

Anthony
Collins

Social impact report 2024

We've harnessed the passion and skills of our people to deliver our purpose over the last 12 months, with 94% of our work directly improving the lives of individuals, communities and society.

And this isn't something new.

Over the last 50 years, our firm has evolved into a wider and more inclusive endeavour, but the service-first ethos and core purpose have remained true and run through the business and our people. As the first law firm in the Midlands to achieve the prestigious B Corp accreditation (December 2022), our work in continuously striving to be a better business is apparent in everything we do.

Our ambition is to become a key adviser, informing national social policy and being indispensable to clients, whether we are delivering services to them in a personal capacity or where they are delivering services across the UK.

We want to become a magnet for passionate people who are committed to improving society through their work, as well as forging ahead with our equality, diversity and inclusion (ED&I) and sustainability agendas to strengthen our diverse workforce.

Our social impact report allows us to reflect on the past year, celebrate our successes and gives us a benchmark from which we continue to strive to be a better business.



**Anthony
Collins**

"I'm immensely proud that we're a B Corp because I believe that the law can be used as a significant force for good in society. That's why I chose to work at Anthony Collins in the first place, because our purpose is integral to that, and it drives the work we choose to do as a firm.

"Being part of the B Corp community grounds these values and it also stretches us because we're working alongside like-minded businesses. We're all trying to achieve a more sustainable society and for me, that's really exciting – it gives us things to aim for. It's about our business being a force for good and being part of a community where we are stretched and challenged to grow our impact further."

Matthew Wort, senior partner

[Find out more](#)



Proud to be a B Corp



Being a purpose-driven law firm is in our DNA and achieving B Corp accreditation in 2022 was a natural step in our journey as a social purpose law firm.

Becoming a B Corp has not only helped us to demonstrate how we make a difference to our clients and workforce by meeting stringent thresholds, but it also holds us accountable and gives us a framework so we can continue to move in the right direction - we're now on a journey to improve our score in the five assessed areas. B Corp is our toolkit to help us make an even bigger and better impact on individuals, communities and society (and the planet) and influence our future as a business that's a force for good.

We know we cannot rest on our laurels and that's why we have set ourselves some tough targets, such as being net-carbon zero by 2030.

Over the last year, we have invested heavily in our office space driven by our sustainability goals and feedback from our Great Place to Work survey. The aim of the project is to create an improved, modern workspace for our people and reduce our carbon footprint, going from a class E to A.

We've become carbon net positive with our printing and since June 2023, we have used 6.8 trees for printing, and in return have planted 288 trees through PaperCut Software and One Tree Planted. We've also started a review of our supply chain so that we can increase our use of local suppliers.

During the past 12 months, we've been working on groundbreaking environmental projects for our clients – we've continued our work with Newcastle City Council on their innovative district heating scheme which is decarbonising the public estate. A project which will remove 4,000 tonnes of carbon dioxide emissions each year.

As part of our social purpose volunteering programme, we've supported local communities by donating over 780 items to food banks around Birmingham and spent 519 hours (72 days) volunteering in the past year.

Individuals turn to us at pivotal times in their lives;
when they need to know their legal advisors have the
experience and empathy to support them.

Improving lives

Whether representing or advising parents on childcare issues, advocating for a child's voice to be heard in court, supporting individuals to plan for the future and leave a legacy, or guide separating couples through a relationship breakdown, our aim is for the individuals involved to be in a much better position than when they came to us.

