



Anthony  
Collins

# Social Impact Report 2025

Solicitors  
Powered by purpose



At Anthony Collins, we believe the law is not just a tool for resolving disputes or closing deals – it's a powerful force for shaping a more just and equitable society. We are uniquely positioned to influence meaningful change, and with that comes a profound responsibility to use our skills, resources, and platform to improve lives, communities and society.

# Celebrating another five years of social impact

Our 2025 Social Impact Report reflects our continued commitment to that responsibility.

Over the past year, some of the highlights we are proud of include:

- Increasing our social purpose volunteering efforts by almost 60%.
- Donating £76,000 through fundraising and charity partnerships.
- Embracing technology and launching a new initiative aimed at advancing access to justice for individuals going through a relationship breakdown.
- Spending 23,000 hours on legal aid matters.
- Raising £900m through funding projects – enough to fund 3,300 affordable homes.

Whether advocating for underrepresented individuals, working in the sectors that allow us to make the greatest difference to social justice, or mentoring the next generation of diverse legal talent, our efforts are guided by a single, unifying purpose.

We are proud of the progress made so far as a social purpose law firm, but we also recognise that this is just one step on a much longer journey for us and we need to do more – that's why in the next five years we're going to **double our social impact**.

Between now and 2030, our focus will be on:

- Amplifying our impact by increasing the reach of our social purpose.
- Delivering value and client experience, anchored in deep sector expertise.
- Empowering people, shaping our future.
- Futureproofing our purpose by embracing change.

We remain committed to listening, learning, and evolving, always with the goal of creating a lasting, positive impact in the communities we serve.

Our 2030 strategy is bold because we believe bold action is needed to make a real difference.

Thank you for joining us on the journey.

**Matt Wort**

Matt Wort, senior partner





# A year in focus

At Anthony Collins, our commitment to using the law as a force for good continues to shape everything we do. Over the past 12 months, our work has remained firmly aligned with our core purpose: to improve lives, strengthen communities, and build a more just society. This year's achievements reflect the breadth and depth of our impact across our key sectors.

**92%**

of our work directly  
contributes to our  
core purpose



Donated  
**823 hrs**

of volunteering time  
— a 59% increase  
from last year



Supported  
**3,490**  
clients



Raised over  
**£76,000**

through fundraising and  
charity partnerships



Over  
**23,000**

hours spent on  
legal aided matters



**Launched**  
an apprenticeship scheme



Reduced the carbon footprint  
of our Birmingham office from

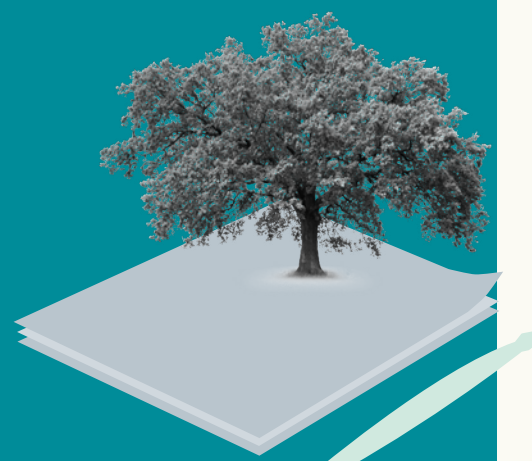
**E to A**



Our new printers  
could save over

**5.5t**

in CO<sub>2</sub> emissions



Advised on one of the largest corporate transactions in our firm's history with a value exceeding

**£100m**

supporting the delivery of high-quality care services



We are helping to improve the Birmingham Children's Hospital rehab pathway



Facilitated **35** mediations



**Launched**


our Employment Rights Bill Hub to help health and social care providers navigate changing legislation



[Find out more](#)

Raised **£900m**

through funding projects – enough to fund 3,300 affordable homes




Secured **£60m**

private placement in a volatile social housing market




**£19m**

assets supported through pre-nuptial agreements



We now support **200** individuals through Deputyship



Influenced the Law Commission's decision on the exemption from Charity Commission registration, helping Registered Providers and Registered Social Landlords



Helped to shape safety reforms in white collar boxing





# Justice with purpose: Improving lives through law

Opened our  
Wolverhampton  
office hub, enabling  
us to support

111

more families so far



## Expanding reach and restoring rights in the Midlands

Following the opening of our Wolverhampton childcare hub, our childcare team has significantly expanded their reach across the Midlands.

