

Anthony
Collins

Our people
34.6



Certified



Corporation

Our people

What we said we would do

In our strongest area of progress, we pledged to continue investing in our people by enhancing flexibility, inclusivity, and development opportunities. As part of our ED&I strategy, we committed to extending support for breastfeeding mothers and reviewing our benefits package to offer greater choice and adaptability. We aimed to increase uptake of training and personal development across the firm, informed by a robust employee engagement survey to shape our people strategy. Leadership development was a priority, with a target for 60% of line managers to complete the Great Line Managers programme by the end of 2025, alongside a 10% increase in attendance at development sessions to strengthen career progression and create an empowered, thriving workforce.

What we've achieved over the last 12 months

Progress over the past 12 months has been strong:

- We have reviewed and enhanced our benefits package, introducing the BHSF Level 1 Health & Wellbeing Cash Plan – launching in December 2025 – and adding new benefits such as the Yorktest Allergy Test.
- On development, we launched Project Pacman, a structured career pathway framework for our business services department, provided coaching and mentoring support, and introduced an apprenticeship programme.
- More than 75% of staff received skills-based training, and we expanded our learning offering significantly. This included guidance sessions on routes to qualifications for non-qualified staff, business services, secretaries, and awareness sessions for Partners and business services Heads.
- We also introduced new programmes such as the Living Leader Programme, Legal Directors Forum, Leadership Skills Development Programme, and Newly Qualified Development Programme.
- We completed the Great Place to Work survey in November 2024 and created action plans for the firm, departments, and ED&I priorities. Leadership development is progressing well, with over 80% of line managers completing the Great Line Managers programme.

What we're planning next

Our focus now is on building momentum. We will continue to expand flexible benefits, strengthen leadership capability, and embed development opportunities across all roles and further embed Project Pacman. By aligning our people strategy with feedback from engagement surveys and maintaining our ED&I commitments, we aim to create a workplace where every individual can thrive. These actions ensure we deliver on our promise to invest in our people – supporting wellbeing, career progression, and an inclusive culture that reflects our values as a B Corp.



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Pathways with purpose: Career development across our firm

As part of our B Corp commitments and Strategy 2030, we wanted to create inclusive career development opportunities for all colleagues – not just lawyers. We recognised that our business services department, which includes roles in HR, finance, marketing, IT, and office services, needed clear progression routes to support retention, engagement, and social mobility. Project Pacman was born!

What we did

In November 2025, we launched a structured career pathway framework for business services, designed to provide clarity on progression, development milestones, and the skills required for advancement. This initiative complements our existing legal career pathways and ensures that every colleague has access to transparent and fair opportunities for growth. The framework includes:

- Defined role levels and competencies for each function.
- Guidance on training and qualifications to support progression.
- Integration with our apprenticeship programme and mentoring schemes.

Why it matters

This initiative supports our B Corp goals by:

- Driving equity and inclusion – ensuring non-legal roles have the same visibility and opportunity as legal careers.
- Enhancing social mobility – creating accessible routes for progression regardless of background.
- Strengthening engagement and retention – giving colleagues a clear sense of purpose and future within the firm.

The career pathways framework is embedded in our performance and development conversations, helping colleagues plan their next steps with confidence.



Phil Saunders

Head of HR and office services



Apprenticeships: Nurturing future talent, driving purpose

At the heart of our commitment to being a force for good lies a belief in the power of opportunity. Our apprenticeship programme is more than a pathway into work – it's a platform for personal growth, professional development, and long-term impact. Their stories reflect our values in action: inclusivity, empowerment, and a dedication to building a better future through meaningful work.

We asked **Naran Chauhan**, business administration apprentice here at AC, a few questions about what it's like to be an apprentice at the firm:

Can you tell us a little about yourself and what attracted you to the apprenticeship at Anthony Collins?

I heard about the opportunity and already knew a bit about all the good things that the firm holds at its heart, and whilst doing my research for the role, this was all solidified. All the work that they do aligns with what I believe in, and I truly feel this is a great place to work.

What does your role in the business services department involve, and which support functions have you experienced so far?

My role involves rotating around each team in business services, starting with risk & compliance, then IT, finance, HR and finally marketing and business development (M&BD). As of November 2025, I am based in the M&BD team, which is my final seat. Working in all five teams so far has greatly expanded my knowledge of the legal process and how the different parts of business services are imperative in their work, something which I wouldn't have known had I stayed in one team.

How does working at a social-purpose law firm feel different from what you expected in a traditional business environment?

The work seems more down-to-earth, with our main purpose being to help lives, communities and society rather than profit. It really puts it into a new perspective when the firm is focusing on that, as it really feels like your work is making a difference to the world.

Which of the firm's social purpose initiatives have stood out to you during your time here?

There is a big focus on diversity. Our ED&I committee is proof of this, where they organise events and work with charities to champion their goals of inclusion within the workplace. AC is truly dedicated to what they believe in, and it has become so important across the firm, with an example of this being that a member of the ED&I committee reports in person to the Board twice a year.

How do you think your work contributes to improving lives, communities, and society?

Although I do not directly deal with clients, I know that the business services department has an important role in the client work. It may not be a direct impact but being a part that the client wouldn't see or maybe know about doesn't matter to me as I know that my work is important, whether it be in Risk and Compliance checking whether the client is allowed to seek us for help, or in Marketing furthering our reach to people who didn't know us beforehand and may need our help.

Before joining, had you heard of B Corp? What does it mean to you now that you're part of a certified B Corp business?

No, prior to my research about the company, I had not heard of B Corp. After learning that AC was accredited, I did my own research into it as I became interested, and it really struck me how there was a group of firms that are committed to bettering the environment before the deadline that the Government had set. This shows how AC and others are not just aiming to become carbon net-zero just because the Government said so, which proves how B Corp is really something to be proud of and to show off to everyone!

How have you seen B Corp values reflected in day-to-day operations or decisions within the support functions you've worked in?

One example is the office space refurbished not too long ago, with the main idea of it being as carbon-neutral as possible. The firm is 'Forest Positive', meaning we have used 23 trees for printing but planted 432 through PaperCut Grows. The lights in our office are sensor-based, so they will turn off automatically if there is no movement. There are many more examples but the values are clearly reflected in operations and the office in general.

Do you feel being part of a B Corp has influenced your own perspective on sustainability and social responsibility?

It has made me realise how much I and we all could change. I took part in a Christmas-themed mental health run at the end of November in support of Birmingham Mind, a charity dedicated to mental health. There are charity-based events happening all the time in the office, so I have donated where I can to support the cause, such as Glowweek for the CBIT (Child Brain Injury Trust) charity.

What skills have you developed so far, and how do you think this apprenticeship is preparing you for your future career?

Skills such as managing priorities or presenting may seem like relatively basic skills, but this apprenticeship has made me realise how much room I have to improve. I have progressed in using and building up these skills with the help of my peers, but there is still a way to go. The apprenticeship will hopefully lead to a role here at AC, as long as I hold up my end of the deal!

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Naran Chauhan,
business administration apprentice



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