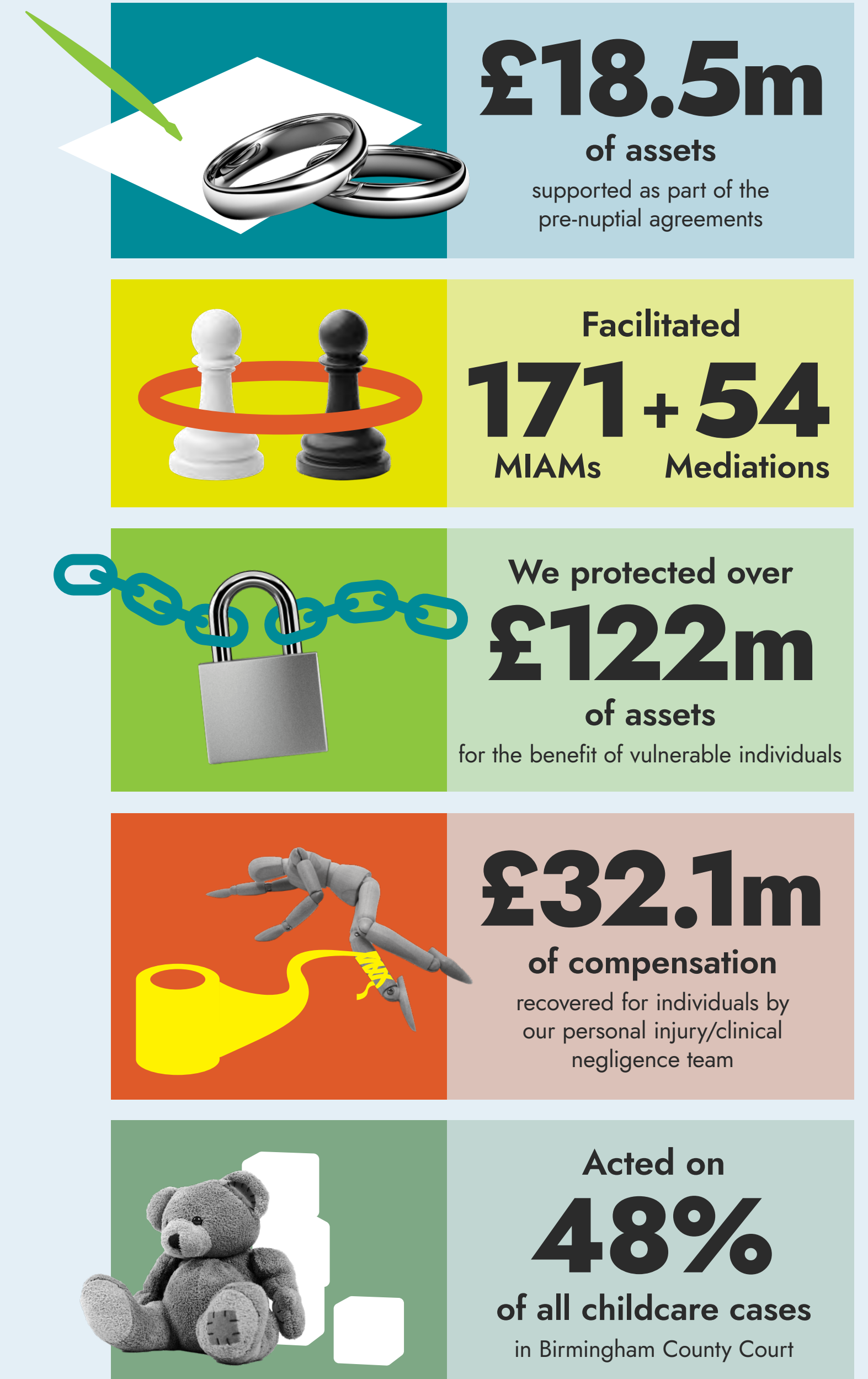
We have facilitated 171 Mediation Information and Assessment Meetings (MIAMs) and 54 mediations – helping separating couples to find workable outcomes and avoid court proceedings, where possible.

We are a voice for vulnerable individuals to ensure that they are protected. Over the course of the last year, our childcare team acted on 48% of all childcare cases in Birmingham County Court and we protected over £122m worth of assets on behalf of vulnerable individuals in deputyship and attorneyship management.

Financial security for the future

The settlements that we secure on behalf of clients who suffer catastrophic injuries or negligence are more than just money, it's about financial security for their future so they can access rehabilitation services, make adaptations to their home, or make up for loss of earnings so they can support their families. During 2023, we recovered £32.1m worth of compensation that will go some way towards helping to improve the lives of these individuals, and their families. It doesn't stop once the compensation is awarded. We provide ongoing support, such as setting up trusts to ensure that the funds are protected and used to benefit the individual and improve their quality of life.

We are one of the few top 200 law firms that offer publicly funded legal aid services to private individuals including clinical negligence and personal injury.