The team now regularly supports children and families in areas including the Black Country, Birmingham, Solihull, Telford, Shropshire, Staffordshire, and Stoke-on-Trent. This strategic expansion has enabled the team to support 111 additional families to date, providing vital legal and social care advocacy in communities that had previously been underserved.

## Complex and sensitive childcare cases

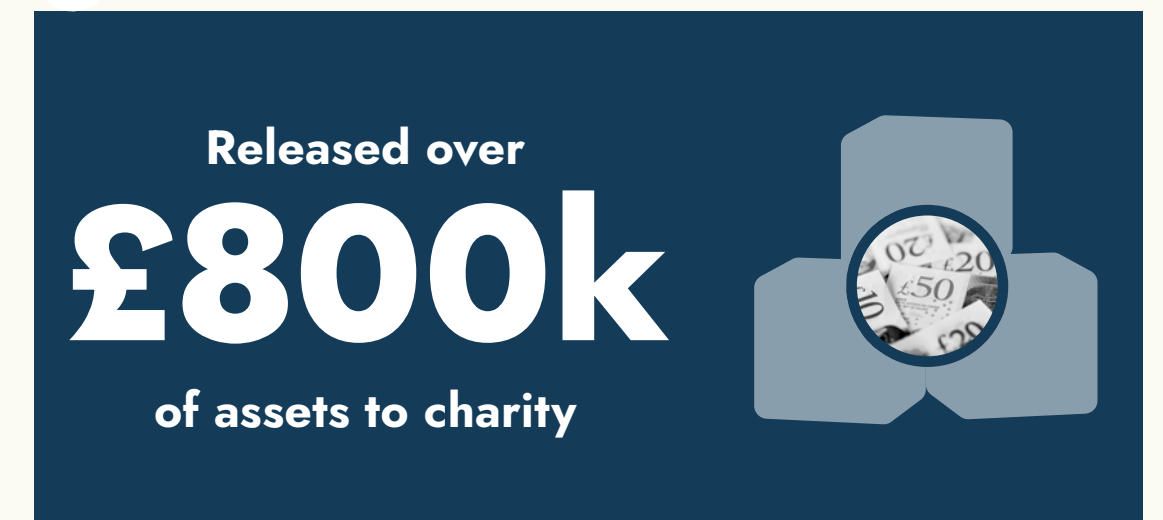
The team's growing caseload includes some of the most sensitive and complex matters in the field of childcare law. This includes:

- Deprivation of Liberty (DoL) cases for children with highly complex needs.
- Family reunification where it is safe and in the best interest of the child.
- Multi-agency advocacy, including health, education, and local authorities.

## Local presence, life-changing outcomes

The expansion into Wolverhampton and surrounding areas has enabled the Anthony Collins childcare team to increase its visibility, responsiveness, and reach. Under Madhur Sharma's guidance, the team continues to deliver transformative outcomes for children and families, advocating fiercely for the rights, dignity, and well-being of some of the region's most vulnerable young people.

Madhur Sharma, partner



Through our work  
supporting the rollout of the  
**Families First for Children  
Pathfinder programme**  
which aims to transform  
children's social care,  
we are improving outcomes  
for children nationally



## Supporting a nationally significant pilot

We are proud to be working alongside Birmingham Children’s Hospital to explore and develop a national paediatric rehabilitation pathway, with the ambition to pilot an improved, sustainable model for children’s rehab services – starting in Birmingham.

## A seven-year fight for justice and lifelong support

**This case involved a catastrophic brain injury sustained by a woman visiting her mother in Ireland. What followed was a seven-year legal journey that tested the limits of cross-border law, emotional resilience, and the power of teamwork.**

The accident occurred during a holiday when the client’s mother, who was driving, was involved in a head-on collision. Tragically, she was found to be at fault, adding a deeply emotional layer to the case. The legal battle was complex, involving disputes over whether Irish or English law applied, each with vastly different compensation outcomes. We faced three major law firms from Ireland, London, and Manchester, but our Birmingham-based team led the case with determination.

