

Diversity Report 2023



Introduction

We introduced our first [strategy](#) on Equality, Diversity and Inclusion (EDI) in March 2022. Jonathan Rees, Chair of CILEx Regulation's Board, highlighted the importance of EDI:

"As a Board, we cherish the huge diversity of those we regulate and are firmly committed to fair access for all those who work within the legal services market. For us, promoting EDI is not an optional extra but at the heart of all we do as an employer, as a regulator, and as a partner with others working on legal issues."

A key element of our EDI strategy is using data effectively to improve our understanding of outcomes for our regulated community.

We publish a diversity report every two years and the quality of the diversity data collected from CILEX members (members) has improved substantively since 2017. The 2023 survey reports on the fourth all member diversity data collection and the second time data has been collected from the member database. The analysis this year draws on data from 16,757 members - nearly four times the data available compared to the 2017 survey. A campaign to encourage members to provide complete information has further improved the quality of data and reduced "prefer not to say" (PNS) for some diversity characteristics. We have increasing confidence in trends and insights reported from our analysis of the data.

Key insights

- At Chartered Legal Executive grade, males continue to advance their careers further than females. We can see this by looking at members who are Chartered Legal Executives and have made it to partnership level and breaking this down by gender. This shows more male Fellows have progressed to partnership compared to males in membership, while less female Fellows have attained partnership compared to the percentage of females in membership.

Chartered Legal Executives in partnership role compared to CILEX membership			
	Female	Male	Total*
	2023 (2021)	2023 (2021)	2023 (2021)
Partnership level	68.7% (69.6%)	30.9% (30.4%)	99.6% (100%)
CILEX members	76.5% (76.9%)	22.4% (22.3%)	98.9% (99.2%)

* some percentages do not total 100% because of 'prefer not to say' responses.

- Positively, there is strong evidence that the CILEX route into a legal career continues to be a popular choice for individuals from less affluent backgrounds. This is underpinned by the responses to the newly introduced questions on social economic backgrounds.
- The membership age profile of continues to move upwards as members move into older age groups. Members aged 35 to 44 increasing are increasing in number, with a reduction in members aged 25 to 34.
- There appears to be an under declaration of disability for CILEX members compared to population rates for England and Wales. The disability declaration rate for Chartered Legal Executives is itself a third of the rate amongst the broader membership.
- Looking at members of the Chartered Legal Executive grade, Black, Asian and minority ethnic members are not progressing their careers in the same way as White members. This is consistent with the 2019 and 2021 reports.
- The data continues to indicate the possibility that individuals from some ethnic minority backgrounds use the CILEX education and training pathway as a route to qualification as a solicitor.

Our aims

We have used the data to look both at how members are progressing their careers and how our regulated community compare with others across the legal sector.

Our EDI strategy emphasises our belief that *“capable individuals should be able to enter and progress their legal careers, or grow their firm, as far as their ambition and talent will allow. They should not be limited by barriers formed from prejudice, unconscious bias or discrimination and should be recognised, valued, and rewarded for the contributions they make.”*

We are developing insight into member progression with the metrics available to us and have continued to test the indicators emerging from data collected in previous surveys.

We have compared our regulated community with others by using the LSB diversity dashboard¹. Our data includes “blank” and “prefer not to say” (PNS) responses because we feel this provides a more complete picture. The LSB data enables us to make a high-level comparison across the legal sector.

For some characteristics we have reported for authorised grades only (7,188), as well as for the wider CILEX membership, enabling a more direct comparison with authorised persons in other legal sectors.

CILEX membership

CILEX offers a flexible and more affordable way of gaining legal qualifications. Studying for degree level qualifications can be combined with working and earning which fits with a broad range of life situations and responsibilities.

CILEX members can join at different grades of membership (student, paralegal and advanced paralegal) and work their way to authorised status, primarily Chartered Legal Executive and CILEx Practitioner.

What we focused on

Data for each of the diversity categories is provided.

To understand how individuals are progressing in their careers, we have reported on the job roles of members with different characteristics, irrespective of the CILEX grade they have attained.

