performance and help colleagues develop and progress. The framework provides a common language for behaviours, so that legal colleagues can discuss performance in a fair and consistent way, in line with our culture and values.

# Work-life balance

Lots of organisations talk about work life balance, but our lawyers say it exists at Bevan Brittan. Whilst sometimes the demands of the job do require us to work outside core hours, we do not have an always-on culture or routinely work long hours. We do this whilst continuing to offer opportunities to work on high quality and interesting work.

Agreed flexible working arrangements are in place for 19% of our colleagues, and we support and encourage flexibility around caring responsibilities.

We also continually look for ways to use technology and processes to develop innovative and improved ways of working to support wellbeing and work-life balance.



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

## Projects that have benefited colleagues in the past year

### Capacity Tracker

Following a successful trial, this year we rolled out functionality that helps our legal teams 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

Colleagues reported that administrative tasks were taking too long, so we created training sessions, new support materials and reminders of best practice for existing processes to help them achieve time-savings and efficiencies, reducing unnecessary stress in their day-to-day work.



Before Christmas we had to work really hard on a complex settlement agreement for a major financial institution arising from a series of IT contracts. It ended up involving lots of late nights and working on weekends. The partners were appreciative of all of our efforts and worked alongside us to get the job done – everyone pulled together. There was also an acknowledgement that ‘life goes on’. I couldn’t work one Saturday afternoon as I was taking my children to see Santa, and there was no expectation that I would cancel my plans. Everyone was covering for each other and there was a real team ethos.

### Stephanie

### Sandford-Smith

Senior Associate



## 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

Since training our first Mental Health First Aiders (MHFAs) in 2019, we now have 25 across all of our teams and offices, with an ongoing programme of training to increase numbers. Receiving a three-year certification, MHFAs are trained to spot when colleagues might be experiencing poor mental health, and to confidently start conversations and signpost appropriate support. For added support, our MHFAs work alongside our nominated Partner Wellbeing Champions in each office to collectively raise awareness and promote engagement.

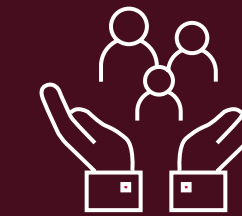
As signatories to the Mindful Business Charter (MBC), we are focused on reducing unnecessary workplace stress by taking measurable steps against the four MBC pillars. In the last financial year, we implemented the MBC Mental Health Resilience Training for all partners and line managers, equipping them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



### The four pillars of the Mindful Business Charter

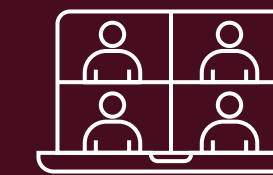
#### Openness and respect

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



*For me, wellbeing is about looking out for one another. I'm passionate about contributing to creating a safe space where colleagues feel comfortable sharing how they're doing. You never know what someone might be going through, so I try to check in - even just grabbing a coffee and having a chat can make a difference.*

*This year, I helped develop a wellbeing toolkit, organised office walks, hosted a mindfulness session, and ran a webinar sharing my own health journey. I also contributed to articles about sleep, self-care, and setting healthy boundaries to encourage honest conversations and remind people it is OK to ask for support.*

#### Laura Kvilums

Business Support Services  
Manager and Wellbeing  
Working Group member



# 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

## Wellbeing events

Virtual and in-person sessions covering topics like Men’s Health, Time to Talk Day, World Menopause Day, and Mental Health Awareness Week. Colleagues, including partners, share personal stories to break down barriers and encourage an environment of openness.

## Resilience workshop

Olympian Lizzie Simmonds shared insight and practical resilience tips.

## 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.

## Mindfulness coach

A virtual session of guided meditation, recorded to increase accessibility.

## Wellbeing pledges for 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.

# 02

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

# 03

We will implement ways-of-working projects with our Knowledge and Information, and Transformation teams including quality-of-life improvements to administrative systems and trialling generative AI to identify safe solutions that will add value for clients and colleagues.