The client’s life changed dramatically. She required 24-hour care and was placed in a specialist brain injury unit in Birmingham during the COVID-19 pandemic. Separated from her partner and young daughter, she struggled to maintain contact with her child. We worked closely with a brain injury case manager and our Court of Protection team with Donna Holmes – who later became her legal deputy – working to ensure she could stay connected with her daughter.

Despite the legal and emotional challenges, we secured a settlement of just under £9 million. This will provide the client with lifelong care and financial security.

This case highlights the importance of compassion, collaboration, and persistence. It’s a powerful example of how legal work can change lives – not just through financial outcomes, but by preserving dignity, family bonds, and long-term wellbeing.

Donna Holmes, partner

Rankeshwar Batta, partner

## Aida: Using AI to meet legal needs with purpose and empathy

**As part of the Technology in Professional Services (TiPS) accelerator, Anthony Collins were selected to take part in a national research initiative led by Lancaster University to explore how professional services firms can successfully implement digital innovation.**

Our project focused on a real-world challenge: how to support individuals facing relationship breakdown – often one of the most emotionally complex and uncertain times in a person’s life. Accessing legal services can feel overwhelming, especially for those unsure where to begin or hesitant to make that first call.

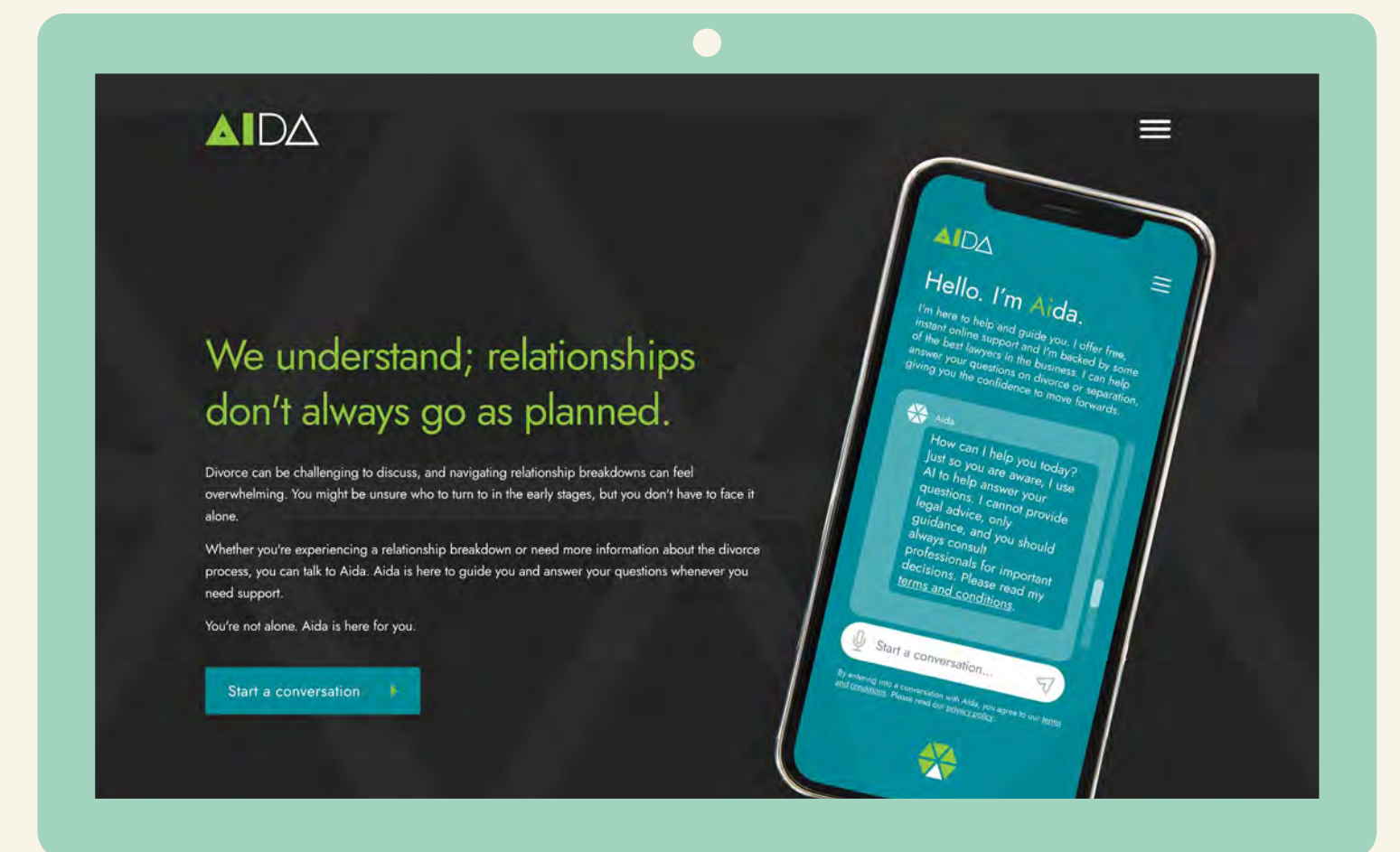
That’s where Aida comes in.