Birmingham Children's Hospital therapists

An interview with Liz Teague, major trauma nurse practitioner,
Therapy Department, Birmingham Children's Hospital

How do you know the team at Anthony Collins?

I work with Rankeshwar Batta, head of the clinical negligence and personal injury department at Anthony Collins, supporting patients with their rehabilitation and therapies after they have suffered a catastrophic injury.

The Anthony Collins team provides invaluable legal advice and support to the people we look after, working together to find the best possible solutions for our patients.

How do Anthony Collins help your patients?

There are many lawyers who work with injured people and pursue legal claims. The difference with Anthony Collins is that they work in a collaborative and holistic way to help individuals not just secure compensation but also support the family with their recovery journey. This is important because one size does not fit all, and individual tailored pathways have to be set up for each patient. Anthony Collins fully understand this and works with our patients to ensure this happens, always keeping the individual front and centre. They feel like part of our team rather than a separate entity just focusing on the legal claim.

The effects of a serious or catastrophic injury are devastating not only for the individual involved but also have a rippling effect on their family and friends. Everyone must be supportive through the process and Anthony Collins make sure that this happens.

What makes Anthony Collins different?

We support many individuals who have suffered an acquired brain injury or severe spinal injury. Anthony Collins has helped to ensure that an interim payment is received from the party at fault so that private rehabilitation and therapy services can be put in place. This in turn helps to release our time and resources into other patients who are desperately in need as well as supporting the individual in a structured way. The work Anthony Collins does not only helps individuals and their families, but it benefits the hospital more widely enabling us to support a wider cohort of patients.



Find out more

Rankeshwar Batta,
head of clinical
negligence and
personal injury
department

Case study

The future of clinical negligence and personal injury

Rankeshwar Batta, head of our clinical negligence and personal injury team is an executive member of The Society of Clinical Injury Lawyers (SCIL), an organisation working with its members to seek clarity on a breadth of issues relevant to the sector focusing on patient safety and access to justice.

Recent work that Rankeshwar has been involved in with SCIL members, includes:

- Improving the process for obtaining settlement monies and medical records of deceased patients
- Drafting the COVID-19 Clinical Negligence Protocol
- Challenging, informing and attempting to collaborate with the Government on its proposals around Fixed Recoverable Costs (FRC)

Rankeshwar, along with SCIL members, has participated in discussions with The Civil Justice Council, who are currently engaged to report to the Government on the practice and procedure for healthcare litigation. The impact of this work is significant for the industry as a whole and the lives of individuals and their families. This is with regards to seeking justice and accessing specialist solicitors to support them through their trauma and the ability to constructively participate with key stakeholders such as the court, medical experts and specialist insurers.

We believe that it's not just businesses that want to work with socially conscious organisations, but individuals too. We attract some amazingly talented people, across our fee-earning teams and our central management team too, and we harness the passion and skills of our diverse workforce to deliver our purpose of improving lives, communities and society.

Our people are our greatest asset

ED&I is integral to our culture as a social purpose law firm serving clients and communities across the country and from all backgrounds — we believe that a truly diverse workforce can benefit our clients by bringing different viewpoints to the work that we undertake for them.

We are committed to ensuring our people feel fully included, appreciated, and represented, and when Anthony Collins commit to an ED&I goal we follow it through and achieve it.

Our ambitious three-year ED&I strategy focusses on:

- Eliminating barriers to the legal industry by ensuring people from socially and educationally disadvantaged backgrounds have the same opportunities (for legal and non-legal roles).
- Increasing access to progression and offering targeted support such as mentoring, coaching and training for leadership succession candidates from disadvantaged/under-represented backgrounds.
- Increasing diversity at a leadership level including the immediate introduction of a 'critical friend' from disadvantaged/under-represented backgrounds as a new role on the board.



We're signatories
of the Women in
Law Pledge and
Race Fairness
Commitment



We are committed
to ensuring all our
people are at least
paid the Real
Living Wage

in partnership with the Living
Wage Foundation since 2019



We've published
our gender pay gap
report on our website
since 2018 and have
voluntarily reported on
our ethnicity pay gap
since 2020



We've worked
with Birmingham
Black Lawyers and
Birmingham Law
Society's Diversity
and Inclusion Charter

A shared belief

Unconscious bias training and blind CVs for recruitment have been in place for some time and we now go a step further—using a social mobility tool to weight scores according to candidates’ backgrounds, ensuring that we are providing opportunities for those from less privileged backgrounds to enter the law, ensuring that our recruitment and promotion panels are diverse, and proactively engaging with non-redbrick universities for our recruits.