¹ [LSB diversity dashboard](#)

Gender



The gender split remains consistent with earlier years.



People describing their gender as other has remained consistent since 2017 at 0.1% and PNS just under 1%.

76.8% of females are in authorised grades. This compares with the CLC (72%), a similar regulated community SRA (52%) and UK workforce (47%)².

Gender and seniority

We considered gender and progression by looking at the current role³ males and female members in the Chartered Legal Executive grade reported to us.

More males had progressed to partnership level (30.8%) compared with males in membership (22.4%). 68.7% females were at partnership level compared with 76.9% females in membership. This is a slightly reduction for females from 2021 (69.5%), while the percentage of males at partnership level has remained unchanged.

This suggests that males are progressing their careers further than females and is consistent with the 2019 and 2021 data.

Ethnicity



Looking at the **whole of CILEX membership**, 14.8 % of people identify as Black, Asian and minority ethnic and 82.2 % as White.

The PNS has settled at 2.4% since data has been collected through the member records. While this is double the figure for 2017, that data was collected through a voluntary survey, when participants were possibly more invested in responding.

The breakdown of ethnicity for 2023 and the past three data collections is set out in Table 1. Since 2019, there has been nearly 1% increase in Asian members, almost 1% decrease in Black members and 2% reduction in White members.

² [LSB diversity dashboard](#)

³ These are roles individuals have indicated they are working in and not the grade of CILEX membership

Ethnicity	2017	2019	2021	2023
Asian	5.8%	5.5%	7.0%	7.9%
Black	3.7%	3.4%	5.5%	4.3%
Mixed	2.1%	2.0%	2.4%	2.6%
White	86.0%	81.5%	84.4%	82.2%
PNS	1.1%	1.8%	2.4%	2.4%
(Blank)	1.3%	5.8%	0.0%	0.1%
Other			0.3%	0.5%
Combined Black, Asian and minority ethnic	11.6%	10.9%	14.9%	14.8%

Table 1

The total of Black, Asian and minority ethnic members in **authorised** grades is 10% which is an increase from 9% in 2021 and compares with similar regulated communities, CLC 9% and SRA 17%⁴.

Ethnicity and seniority

Table 2 reports on the percentages of Chartered Legal Executives (CLE) of each ethnicity in the specified roles.

For example, 91.6% CLE identifying as Chartered Legal Executive partners are White (compared to 82.2% all members), 3.8% are Asian, 1.4% are Black, and 1.5% are mixed ethnicity.

These declarations need to be treated with caution because these roles are self-declared, and the term 'partner' has a range of meanings both within and between firms.

Compared to the 82.2% of all members who declared White ethnicity, a higher percentage of White CLE, 91.6%, have [Chartered Legal Executive partner role](#). This is similar to 2021. Looking at all members, 14.8% declared Black, Asian and minority ethnicity. Significantly less, 6.7%, are Chartered Legal Executive partners and these are similar percentages to 2021.

The situation is different when looking at CLE who have declared that they work in a solicitor partner role. The percentage of White CLE with solicitor partner roll is 72.0%, compared to the 82.2% in membership. This is twelve percent less than in 2021 (84.8%). 26.0% Black, Asian and minority ethnic CLE have solicitor partner role (14.8% in membership), a significantly higher percentage. This is almost two-thirds more than in 2021.

Similarly to 2019 and 2021, the data suggests that Black, Asian and ethnic minority members identifying as CLE are not progressing their careers in the same way as White CLE but suggests that Black, Asian and minority ethnic members identifying as solicitors have progressed further. The number (as opposed to percentage) of CLE with Chartered Legal Executive partner role is much higher across all ethnicities, than the number of CLE with solicitor partner role. This is especially the case for Black, Asian and ethnic minority CLE.

Comparing Asian individuals in CILEX membership, 7.9% (7.0% 2021):

- the percent of Asian members that are Chartered Legal Executive partners is about half, 3.8%. This is similar to 2021.
- a higher percent are CLE solicitor-partners, 10% (6.1% 2021).