Aida is a digital assistant designed not just to inform, but to reassure. Built with empathy at its core, Aida helps people understand their options, ask the right questions, and feel supported – before they even speak to a solicitor.

It’s not just about legal information; it’s about emotional readiness and relational care.

Through Aida, we’ve not only created a new way for Anthony Collins to deliver social value but also tested new ways of designing legal services – from concept to implementation. The project has helped us better understand how to leverage technology in a way that aligns with our purpose and expanding our relational approach digitally.

Aida is now live at [talktoaida.com](https://talktoaida.com), offering a new kind of first step for those navigating separation or divorce.





# Empowering communities: Our year in action

## £22 million regeneration of Stafford Town Centre

One of our flagship regeneration projects is our ongoing partnership with Stafford Borough Council, where we are providing comprehensive legal support for a £22 million town centre regeneration programme.

The scheme is transforming two major sites — the Guildhall Shopping Centre and the former Co-op department store — into a vibrant mixed-use commercial and residential development to stimulate local economic renewal.

### Key legal support highlights

**Strategic site acquisition** — Since 2023, we've advised on site acquisition strategy, due diligence, rights of light, planning law, lease management, procurement, and redevelopment.

**Complex transactions** — We worked to acquire both sites, addressing ransom pricing, complex leasehold structures, and title defects.

**Best value compliance** — We negotiated commercially viable acquisition terms while ensuring compliance with best value and subsidy control requirements.

**Rights of light and insurance** — We advised on title upgrades and secured indemnity insurance to manage rights of light concerns.

**Vacant possession and tenant relocation** — We led lease management activities to secure vacant possession, relocate tenants to maintain retail continuity, and restructure lease terms to resolve legacy issues.

**Demolition procurement** — We advised on the procurement of demolition works and negotiated the demolition contract under JCT Design and Build 2024, incorporating tailored insurance and compliance provisions.

**Next phase** — We are currently supporting the procurement of a joint venture partner and the structuring of development agreements, agreements for lease, and public realm management frameworks.