We do this because we have a shared belief that this is best for our people, the clients we serve, and for sustainable business success.

As a business, we have many initiatives supporting hidden health conditions and disabilities; more recently, we began a programme to raise awareness and educate our business, and client organisations, on how best to support neurodivergent workforces.

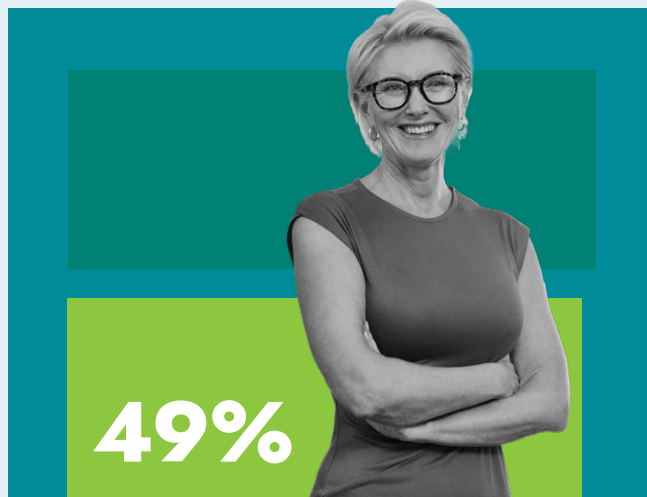
Acknowledging that those with neurodivergent conditions have different strengths and cognitive abilities ensures that we can get the most from our teams whilst raising awareness helps ensure we provide a fulfilling workplace for them.

- We recently hosted a women in leadership internal event where almost a third of the firm attended.
[Find out more](#)
- We’re working with various organisations on support and mentoring plans to improve social mobility for young people from educationally disadvantaged and under-represented backgrounds, including the Social Mobility Foundation and the Care Leavers Association.

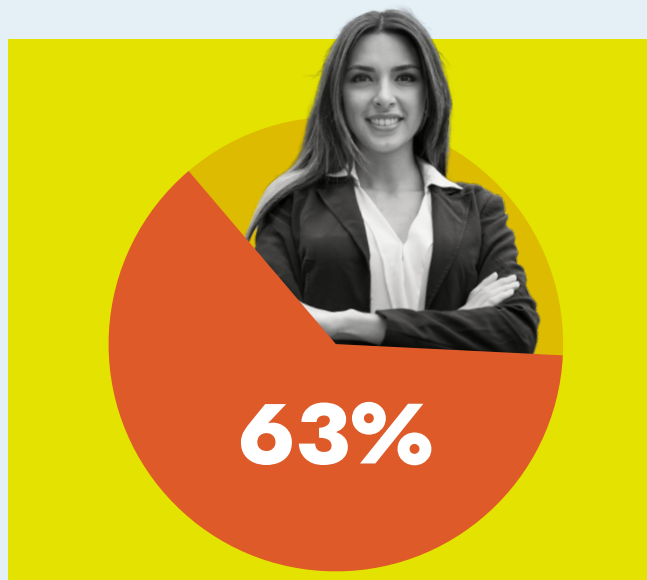


Ann Houghton,
partner in the clinical
negligence and
personal injury team

[Find out more](#)



49%
of our partners
are female



63%
of our legal directors
are female



**Our employment team
have trained over
500
managers**
across our key sectors on their
duties under the Equality Act
helping create workspaces that
are more diverse and inclusive.

Much of our work supporting communities is helping to provide the basic human needs of a safe, secure home, quality care, good education and employment opportunities. This can be through providing sustainable and affordable new homes, setting up charities, improved schooling, responsive local authority services and combatting anti-social behaviour.

Supporting our communities

Case study

Delivering triple-line social purpose

Over the past year, our housing team raised £1.2bn from funding projects. That's enough to build 4,050 new affordable homes and house over 16,000 people. So how does this deliver triple-line social purpose?