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Introduction by Tamsin Danby

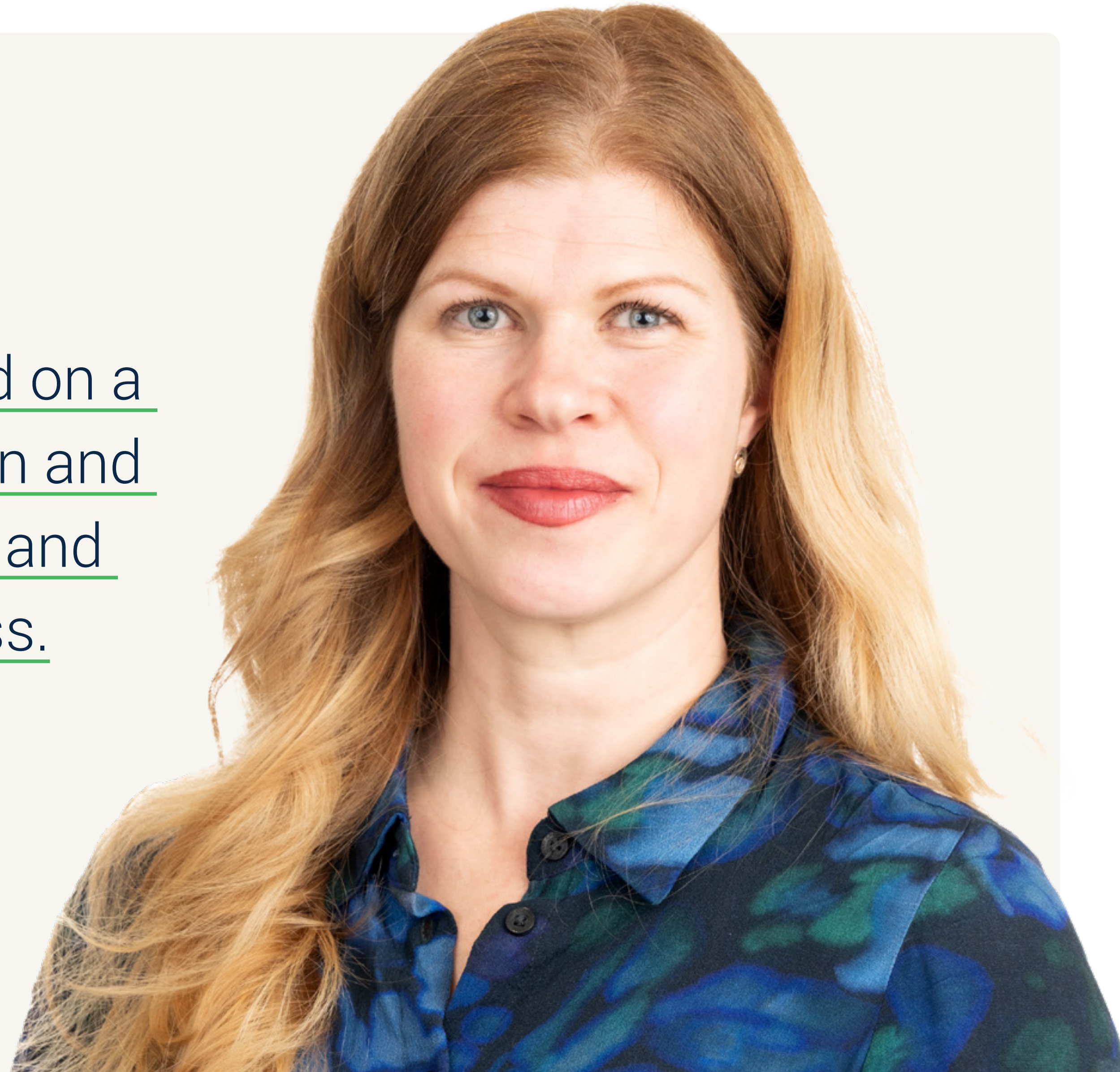
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15 pledges to progress our responsible business efforts in 2025/26

# Our pledges

“

Our pledges build on a  
strong foundation and  
allow us to track and  
measure progress.



I am proud to have been appointed as Bevan Brittan's first Head of Responsible Business, and to be part of our new Responsible Business Team alongside our Board Lead and our Environmental Sustainability Manager.

Responsible Business has a rich history at Bevan Brittan and our strategy aims to retain and expand that as the business continues to grow.