⁴ [LSB Diversity Dashboard](#)

Comparing Black individuals in membership, 4.3% (5.5% 2021):

- the percentage of Black members that are Chartered Legal Executive-partners is about a third, 1.3% (a quarter in 2021).
- about three times the percentage of Black members are solicitor partners, 12%. In 2021, this was only two-thirds (3%).

The data suggests that Asian members might be able to progress more successfully as Chartered Legal Executives and that Black individuals might have used the CILEX qualification as a progression pathway to solicitor qualification.

Role declared by member	White	Asian	Black	Mixed	Combined Black, Asian and minority ethnic
CLE (Partner)	91.6%	3.8%	1.4%	1.5%	6.7%
CLE (Other)	88.8%	4.9%	2.5%	1.7%	9.1%
Solicitor (Partner)	72.0%	10.0%	12.0%	4.0%	26.0%
Solicitor (Assistant)	63.8%	14.9%	9.8%	6.9%	31.6%
Solicitor (Other)	63.6%	23.9%	9.1%	1.1%	34.1%
Solicitor combined (partner/assistant/other)	65.1%	13.5%	9.9%	4.8%	28.20%
Ethnicity split of CILEX membership	82.2%	7.9%	4.3%	2.6%	14.8%

Table 2

Age



The age profile of members continues to increase. It can be seen in Chart 1 that the trend identified in 2019 of a continuous reduction in members in the lowest age group, 16 – 24 years has continued.

The age groups with the highest number of CILEX members has changed since 2021. This year the highest percentage of members are aged 35-44 (29%) compared to 27% in 2021. There is a percentage reduction in members aged 25-34 (27%), compared to 30% in 2021.

The percentage of members in the age group 55-64 has increased to 14% from 10% in 2017.

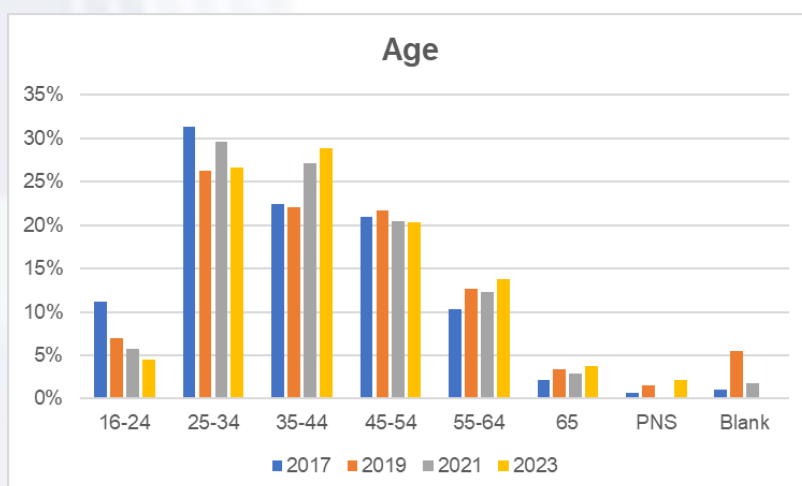


Chart 1

Disability

The data in Chart 2 shows the percentage of members declaring a disability increased to 5.8% from 4.4% in 2019 and is similar to 2017 (5.5%). At the same time, PNS responses have decreased from 5.2% (2021) to 4.1%, suggesting increased member confidence in declaring disability.

The 5.8% of members declaring a disability compares with 18% adult population in England and Wales declaring a disability. This suggests that people with a disability are underrepresented within CILEX membership, or a reluctance amongst CILEX members to declare a disability.