### Social impact: Building a better future for Stafford

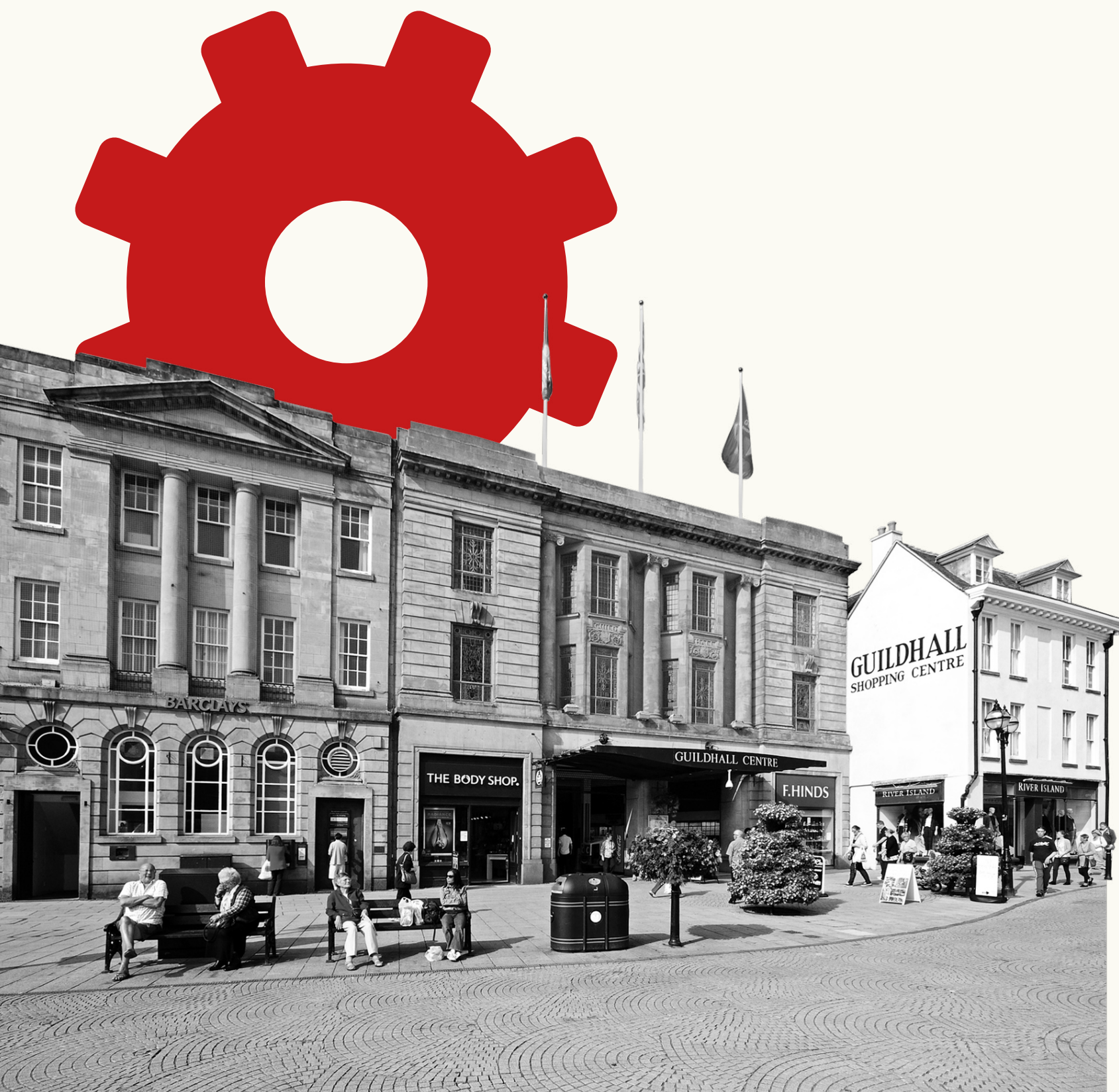
This regeneration is about more than bricks and mortar — it's about people. The project is designed to deliver long-term social value by:

- Revitalising the town centre to create a more attractive, accessible, and inclusive space for residents and visitors.
- Creating new homes and commercial opportunities, supporting local businesses and providing much-needed housing.
- Boosting employment and skills through construction and future retail and service sector jobs.
- Enhancing community wellbeing by transforming underused and outdated spaces into safe, vibrant, and welcoming environments.
- Strengthening civic pride and identity, helping to re-establish Stafford as a thriving destination for culture, commerce, and community life.

Our involvement has enabled Stafford Borough Council to progress regeneration efficiently and strategically, mitigating legal and financial risks while creating the foundation for long-term social and economic transformation in the heart of Stafford.