Our pledges build on a strong foundation and allow us to track and measure progress. We know this matters to our clients, our people and our communities, and we will all work together to ensure our programme makes a real impact over the coming year.

Tamsin Danby

Head of Responsible Business

## 15 pledges to progress our responsible business efforts in 2025/26

### Governance

# 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.

# 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.

# 03

We will enhance our Responsible Supply Chain Management approach, surveying our top 50 suppliers by spend and assessing their ethical and responsible business practices. This will incorporate equality and diversity, environmental management and carbon emissions, data protection, health and safety, and information security. The responses will inform our ongoing strategy.

### Environmental sustainability

# 04

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.

# 05

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

# 06

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.

## Community engagement

# 07

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.

# 08

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.

# 09

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.

## Equality, diversity and inclusion

# 10

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.

# 11

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.

# 12

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

## Wellbeing

# 13

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.

# 14

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

# 15

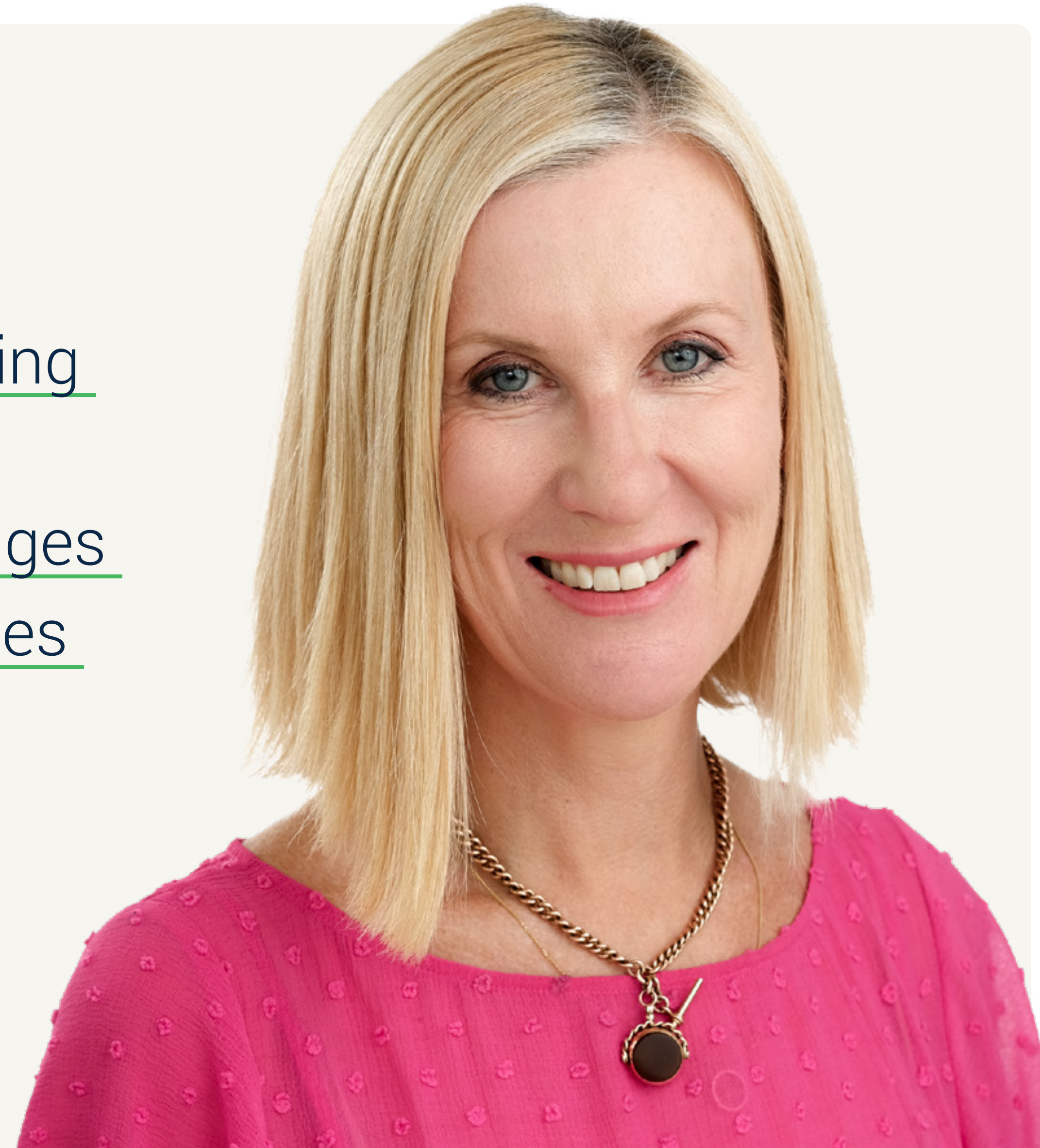
We will implement ways-of-working projects with our Knowledge and Information, and Transformation teams including quality-of-life improvements to administrative systems and trialling generative AI to identify safe solutions that will add value for clients and colleagues.

