

Diversity Survey 2017 Report



1.0 Introduction

We have been collecting equality and diversity information about our regulated community for some time. In order for us to better understand the diversity profile of those we regulate, and to serve the interests of consumers and the public, we have been working hard to improve our engagement levels and knowledge. Through engagement and increased information, we are able to identify trends to inform our policy development and decision making.

2.0 Overall response

The survey was carried out between 10 May and 21 June 2017. It was sent to 18,540 members and 4,910 responses were received, giving an overall response rate of 26.5%. Included in the responses were 72 received from self-employed members. In terms of membership grades, the highest response rate was from student members at 60.9%.

The results presented in this report mostly include the self-employed members, although we have also carried out some separate analysis of this group and compared this with employed respondents.

CILEx offers a number of different entry points into membership based on a member's existing qualifications and knowledge. An individual can enter membership at any grade along the route to becoming an authorised person as a Chartered Legal Executive or CILEx Practitioner. The survey data has been compared to data from the CILEx membership database (as at the 4th July 2017) to provide a comparison between the two sets of data.

Table 1 shows the breakdown of the survey respondents by grade against the total number in membership by grade. Of the principal grades, the highest response rate was for Student (60.9%) and the lowest was for Affiliate (16.5%). Associate, Graduate and Chartered Legal Executive grades responded within 1.6% of the overall survey response rate of 26.5%.



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Current grade of respondent	No. survey respondents by grade	No. in membership (04/07/17)	Survey compared with membership
Student	470	772	60.9%
Affiliate	590	3,565	16.5%
Associate	973	3,778	25.8%
Graduate	757	2,916	26.0%
Chartered Legal Executive	1,990	8,001	24.9%
Other/PNS/Blank	130	181	71.8%
Total	4,910	19,213	25.6%

Table 1: Survey respondents by grade

Note: Chartered Legal Executive' includes 103 non-practising Fellows and 60 retired Fellows. The 'Other' category in membership is made up of 171 in Associate Prosecutor grade, 2 Legal Accountancy members and 8 Legal Accountancy Fellows.

This report identifies key areas of the survey where analysis suggests the possible need for further research, monitoring or action.

3.0 Diversity

3.1 Age by membership grade

Table 2 and Graph 1 show the breakdown of age band by principal grade of membership.

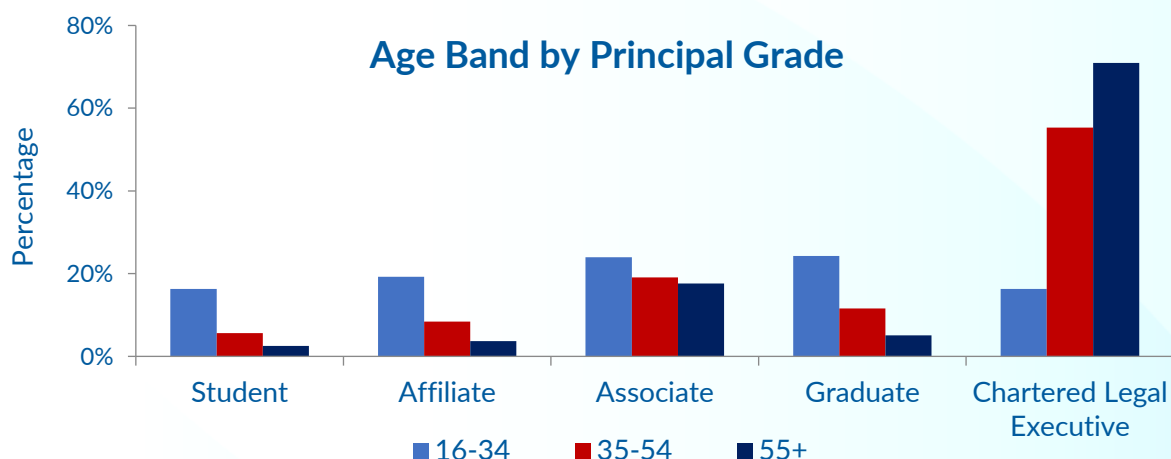
Grade	Age band		
	16-34	35-54	55+
Student	16.3%	5.6%	2.5%
Affiliate	19.2%	8.4%	3.7%
Associate	23.9%	19.1%	17.6%
Graduate	24.2%	11.6%	5.1%
Chartered Legal Executive	16.3%	55.3%	71.0%
Total	100%	100%	100%