[Find out more](#)

[Emma Lloyd, partner](#)





## **Awaab's Law: Driving safer homes and sustainable change for social landlords**

**Our social housing team is at the forefront of shaping the implementation of Awaab's Law, a pivotal piece of legislation introduced under the Social Housing (Regulation) Act 2023. This law mandates that social landlords address HHSRS Hazards within strict timeframes, aiming to enhance tenant safety and well-being.**

### **Active engagement in policy development**

In early 2024, the Department for Levelling Up, Housing and Communities (DLUHC) released a consultation on Awaab's Law, inviting feedback from stakeholders. Suzanne Gregson, partner and head of housing litigation (Manchester) at Anthony Collins, led the firm's response to the Government consultation. Suzanne and her team also engaged extensively with internal housing specialists and leadership teams from social landlords across the country to assist them with their consultation responses to ensure a comprehensive and informed submission.

### **Guidance amidst uncertainty**

As the legislation progresses, and despite the lack of clear guidance on implementation timelines, we continue to provide guidance to social landlords navigating the evolving regulatory landscape. Suzanne and her team are keeping social housing landlords abreast with key updates so they can begin preparing for its phased introduction.

### **Championing social impact**

At the heart of Awaab's Law is a commitment to improving lives. Beyond compliance, this legislation represents a vital opportunity to deliver meaningful social impact – benefiting local communities by providing safer, healthier homes for families. It also supports social landlords in fulfilling their responsibilities more effectively, ensuring that housing standards are not only met but sustained. We believe it's essential that this social value is not lost in implementation, and we continue to advocate for a people-first approach in all aspects of housing reform. Equally this must be balanced against the real concern about the cost for social landlords of implementing this legislation and the knock-on effect that this may have for social landlords moving forwards.

Through proactive policy engagement, ongoing guidance, and sector leadership, Anthony Collins is playing a pivotal role in ensuring that Awaab's Law is not only implemented effectively to safeguard tenant health but also working alongside social landlords to ensure that the costs and processes around the implementation set a benchmark for housing standards.

**Suzanne Gregson, partner**







## Supporting charities and churches

At Anthony Collins, we believe in using the law to make a positive difference in society. Our work with charities and faith-based organisations is central to this. Over the past year, we've continued to grow and deepen our support for the third sector, helping charities overcome challenges and take opportunities.

### Supporting charities on key issues

We have worked with a wide range of charities — from grassroots organisations to national bodies — helping them navigate the legal complexities that can arise:

- Guiding charities through mergers to ensure sustainability and greater reach.
- Advising on financially challenging times, helping boards find ways forward.
- Safeguarding: Providing robust advice to protect vulnerable people and maintain public trust.
- Charity Commission inquiries: Three members of our team have served as interim managers — a strong endorsement of our governance expertise.
- Start-ups: We've supported the formation of over 100 charities, helping new initiatives get off the ground with the right legal structures.
- Housing: Our legal input has helped accelerate the development of affordable homes nationwide, contributing to social inclusion and regeneration.

In every case, our goal is to help charities not just survive, but thrive, equipped to deliver their mission more effectively.

### Supporting churches

From supporting frontline churches to steering national charities and churches through complex governance challenges, we work with clients to find solutions based on a clear understanding of them and their aims. As part of this, 2024–25 saw our ecclesiastical law work continue to grow:

- On 1 April, Anthony Collins was appointed legal advisor to the Diocese of Birmingham and members of our team were appointed Diocesan Registrar and Deputy Registrar for Birmingham. We now hold five Diocesan Registrar appointments, placing us among the top three law firms in the country for ecclesiastical registrar work.
- We are expanding our ecclesiastical law offering, supporting Diocese and their churches with practical legal advice, allowing them to focus on what they do best: supporting individuals and communities.
- Kirsty Duxbury was elected to the Ecclesiastical Law Committee, giving AC a national voice.

Kirsty Duxbury, associate

Dominic Curran, partner





# Law as a catalyst for social transformation

## Empowering co-operatives for a fairer society

Our work with co-operatives and mutuals directly supports our mission to improve lives, communities, and society. For over 25 years, we have been a trusted legal partner to the co-operative sector – helping values-led organisations to grow, govern effectively, and deliver lasting community benefit.

In 2024, we strengthened our national leadership by securing a three-year partnership with Co-operatives UK, enabling thousands of co-operatives across the UK to access affordable, high-quality legal support.