- The funding raised helps to repair and improve the fabric of our housing stock, meaning that people can live in social housing that's safe and free from damp and mould.
- Landlords, often charitable, can continue to provide truly affordable, safe housing for people across the country.
- Banks and lenders are encouraged by the Government to invest in projects that improve the fabric of society. The work that we do means that large lenders and banks can deliver on their ESG requirements.

Case study

Preserving the quality of our retirement housing for older generations

We acted for Orbit Group on the sale of 1,368 later living homes spread across 30 local authorities to the charity and not-for-profit retirement property management company, ELM Group. A market first in the registered provider sector, the sale included 1,178 private retirement leasehold apartments, 168 private retirement leasehold houses and bungalows, and 17 general needs and shared ownership houses and bungalows. These homes will now be preserved and maintained for older generations for the long-term, facilitating high-quality independent living.



We grew our charities work by
247
new clients



We helped
6,896
children
through the completion of the academy conversion process




We carried out
129
injunctions and possession proceedings
to tackle antisocial behaviour in our communities



We carried out
£1.2bn
from funding projects
to build 4,050 new affordable homes

Over
£4.2m
secured from
surplus LGPS
pension assets for
use by charities



519 hours
of social purpose volunteering
(72 days)

149
B Corp products tried
during B Corp month



60
random acts of
kindness recorded
during our
50th-anniversary
celebrations



We raised over
£83,000
for charities
through social purpose volunteering and charity partnerships

370 gifts
donated to vulnerable clients
at Christmas as part of our
Snowman appeal



787
items donated
to foodbanks

29
bags of clothing
and other items
donated to charity



35 bags
of rubbish collected from
our communities

**Anthony
Collins**

“We make it a priority to support, guide and champion our clients through our actions. 94% of our work in the last 12 months, directly improved lives, communities and society. By being a socially driven firm with ED&I at the centre of our culture, we attract determined people who are committed to improving society through our work.”

**Peter Hubbard,
managing partner**

[Find out more](#)



We work with chief executives, membership bodies, policy advisors and government organisations to challenge key societal issues or injustice and make social policy work. Our goal is to make the law as accessible as possible so that our clients can support the vulnerable and build a better society.

Driving societal change

Case study

The CQC's single assessment framework – what it means in practice for providers

The Care Quality Commission (CQC) implemented its much-delayed single assessment framework in November 2023. Almost all providers felt that there was a lack of clear and practical guidance from the CQC about how the new approach would be applied and what it would mean in practice. Having previously advised clients through the introduction of the CQC's transitional approach, we were able to use this experience to identify the potential problems that would be faced by providers due to inherent unfairness in the way the new framework was being implemented.

Our concerns were reflected by the outcomes of assessments carried out in the early stages of the new approach (the approach relied heavily on historic data meaning that assessments were inaccurate) and we worked with sector bodies to successfully challenge the CQC, resulting in a commitment to address the flaws identified. If remained unchallenged, providers inaccurately deemed to be 'failing' could potentially lose local authority contracts and people supported would be unable to make informed choices on the provision of their care.

Case study

**Strategic support to health
and social care providers**

We hold a position as a strategic partner with sector bodies including NCF, Care England and the Homecare Association and regularly engage and participate in Practice Forums operated by the NCF and several groups organised by Care England. Our participation not only ensures that our advice is grounded in the day-to-day realities of those working in the care sector but also gives us early insight into the challenges faced by the sector, allowing us to be at the forefront of the development of policy and legislation. Over the last year, our team has provided 90 hours of pro-bono support, including practical advice and tools, to over 2,600 homecare providers.