Table 2: Age band by grade of principal grade of membership



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Graph 1: Age band by principal grade of membership

The graph shows that the percentage of members aged 35 and over is lower in the Graduate grade compared with the Associate grade or the Chartered Legal Executive grade. This may indicate that some members are actively choosing to remain as Associates or are encountering barriers to progression. We have speculated that reasons for more members in Associate compared with Graduate grades may include:

- the significant step in exam level from Level 3 (A' level equivalent) to Level 6 (final year of Honours degree standard);
- a proportion of members are satisfied with their careers at Associate level and do not want to progress to become a fully qualified lawyer;
- the time required (at least 2 years) to complete the Level 6 exams means that those wishing to progress to Graduate grade are typically spending several years at the Associate grade;
- members may be putting study on hold due to childcare or other family considerations.

Potential area for further research: CILEx and CILEx Regulation could investigate members' reasons for either choosing to remain at Associate grade, taking an extended period to progress to Graduate grade (for example, greater than 4 years), and whether any additional support or opportunity can be provided to assist individuals wishing to progress.

3.2 Gender

Table 3 shows the survey respondents by gender: female 76.8% and male 21.4%. This compares with the full membership (at 4th July 2017): female: 74.5%, male: 25.0% and unknown: 0.5%.



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Gender	Number of responses	Percentage response rate	Membership figures
Female	3,770	76.8%	74.5%
Male	1,053	21.4%	25.0%
Other	6	0.1%	0.5%
PNS	25	0.5%	
Blank	56	1.1%	
Total	4,910	100%	100%

Table 3: Survey respondents by gender

3.3 Gender by membership grade

Table 4 shows the ratio of female and male respondents in the principal grades of membership. The ratio of female to male respondents ranges from there being 3.3 females for every male in the Student grade to 4.0 females for every male in the Affiliate grade. The average number of females to males across the grades is 3.7.

Grade	Gender				Ratio F:M
	Female		Male		
Student	353	9.9%	106	10.9%	3.3 to 1
Affiliate	462	12.9%	116	11.9%	4.0 to 1
Associate	745	20.9%	212	21.8%	3.5 to 1
Graduate	582	16.3%	169	17.4%	3.4 to 1
Chartered Legal Executive	1,429	40.0%	369	38.0%	3.9 to 1
Total	3,571	100.0%	972	100.0%	3.7 to 1

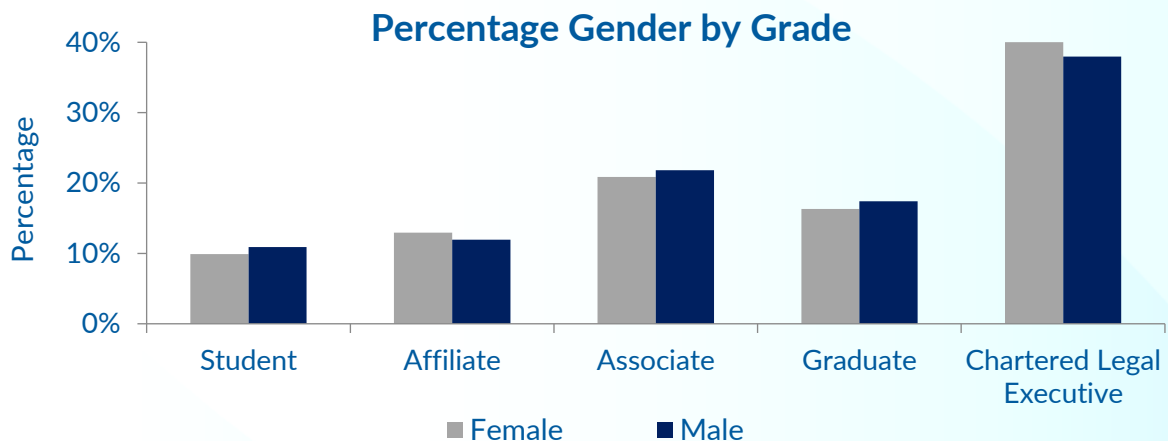
Table 4: Ratio of female to male respondents in the principal grades of membership

Table 4 also shows that, while female respondents outnumber male respondents in each grade, the percentage breakdown of females and males in each grade is very similar. For example, 40% of female respondents are Chartered Legal Executives compared with 38% of male respondents who have attained this grade. The percentage of female and male respondents by principal grade is shown in Graph 2.