### Impact highlights

**Sector expansion** – We are actively supporting the ambition to double the size of the UK's co-operative sector. This would increase the number of democratic, community-owned enterprises driving inclusive economic growth. AC were the only lawyers present at high-level meetings with government ministers at the Department for Business and Trade to discuss how to deliver on the manifesto pledge to double the size of the co-operatives sector in the UK.

**Legal access for co-ops** – Our partnership offers comprehensive legal support across governance, employment, commercial, and property law – empowering both start-ups and established co-ops.

**Community housing support** – Through a dedicated helpline for the Confederation of Co-operative Housing, we provide free legal advice to community-led housing groups, helping them secure assets and operate sustainably.

**Law reform advocacy** – We have contributed to national legal reform consultations aimed at strengthening the Co-operative and Community Benefit Societies Act, ensuring the sector has a fit-for-purpose legal framework to thrive.

**Driving systemic change through co-operative growth** – We believe that co-operatives are a powerful vehicle for societal change – delivering social value, equitable ownership, and reinvestment into communities. By supporting the sector's expansion, we help drive a shift from extractive business models to inclusive, purpose-led enterprise. Our legal support underpins this transition, enabling communities to take control of services, tackle social challenges, and build resilient, locally rooted economies.

**Looking ahead** – As a certified B Corp and mission-driven law firm, we remain committed to embedding purpose into our practice. Supporting the co-operative sector is a key part of our broader impact strategy to build a fairer, more inclusive society – one community-led enterprise at a time.

David Alcock, partner

We have acted for over

50

housing co-op clients  
and have acted for over  
230 co-ops in total



Helped secure

£20m

social investment to fund  
community-led housing projects

We were the only  
lawyers to attend  
high-level government  
meetings on doubling  
the size of the  
co-operative sector  
in the UK





## Supporting the delivery of high-quality, sustainable care

### Championing sector change through thought leadership

At Anthony Collins, our team continues to play a pivotal role in shaping the future of the social care sector through meaningful engagement and knowledge sharing. As part of our commitment to driving positive change, we've contributed to regulatory reform and provided both practical and commercial advice through a range of impactful initiatives: We've participated in discussions on fair pay agreements, helping to influence policy and promote equity across the sector. We hosted an employee ownership roundtable at the House of Commons, ensuring the voices of care providers are heard at the highest levels of government. We launched a podcast series with Peter Kinsey, chair and chief executive of Iris Care Group, aimed at senior management teams navigating sector challenges. These activities reflect our dedication to amplifying sector voices, sharing expertise, and supporting sustainable change — all aligned with our broader social impact mission.

### Raising standards for the care workforce

We advised the Care Providers Alliance on how to best engage with the Government's attempts to establish a Social Care Negotiating Body — this body will shape the future of terms and conditions for all workers in the care sector and so our advice will help ensure the best approach to the negotiating body, and in due course, should improve terms and conditions for all care workers.

### Empowering clients, supporting vulnerable people

Our broader work further demonstrates our contribution to the health and social care sector:

- We advised Blue Ribbon Healthcare Group on its acquisition by Queens Park Equity (QPE), enabling the expansion of services for individuals with autism and learning disabilities across the North of England.
- We led on Silver Birch Care's acquisition of Benecare in 2024, adding 16 beds across five homes and enhancing its provision for children and young people with complex needs.
- We led the sale of luxury care home provider North Bay's portfolio of four homes across the North of England, two of which were newly commissioned in 2024. The deal further supports the development of modern care home facilities that will enhance and improve the lives of older generations for years to come.

Tim Coolican, partner



### Our advice to the Care Providers Alliance should improve terms and conditions for all care workers





At Anthony Collins, we believe that our people are the driving force behind the positive change we want to see in society. Our B Corp Impact Report reflects how we empower our team and embed our social purpose into every aspect of our work.

# Driving change, delivering purpose

## Empowering and supporting our people

We've taken meaningful steps to create a workplace where everyone can thrive. From updating our maternity and family leave policies to include fertility support, to enhancing flexible working options, we're committed to meeting the diverse needs of our colleagues.