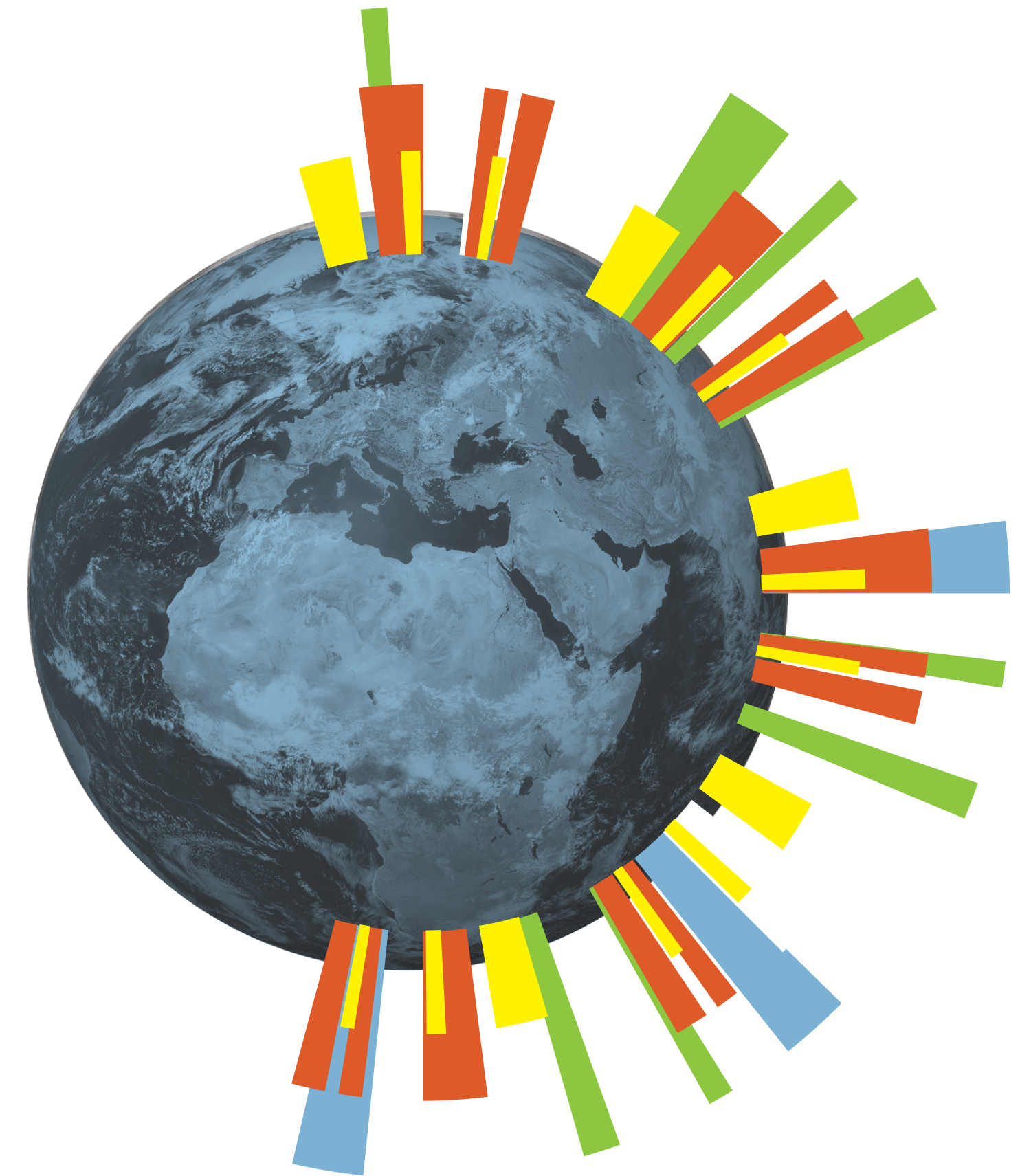
Case study

The COVID-19 public inquiry

Our regulatory team has been providing pro bono support for sector bodies Homecare Association, National Care Forum and Care England in relation to their engagement with the COVID-19 public inquiry. Anthony Collins supported each organisation in achieving core participant status for module 2 (examining political and administrative decision-making) and providing high-level guidance on their examination of the evidence, the questions they could propose to be put by the inquiry team and the drafting of opening and closing submissions.

We are working with these organisations in preparation of their engagement with module 6 (focusing on the impact of the pandemic on the care sector and how the sector responded).

Our involvement to date has helped the inquiry to broaden its understanding of the social care sector and also widen the scope so that it not only includes residential care and domiciliary care but also those in supported living. Without that change the scope was likely to overlook the experience of people living with a learning disability, who are far more likely to live in supported living than residential care.



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Acknowledgements

Thank you to all of the people who work at AC and to all our clients and referrers, who place us in a privileged position to deliver our social purpose.