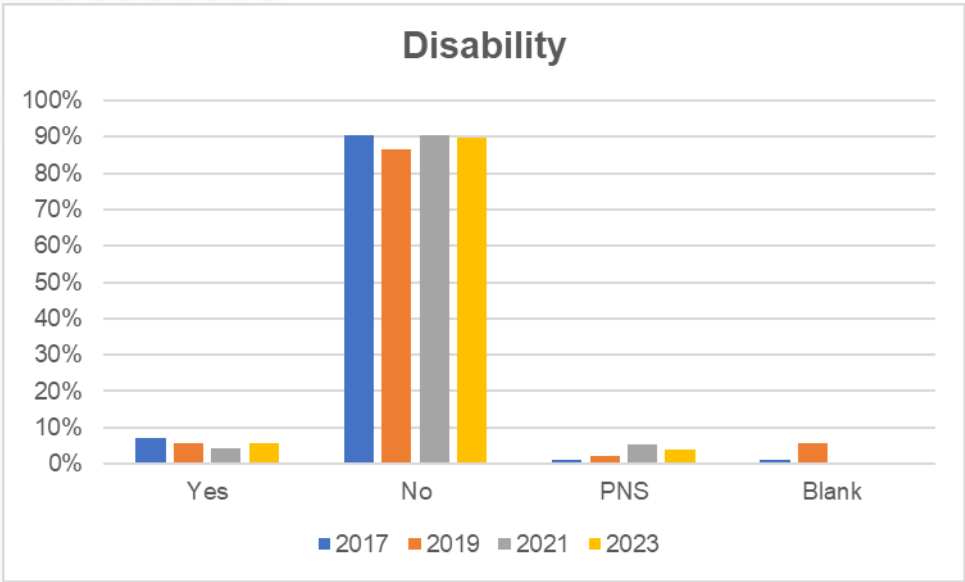


Chart 2

Of CLE, about a third declared a disability, 2.2%, compared to the full member declaration rate of 5.8%. This is lower than similar regulated communities, CLC (4%) and SRA (5%). It is also a reduction from 3.8% reported in 2021.

As in 2019, PNS was higher for CLE (2.2%) than for the remainder of membership (1.9%). It is possible that there is a higher hesitancy amongst authorised individuals to declare a disability.

Sexual orientation

Table 3 shows the figures for sexual orientation. There was a slight change in the response options this year (gay/lesbian replacing two separate responses). The data for gay/lesbian, bisexual and other is consistent with the UK population.

There is a 1% decrease in members declaring heterosexual and while there may not be a direct link, there is an increase of just less than 1% in PNS responses and 0.2% responses to the “I don’t know” reply (added for the first time this year). This will need to be reviewed in if a trend emerges in future surveys.

Sexual Orientation	2017	2019	2021	2023	UK population
Heterosexual	91.8%	86.4%	88.4%	87.2%	
Gay Man	1.8%	1.4%	1.1%		
Gay Woman	0.9%	0.6%	0.6%		
Gay/lesbian				1.6%	2.0%
Bisexual	1.8%	1.3%	1.2%	1.4%	1.0%
Other	0.2%	0.2%	0.3%	0.3%	0.0%
PNS	2.1%	4.1%	8.3%	9.0%	
Blank	1.4%	5.9%	0.1%	0.4%	
I don't know				0.2%	
Not heterosexual	4.7%	3.5%	3.2%	3.3%	

Table 3

Religion and belief

The distribution of religions within CILEX membership is reported in Table 4, alongside the figures for England and Wales (E & W).

The highest proportion (42%, the same as 2021) of members are Christian compared to 52% in E & W.

The next highest category is no belief/atheist at 39.9%, a slight increase from 39.3% in 2021. This category has increased each year since 2017 (36.9%).

CILEX members identifying as Muslim has increased since 2017 (3%) and by 1% from 2021 (3.5%) to 4.3%.

Religion and belief is one of the characteristics where there has been a sizable decrease of 1.5% in PNS from 9.6% 2021 to 8.1%. This would suggest that members are becoming more confident in disclosing this information in the workplace.