Career development is also a big focus. We've integrated career planning into our performance reviews and launched an apprenticeship scheme to open up new pathways into the legal profession. Over 60% of our managers have completed our Great Line Management programme, which helps us lead with empathy and put people first.

We're also serious about wellbeing. Through a wide-ranging strategy that includes mental health resources and financial wellbeing tools, we're ensuring that everyone feels supported. As a result, we're proud that 92% of our people say that our firm is a great place to work, and our voluntary turnover has been below 10% for over a year, which is exceptional for our sector.

## Building an inclusive culture

Diversity and inclusion are central to who we are. We recruit from non-Russell Group universities and use a social mobility tool to ensure we attract a diverse range of candidates. We celebrate a range of cultural and religious events throughout the year and actively support LGBTQ+ inclusion across the firm.

## Aligning purpose with people

Everything we do is grounded in our mission to improve lives, communities, and society. We involve our people in initiatives that drive this mission forward. By giving them a voice and a role in our purpose-led work, we're not just creating impact – we're creating meaning. This is how we drive change through our people – by valuing them, supporting them, and aligning their work with a greater purpose.

Phil Saunders, head of HR and office services

AC was highly commended in the Law Firm of the Year category at the Women and Diversity in Law Awards 2025



Our staff engagement survey showed that

92%

agree that AC is a great place to work

Voluntary turnover has remained below

10%

for over a year



Nicola Woods

Nicola Woods in our private legal services team became the first Chartered Legal Executive to be promoted to partner at Anthony Collins.



At Anthony Collins, becoming a certified B Corp is more than a badge – it's a reflection of our deep rooted commitment to using business as a force for good.

# Proud to be a B Corp

Over the past year, we've taken meaningful steps to embed sustainability, equity, and accountability into every corner of our firm. From transforming our Birmingham headquarters into a low-carbon workspace to opening new pathways into the legal profession, our actions reflect a purpose-driven approach to law and leadership. Guided by the B Corp framework, we continue to challenge ourselves to do better for our people, our planet, and the communities we serve.

Some of the highlights from our 2024 B Corp Impact Report include:



2024 B Corp Impact Report

## Governance

- Embedded B Corp principles into our LLP agreement and board processes.
- Introduced a 'critical friend' role and reverse mentoring to diversify board-level decision-making.
- Launched internal steering groups to drive progress across impact areas.

## People

- Expanded inclusive recruitment through a social mobility tool and outreach to non-Russell group universities.
- Launched legal apprenticeships and alternative qualification routes.
- Achieved a voluntary turnover rate below 10%, reflecting a thriving workplace culture.

## Clients and community

- Provided 90 hours of pro bono support to over 2,600 homecare providers.
- Opened a new Wolverhampton office to expand access to legal aid.
- Campaigned for safety reforms in white-collar boxing following a tragic case.
- Supported the development of 1,000 affordable homes through a regional housing partnership.

## Environment

- Transformed our Birmingham HQ's energy rating from EPC class E to A.
- Partnered with Newcastle City Council on a decarbonisation project, removing 4,000 tonnes of CO<sub>2</sub> annually.
- Committed to net-zero carbon by 2030, with baseline emissions data now in place.

## Looking ahead

We recognise that our journey is ongoing. Embedding sustainability and social justice in our business is not a one-time goal, but a continuous process of reflection, action, and improvement. As we move forward, our focus remains on evolving as a purpose-driven firm, guided by the principles of B Corp and the pursuit of a thriving society.



# The future: Purpose in action



As we reflect on the past year, we are proud of the progress we've made — but we know that real, lasting change requires persistence, courage, and a willingness to keep evolving. Our commitment to social purpose shapes how we work, who we work with, and the legacy we aim to leave behind.

From championing safer homes and fairer care systems to empowering communities, protecting vulnerable individuals, and driving environmental sustainability, our work continues to be guided by a single, unifying belief: that the law can and should be a force for good.

We are grateful to our clients, colleagues, and partners who share this vision and walk alongside us.

The impact we've made is only the beginning.

**Rankeshwar Batta, partner and chair of the board**

**Anthony  
Collins**

**Solicitors  
Powered by purpose**

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