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Graph 2: Percentage of female and male respondents by principal grade of membership

3.4 Gender by ownership

Respondents were also asked whether they have a share in the ownership of their organisation. Table 5 shows the gender split between the 265 respondents who stated that they have a share in ownership. The percentage of females who have a share in ownership is 58.1%, however this is lower than the percentage of female survey respondents (76.8%) and the percentage of females in membership (74.5%). Males make up 25.0% of membership and 21.4% of survey respondents, but of the 265 respondents who have a share in ownership, 41.9% are male.

	No. Female	% Female	No. Male	% Male
Ownership	154	58.1%	111	41.9%

Table 5: Share in ownership by gender

Potential area for development: We are a new entity regulator. Going forwards, there is an opportunity to ensure that we review and develop ways of encouraging and supporting female members to run their own businesses.

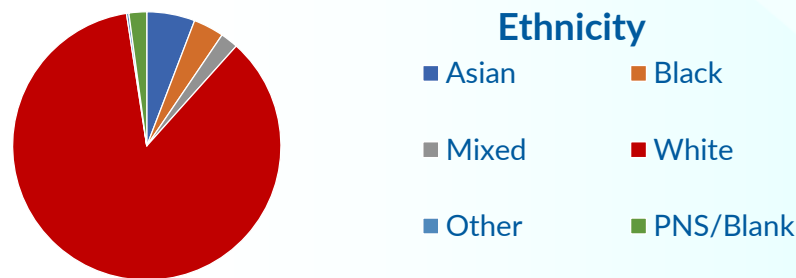


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3.5 Ethnicity

Graph 3 shows the breakdown of respondents by ethnicity.



Graph 3: Ethnicity of respondents

Table 7 shows the ethnicity survey data compared with the England and Wales 2011 Census data provided by the ONS.¹ This table shows that responses for each group were within 1% of the ONS population figure for that group except for Asian respondents who were 1.7% below the ONS population figure.

	Number of survey respondents	% survey respondents	ONS England and Wales 2011 Census data	Variation between survey and ONS data
Asian	285	5.8%	7.5%	-1.7%
Black	181	3.7%	3.3%	0.4%
Mixed	105	2.1%	2.2%	-0.1%
White	4,220	85.9%	86.0%	-0.1%
Other	14	0.3%	1.0%	-0.7%
PNS/Blank	105	2.1%	-	-
Total	4,910	100%	100%	-

Table 7: Ethnicity of survey respondents compared with ONS 2011 Census data

3.6 Ethnicity by membership grade

Table 8 shows the breakdown of ethnicity by principal grade of membership. For each ethnic group, there is a drop in percentage between Graduate grade and Chartered Legal Executive grade, for example, whereas Asians make up 9.9% of Graduates, they make up only 4.6% of Chartered Legal Executives. White respondents make up 89.9% of the Chartered Legal Executive grade compared with 79.9% of the Graduate grade.

¹ ONS: Ethnicity and National Identity in England and Wales:2011

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/articles/ethnicityandnationalidentityinenglandandwales/2012-12-11>



Ethnicity	Student	Affiliate	Associate	Graduate	Chartered Legal Executive
Asian	6.6%	5.8%	5.5%	9.2%	4.6%
Black	3.4%	4.1%	4.9%	5.7%	2.2%
Mixed	4.5%	1.0%	2.7%	3.2%	1.3%
White	82.8%	86.6%	84.1%	79.9%	89.9%
Other	0.2%	0.5%	0.4%	0.4%	0.1%
PNS/Blank	2.6%	2.0%	2.4%	1.6%	1.9%
Total	100%	100%	100%	100%	100%

Table 8: Ethnicity by principal grade of membership

Potential area for further research: CILEx Regulation could investigate barriers to progression from Graduate grade to Chartered Legal Executive grade for BAME members.

3.7 Ethnicity by role in organisation

Table 9 shows the ethnicity breakdown of a selection of roles within respondents' organisations. White respondents make up 94.8% of Chartered Legal Executives (partners or equivalent), compared with 85.9% of white survey respondents. Only 0.8% of black respondents are Chartered Legal Executives (partners or equivalent) compared with 3.7% of survey respondents who are black and 4.0% who are paralegals.