Religion and belief	2017	2018	2021	2023	Population E &W
Christian	50.4%	45.2%	42.6%	42.3%	52%
No belief/atheist	36.9%	35.9%	39.3%	39.9%	38%
Muslim	3.0%	2.9%	3.5%	4.3%	6%
Sikh	0.9%	1.1%	1.3%	1.3%	1%
Hindu	0.9%	1.0%	1.1%	1.2%	2%
Jewish	0.6%	0.5%	0.4%	0.4%	1%
Buddhist	0.6%	0.4%	0.4%	0.4%	0%
PNS	3.8%	6.4%	9.6%	8.1%	
Blank	2.9%	6.7%	0.1%	0.4%	
Other	-	-	1.8%	1.7%	2%

Table 4

Marital status

Marital status response options have been expanded since 2021 with the addition of a "cohabiting" category, which 16.8% of members reported. There was a 13.8% fall in members identifying as single from 36.9% in 2021 to 23.1%. It is probable that some people who previously identified as single, have identified as cohabiting.

The highest response was married, 47.2%. This may reflect the higher proportion of members in the older age categories.

PNS has almost halved from 9.9% to 5.5%. While marital status is a protected characteristic, it has been less frequently asked in diversity questionnaires, so the reduction in PNS may partially reflect the increasing familiarity with this question. The additional cohabiting/in a relationship category may also have contributed to the reduction in the PNS response.

Marital status	2019	2021	2023
Single	32.3%	36.9%	23.1%
Married	46.5%	45.1%	47.2%
Civil	0.2%	0.8%	0.3%
Separated	1.5%	1.4%	1.3%
Divorced	7.4%	5.1%	4.6%
Widowed	0.9%	0.8%	0.8%
PNS	5.2%	9.9%	5.5%
Blank	6.0%	0.1%	0.4%
Cohabiting / In a relationship			16.8%
Other			0.1%

Table 5

Social mobility



This year we made small changes to questions asked in previous surveys and included additional questions to adopt best practice⁵ and increase understanding of individual's socio-economic background (SEB). The Social Mobility Commission⁶ recommends that three questions are asked to provide an indication of social mobility.

For the first time this year, we asked the key question:

What was the occupation of your main household earner when you were about aged 14?

Responses were provided by 72% of regulated members. This was the first year this question was asked and may account for the high PNS (17%), other (8%) and blank (4%) responses. This should be kept in mind when comparing with the 2021 UK national benchmark for the 16+ workforce shown in Chart 3.

The national benchmark for socio-economic backgrounds of the UK workforce is shown in Chart 3 and for regulated members in Chart 4.

- The largest proportion of members (35%) come from professional backgrounds this is slightly lower than the proportion of the general UK population from professional backgrounds (37%) and substantially lower than the legal sector benchmark of 59%.
- Of CILEX members, 24% are working class compared with 39% of the UK population and 23% of the legal sector.
- The percentage of CILEX members from an intermediate background - clerical, intermediate occupations and small business owners was 13%, which is significantly lower than the UK (24%) and the legal sector (18%).

⁵ [Measurement - Social Mobility Commission \(socialmobilityworks.org\)](https://socialmobilityworks.org/) - (age 16+) May 2021 - data from Labour Forces Survey 2019

⁶ [Social Mobility Commission](https://socialmobilityworks.org/)

