

	CILEx Regulation Limited
Date	30 September 2025
Item	11.00
Title	EDI Strategy (2025 - 2028)
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Purpose	This paper provides the Board with an updated EDI Strategy for 2025-2028 which builds on 2022-2024 EDI Strategy.
Recommendation	The Board is asked DISCUSS and APPROVE the EDI Strategy for 2025-2028 The Board is asked to APPROVE the draft Diversity Report 2025 for publication
Timing	The Strategy covers the period 2025-2028
Impact assessment	Work being undertaken demonstrates that CRL is well-led, consumer-focused and promotes an independent, strong, diverse profession
Impact on Regulatory Objectives	The refreshed EDI Strategy will have a positive impact on the following regulatory objectives: <ul style="list-style-type: none"> • Public interest • Consumer interest • Independent, strong, diverse profession
Implications for resources	Provision for the research on digital inclusion has been provided for in the CRL budget
Impact on consumer empowerment	Increased commitment of CRL entities and members to EDI improves access to services for consumers in all their diversity
Impact on ongoing competence	N/A
Publication status	For publication
Appendices	11.01 Draft EDI Strategy 2025-2028 11.02 Draft Diversity Report 2025

Introduction

1. This paper presents the draft EDI Strategy and Diversity Report 2025 to the Board for approval.

Recommendation

2. The Board is asked **DISCUSS** and **APPROVE** the draft EDI Strategy for 2025-2028.
3. The Board is asked to **APPROVE** the draft Diversity Report 2025 for publication.

Context for EDI Strategy 2025-2028

3. The [EDI Strategy 2022-2024](#) has been CRL's first diversity strategy celebrating the huge diversity of those we regulate and underlining the Board's commitment to fair access for those working in the legal services market as well as those who use legal services.
4. We brought an initial 2025-2027 EDI Strategy to the Board Strategy day in May.
5. We updated the strategy to take account of Board feedback and the LSB's emerging policy work in this area (the LSB are expected to consult on a EDI statement of policy before the end of the year).

Context for the Diversity Report 2025

6. We publish diversity data every two years, based on a survey of CILEX members.