Role	% Asian	% Black	% Mixed	% White	% Other	Total
Chartered Legal Executive (Fellow) - partner or equivalent	3.2%	0.8%	1.2%	94.8%	0.0%	100%
Chartered Legal Executive (Fellow) - other	4.2%	2.4%	1.5%	91.8%	0.1%	100%
Member of CILEx (non-Fellow) - partner or equivalent	0.0%	7.7%	0.0%	92.3%	0.0%	100%
Member of CILEx (non-Fellow) - other	2.7%	3.9%	2.3%	91.0%	0.0%	100%
Paralegal	7.9%	4.0%	2.9%	84.6%	0.5%	100%

Table 9: Ethnicity by role in organisation

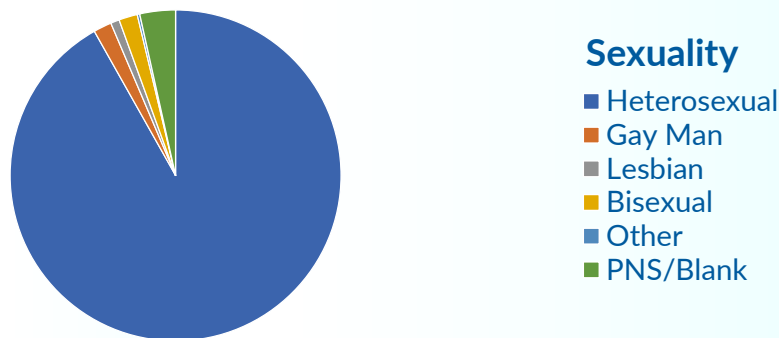


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3.8 Sexuality

Graph 4 show the breakdown of respondents by sexuality.



Graph 4: Sexuality of survey respondents

Table 11 further shows the survey results compared with 2016 population figures from the ONS website.²

Sexuality	No. survey respondents	% survey respondents	2016 ONS Population Data
Heterosexual	4,509	91.8%	93.4%
Gay Man	87	1.8%	2.0%
Lesbian	42	0.9%	
Bisexual	89	1.8%	
Other	12	0.2%	0.5%
PNS/Blank	171	3.5%	4.1%
Total	4,910	100%	100%

Table 10: Sexuality of survey respondents compared with 2016 ONS population data

The data is suggestive that CILEx membership may have a higher proportion of gay, lesbian and bisexual members than the general population.

3.9 Disability by membership grade

A total of 345 respondents (7% of all respondents) stated that they had a disability (as defined by the Equality Act 2010). Table 11 shows the breakdown of these 345 respondents by grade compared with 4,443 respondents who stated that they did not have a disability.

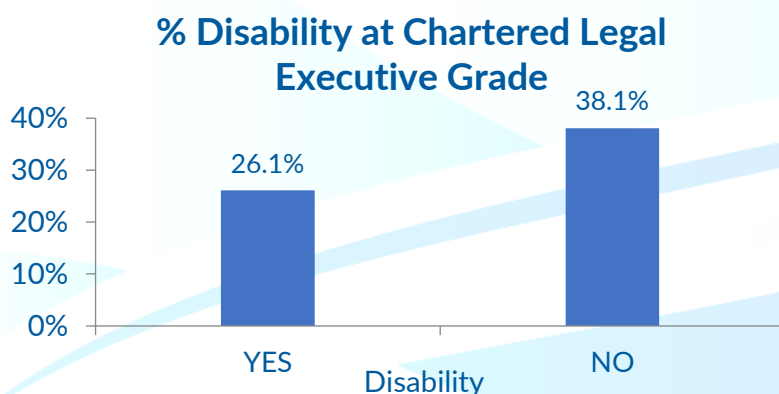
² ONS: Sexual Identity, UK:2016

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016>



Grade	Disability		No Disability	
Student	45	13.0%	414	9.3%
Affiliate	43	12.5%	534	12.0%
Associate	78	22.6%	871	19.6%
Graduate	56	16.2%	689	15.5%
Chartered Legal Executive	90	26.1%	1,691	38.1%
Non-practising Fellow	8	2.3%	91	2.0%
Retired Fellow	9	2.6%	48	1.1%
Other/PNS/Blank	16	4.6%	105	2.4%
Total	345	100%	4,443	100%