The national benchmark for socio-economic background of the UK workforce

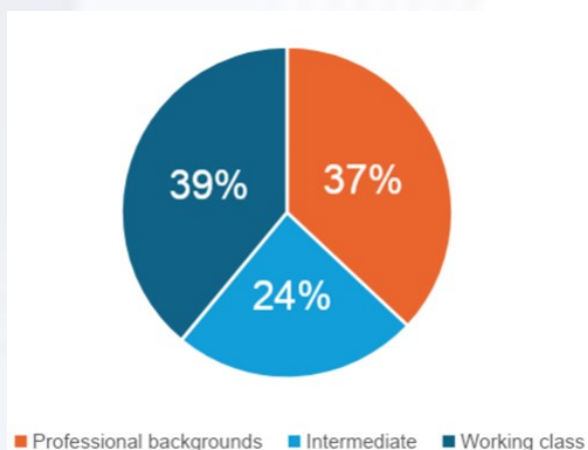


Chart 3

Socio-economic background for all regulated members

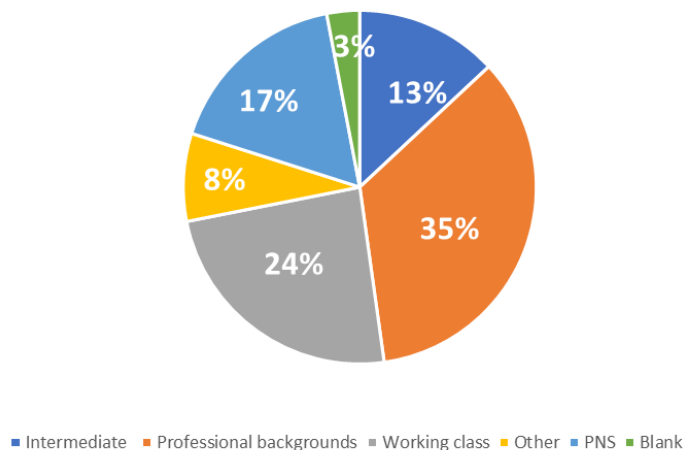


Chart 4

The second question is:

Which type of school did you attend for the most time between the ages of 11 and 16?

The type of school attended measure shows extreme economic and cultural advantage⁷. Joint Social Mobility Commission and Sutton Trust research⁸, shows private school attendees are overrepresented in many of the UK's top jobs.

This year we have changed the age of schooling to fit with guidelines and asked about the school attended between ages of 11 and 16, rather than 11-18 years as in earlier data collections.

Up until 2021, we asked if regulated members attended fee paying school. From 2021 we separated this category into fee paying with and without a bursary. To align with best practice, from this year we specify that the bursary should cover 90% or more of the total cost of attending.

In the UK, 7% of the population attend a fee-paying school. Of members, 6% attended a fee-paying school. This is slightly lower than in 2021, and those with a bursary have decreased by nearly 1%.

This compares across the legal sector with the next lowest CLC 9%, highest 34% BSB, and similar community SRA 23%.

The data continues to suggest that CILEX offers an opportunity for people from less affluent backgrounds to pursue a career in law than traditionally enter the legal profession.

⁷ [Social Mobility Commission](#)

⁸ [Elitist Britain 2019](#)

School attended	Between ages 11 - 18				Between ages 11-16	
	2017	2019	2021		2023	
State - non-selective	67.3%	64.1%	73.3%		63.8%	
State - selective	15.1%	14.2%	12.0%		12.6%	
Fee-paying	6.4%	6.1%	-			
Fee-paying - bursary	-	-	1.6%	Combined 2021 6.4%	0.7%	Combined 2023 6.0%
Fee-paying - no bursary	-	-	4.8%		5.3%	
School o/s UK	6.3%	6.4%	5.4%		4.3%	
PNS	1.3%	3.0%	-		11.7%	
Blank	3.7%	6.3%	0.1%		0.4%	
Other	-	-	2.8%		0.1%	
I don't know					1.1%	

Table 6

Focusing on members in the Chartered Legal Executive grade of membership, the data in Table 7 shows the schools attended and the roles CLE indicated they are working in. While we are confident that the grade of membership is correct, when looking at the data for role there is some caution because this is selected by each member, so the quality of the data may not be as reliable.

Of CLE working as a Chartered Legal Executives - partner:

- 64.0% attended a state non-selective school, which is in line with the percentage of all membership (63.8%)
- 13.8 % attended state selective school, somewhat higher than all membership (12.6%)
- 5.9%, fee paying with no bursary, slightly higher than membership (5.3%)
- 1.5% fee paying with bursary, marginally higher than membership (0.7%).

As in 2021, the data suggests that CLE who attended state schools have been able to progress to partnership, although there might be a slight advantage to gaining senior roles amongst those who attended selective or fee-paying schools.

CLE working as a solicitor has fallen from 24% in 2021 to 12% 2023. Of CLE working as a solicitor: partner 6.0%, assistant 7.5% and other 12.5% were educated outside the UK. This compares with 4.3% of all members. While we do not have information on who these individuals are, this may be an indicator that these individuals have used the CILEX route to qualify as solicitors.