# Supporting clients with ESG matters

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We take pride in helping  
our clients navigate  
complex ESG challenges  
and seize opportunities  
for positive impact.



In my conversations with clients, ESG is increasingly at the top of their agenda – not just as a matter of regulatory compliance, but as a core part of business strategy and organisation values. Every client's ESG journey is different, shaped by their sector, priorities and stakeholders, yet there is a shared recognition of its importance and urgency.

We take pride in helping our clients navigate complex ESG challenges and seize opportunities for positive impact, not just because of the results we help them achieve, but because it reflects the values and purpose of the business we are continuing to build.

Jodie Sinclair

Senior Partner

## Working with clients

Responsible business is an important factor in our decision making, and the decision making for many of our clients. Environmental, social and governance factors are increasingly central to the purpose, strategy and management of the businesses and organisations we act for, and we are proud to support them in this.



## Ensuring good governance across local authorities

We do not just support our local authority clients to ensure good governance, we had a major role in creating and establishing the official guidance. Our experts helped to draft The Code of Practice on Good Governance to inform how Statutory Officers, Heads of Paid Service, Chief Finance Officers and Monitoring Officers in local authorities should effectively work together. As well as giving keynote addresses and speaking on the topic at industry events, we support our local authority clients to adhere to the guidance.



## 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.



## Supporting Perth and Kinross Council to net zero by 2045

We are advising Perth and Kinross Council on 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.





## Low-Carbon Network for Leeds Teaching Hospitals NHS Trust

Our experts advised Leeds Teaching Hospitals NHS Trust on a heat supply agreement to support its ambition to achieve net zero carbon emissions by 2040. The agreement between the Trust and Leeds City Council enables the supply of low carbon heat from the Leeds PIPES district heating network to the Trust's internal low-carbon network.

## Encouraging inclusive, collaborative and supportive workplaces through our cultural reviews

We have conducted cultural reviews for organisations across the NHS, fire and rescue services and authorities, and higher education institutions. Commissioned when there are systemic issues, these reviews aim to address the underlying causes of workplace problems, rather than tackling surface issues. Our HR consultants investigate and make recommendations, including changes to policy, workplace mediation, training, coaching and mentoring.

## Workforce forums increase safety and equality across the health and social care sector

We host biannual workforce forum panel events, focusing on the strategic workforce issues and challenges facing NHS organisations, ambulance services, and independent health and care businesses. Our team supported the NHS England sexual safety working group to develop its national policies and is supporting Trusts to develop their approaches. This year we have chaired sexual safety and anti-racism sessions, bringing together industry experts to share valuable insight, best practice, and constructive challenge, helping to improve conditions for employees and patients.

## Award-winning building safety collaboration makes a real difference in communities

Our joint project with not-for-profit housing group Orbit and fire safety consultancy Totus Digital established guidance for navigating new Building Regulations. It won Building Safety Initiative of the Year at the Association of Safety and Compliance Professionals (ASCP) Safety & Compliance Awards 2025.



**totus**digital

## 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 16 clients across our Housing and Health markets, reassuring them of their capability to manage legal risk and contributing to good governance.



# Contacts

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Bevan Brittan is a limited liability partnership registered in England & Wales: Number OC309219.

Registered office: Kings Orchard, 1 Queen Street, Bristol BS2 0HQ. A list of members is available from our offices in London, Leeds, Birmingham and Bristol and on our website (which has other regulatory information).

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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