Table 11: Disability by membership grade

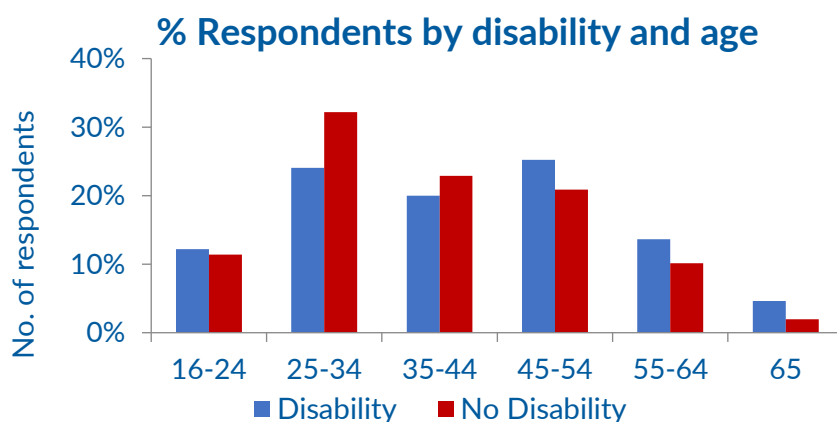


Graph 5 shows the percentage difference between respondents at Chartered Legal Executive grade with and without a disability (as shown in Table 11).

Graph 5: Disability at Chartered Legal Executive grade

Although 345 is a relatively small sub-sample, the figures suggest that there may be less progression through the grades for those with a disability compared with respondents without a disability.

3.10 Disability by age



Graph 6 shows the percentage of respondents with a disability compared to those who stated that they don't have a disability by age.

While the percentage with a disability is higher in the age groups 45 and over, it is also slightly higher in the 16-24 age group.

Graph 6: Disability by age



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Area for further research: CILEx and CILEx Regulation could undertake research into disability in the 16-24 age group and ensure that this group's needs are being met if they differ from other age groups.

4.0 Social Mobility

The survey included a range of questions to look at the issue of social mobility.

4.1 Education

The survey asked what kind of school respondents had mainly attended between the ages of 11 to 18.

Type of School	%
State - non-selective	67.3%
State - selective	15.1%
Fee-paying	6.4%
School outside UK	6.4%
PNS / Blank	4.8%
Total	100%

Table 12: Main type of school

Table 12 shows that two thirds (67.3%) mainly attended a non-selective state school. The number of respondents who had mainly attended a fee-paying school was equal with the number educated overseas at 6.4%. The number of school children educated in the UK overall in fee-paying schools is about 7%, although this rises to about 18% for pupils aged 16+ (*Independent Schools' Council website*).

The figures were further analysed to see what percentage of respondents from each type of school are now Chartered Legal Executives:

- Non-selective state school: 38.7%
- Selective state school: 41.4%
- Fee-paying school: 36.9%
- Educated outside the UK: 19.6%

4.2 Income support and free school meals

The survey asked respondents whether their household receive income support and or free school meals at any point during their school years.



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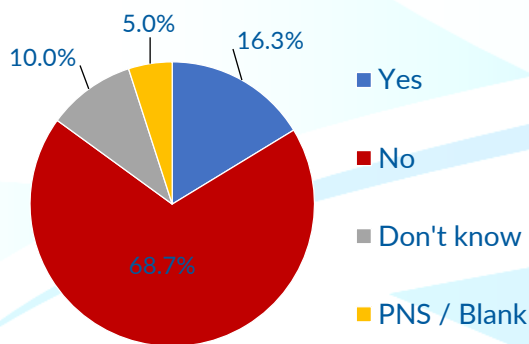
Response	Income Support	Free School Meals
Yes	16.3%	18.1%
No	68.7%	70.7%
I Don't Know	10.0%	6.7%
PNS / Blank	5.0%	4.5%
Total	100%	100%

Table 13: Income support and free school meals

Table 13 and Graphs 7-8 show that 16.3% of households received income support and 18.1% received free school meals.