Role that Chartered Legal Executive is working in	State - Non	State - Select	Fee - no Bursary	Fee Bursary	Outside UK	Other	Prefer not to say	I don't know
CLE (Partner)	64.0%	13.8%	5.9%	1.5%	1.4%	0.0%	13.1%	0.3%
CLE (Other)	68.2%	13.0%	5.0%	0.7%	2.4%	0.0%	10.0%	0.7%
Solicitor (Partner)	62.0%	12.0%	6.0%	0.0%	6.0%	0.0%	14.0%	0.0%
Solicitor (Assistant)	62.1%	7.5%	12.1%	0.6%	7.5%	0.6%	9.2%	0.6%
Solicitor (Other)	47.7%	15.9%	9.1%	0.0%	12.5%	0.0%	13.6%	1.1%

Table 7

The third question is:

If you finished school after 1980, were you eligible for free school meals at any point during your school years?

The question this year has been revised by adding “If you finished school after 1980” in line with best practice.

As shown in Table 8, 14.3% members receiving FSM remains the same as in 2021. The decrease since 2017 (18%) may reflect the change in the way data has been collected.

Free school meals is a measure of extreme economic disadvantage. Nationally, in January 2022, 22.5% of all pupils were eligible for free school meals. The membership figure is not significantly lower than the national figure indicating that the proportion of CILEX members that come from lower SEB is similar to the UK population.

Members that did not receive FSM has since reduced significantly (by over 14%) to 55.3%. This in part may be explained by the PNS increase of 4% to 10.5% and 8.7% declaration in the new category of “not applicable.”

Receipt of Free school meals	2017	2019	2021	2023
Yes	18.1%	17.0%	14.7%	14.3%
No	70.7%	66.8%	69.0%	55.3%
Don't know	6.7%	7.1%	10.2%	10.7%
PNS	0.8%	2.6%	6.0%	10.5%
Blank	3.7%	6.4%	0.1%	0.4%
Not applicable (finished school before 1980 or went to school overseas)				8.7%

Table 8

The percentage of **all members** in receipt of FSM is 14.3%. Table 9 shows that of individuals in the Chartered Legal Executive grade the percentage:

- working as a Chartered Legal Executive-partner who received FSM was lower at 13.7% suggesting it might be more difficult for those from a lower SEB to progress to partner. In 2021 there was not this difference.
- working in the role of solicitor-partner, a similar percentage 14% had FSM. In 2021 a higher percentage had received FMS.

The data suggests that the CILEX route has enabled people from less affluent backgrounds to progress their careers.

Role	FSM - YES	FSM - NO
CLE (Partner)	13.7%	55.7%
CLE (Other)	13.5%	56.8%
Solicitor (Partner)	14.0%	52.0%
Solicitor (Assistant)	15.5%	55.2%
Solicitor (Other)	15.9%	48.9%
All CILEX membership	14.3%	55.3%

Table 9

Income support

In addition to FSM, we have been collecting data on Income Support.

Those in receipt of Income Support at some point during their school years has increased by one percent since 2021 but remains lower than in earlier years (Table 10). Those responding “no” has decreased consistently year on year. There has been a nearly 3% reduction in ‘don’t know’, whilst there has been an increase in PNS of just over 3%.

14.4% of members’ households received Income Support during their school years. In the period 2009 to 2021 the number of all families receiving state support (not specifically Income Support) fell 10% from 62% to 51%. The data suggests that about one in seven members came from a financially disadvantaged background.

Receipt of Income Support	2017	2019	2021	2023
Yes	16.3%	15.6%	13.4%	14.4%
No	68.7%	64.5%	63.8%	62.4%
Don't know	10.0%	10.9%	16.4%	13.2%
PNS	1.0%	2.7%	6.3%	9.6%
Blank	4.0%	6.4%	0.1%	0.4%

Table 10

A fourth question suggested for understanding of SEB is:

Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

We introduced this question this year, having previously asked if a member was within the first generation to attend university. Responses are in table 11.

We also asked if members have a degree (see below). Of the 38.8% of members who have a degree, 70% were the first generation to attain a degree.

Attending university gives a nuanced form of cultural advantage, as organisational cultures favour people who have attended university. Being the ‘first in family’ to attend signals a potential lack of support to navigate university and entry into the graduate workforce. For 70% of members who have a degree, this is not necessarily the same advantage as coming from a background where previous generations have attended university.

Parents attend university and gained a degree	
Yes, one or both of my parents attended university	18.3%
No, neither of my parents attended university	64.3%
I don't know	1.9%
Prefer not to say	11.8%
(blank)	3.6%

Table 11

The CILEX route to legal qualifications does not require a university degree, but individuals can join CILEX with a degree. Of the whole membership, 47.5% do not have a degree, while 38.8% do (42% UK population aged 21-64 have a degree⁹).

Gained an undergraduate university degree	2023
Yes	38.8%
No	47.5%
PNS	10.1%
Blank	3.6%

Table 12

The source of funding for university education is shown in Table13. Of those that attended university, the way this was funded has, since 2017, consistently been, from highest: loan (60.0% 2023), grant (12.5% 2023) and family support (10.9% 2023).

University funding	2017	2019	2021	2023
Student or other loan	34.6%	24.4%	26.9%	60.0%
Family financial support	16.4%	11.2%	5.5%	10.9%
Local Authority or other grant	18.4%	10.3%	6.6%	12.5%
Personal income or savings	13.4%	8.8%	4.3%	6.7%
Scholarship or other bursary	4.3%	2.8%	0.9%	1.7%
Other	3.4%	2.5%	3.2%	1.8%
N/A	7.7%	37.1%	45.9%	1.4%
PNS	1.8%	3.0%	6.7%	4.8%

Table 13

Caring responsibilities

Carers are not a protected group under the Equality Act. However, being a carer could easily lead to progression barriers and discrimination.

Childcare responsibilities

Table 14 shows the responses for CILEX members with childcare responsibilities, and Table 15 shows the responses for members with responsibilities for caring for family members, friends, or others.

The percentages of members with childcare responsibilities has continued to rise since 2017 and by 2% since 2021 to 35.2%. PNS has remained the same.

Members with other caring responsibilities has remained similar, with a reduction in PNS to 7.6%.

Childcare responsibilities	2017	2019	2021	2023
Yes	27.6%	30.7%	33.3%	35.2%
No	64.0%	61.0%	62.3%	60.4%
PNS	0.5%	1.8%	4.3%	4.0%
Blank	7.9%	6.5%	0.1%	0.4%

Table 14

⁹ [Graduates in the UK labour market - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Caring responsibilities	2017	2019	2021	2023
Yes – less than 19 hours pw	14.1%	13.0%	14.4%	13.9%
Yes - 20-49 hours pw	1.0%	1.5%	1.4%	1.6%
Yes – more than 50 hours pw	1.0%	1.4%	0.9%	1.0%
No	74.0%	74.0%	74.9%	75.5%
PNS	1.5%	3.4%	8.3%	7.6%
Blank	8.4%	6.8%	0.1%	0.4%

Table 15

Conclusion

The advantage of publishing diversity survey every two years is to increase our confidence in reporting emerging trends.

CILEX members will continue to be encouraged to supply complete data sets, particularly for under-reported categories. In line with other questions we have previously introduced, the level of PNS for the question about the occupation of the main household earner at age 14 is likely to reduce in future surveys.

An emerging theme since 2019 is the apparent ambition of Black, Asian and minority ethnic individuals to progress through CILEX membership to qualify as solicitors. This may be an interesting topic for further enquiry.

With the significantly lower percentage of males within the CILEX regulated community we have started to question whether this should be a concern for resilience of the profession as a whole. The CILEX route is an important enabler for individuals from lower socio-economic backgrounds to pursue a legal career. This should perhaps be an area of focus for CILEX's recruitment strategy.