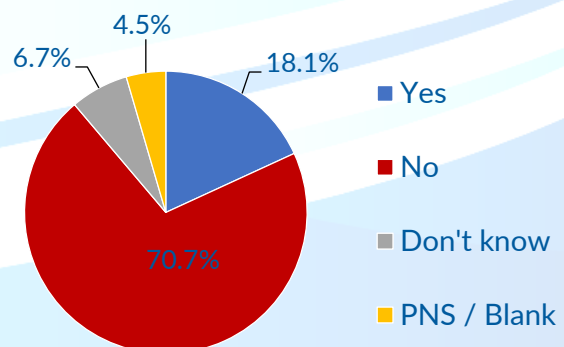
It should be noted that a significant proportion (10% and 6.7%) responded that they didn't know whether their household had been in receipt of these benefits.

Income Support



Graph 7: Income support

Free School Meals



Graph 8: Free school meals

Some comparison can be made between the percentage of survey respondents who received free school meals and Department for Education figures for free school meals eligibility and uptake

2009: 16.2%	2010: 17.4%	2011: 18.0%	2012: 18.2%
2013: 18.3%	2014: 17.4%	2015: 16.2%	2016: 15.1%

Table 14: Extract from Schools, pupils and their characteristics: Jan 2016, Dept. for Education

Although the survey does not record the period of time over which each respondent received free school meals, the survey figure of 18.1% who were in receipt of this benefit at some point seems to reflect the national percentages for 2009-2016.



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4.3 Ethnicity and free school meals

Ethnicity	Free school meals	No free school meals	Ethnicity rate - Survey
Asian	7.7%	5.0%	5.8%
Black	4.5%	3.2%	3.7%
Mixed	4.0%	1.8%	2.1%
White	82.2%	89.0%	85.9%
Other	1.0%	0.3%	0.3%
PNS/Blank	0.6%	0.7%	2.2%
Total	100%	100%	100%

Table 15: Free school meals by ethnicity

Table 15 shows the responses for those who did receive free school meals and for those who know that they did not receive free school meals broken down by ethnicity.

For comparative purposes, the overall percentages for ethnicity of the survey respondents are included.

White respondents are less likely to have received free school meals (82.2%) compared with the overall survey rate (85.9%). Respondents who are Asian, black, mixed or other ethnicity are slightly more likely to have received free school meals compared with the corresponding overall survey rate.

4.4 Share in Ownership and free school meals

Ownership	%
Yes	14.9%
No	74.0%
Don't Know/ PNS	11.1%
Total	100%

Table 16: Free school meals by share in ownership

Table 16 shows the breakdown of the 269 respondents who have a share in ownership of their organisation based on whether they received free school meals.

Almost three in four respondents (74%) know that they did not receive free school meals compared with 14.9% who know that they did. The overall survey rate for free school meals is 18.1%.

4.5 Caring responsibilities and primary carer for children

The survey asked whether respondents look after, or give any help or support to family members, friends, neighbours or others because of either:

- Long-term physical or mental ill-health / disability?
- Problems related to old age?

Hours per week	%
1-19	14.1%
20-49	1.0%
50+	1.0%

Table 17: Caring responsibilities

Table 17 shows that 1.0% (51 respondents) are providing caring responsibilities for between 20 and 49 hours per week and 1.0% (51 respondents) are providing caring responsibilities for more than 50 hours per week.



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In terms of child care responsibilities, 27.6% (1,353) respondents stated that they are a primary carer for a child or children under the age of 18. Of this group:

- 44.6% are Chartered Legal Executives
- 82.9% are female (compared with a survey rate of 76.8%)
- 16.6% are male (compared with a survey rate of 21.4%)
- 1.5% also have caring responsibilities of 20-49 hours per week
- 1.9% also have caring responsibilities of 50+ hours per week

Of the 604 (44.6%) respondents who are Chartered Legal Executives and a primary carer for a child or children:

- 84.1% are female
- 15.9% are male

5.0 Employed and Self-Employed

5.1 Response rate

The total number of 4,910 survey responses included 72 from self-employed members. The remainder of this report compares this group with the remaining 4,838 respondents in the full survey. Table 18 shows the gender breakdown of the two groups. While the sample size for self-employed respondents is small, male respondents form a much higher percentage in this group than they do for overall membership.

Gender	Employed (Survey)	Self-Employed (Survey)	Membership
Male	21.1%	44.4%	25.0%
Female	77.1%	55.6%	74.5%
Other	0.1%	0.0%	0.5%
PNS/Blank	1.7%	0.0%	-
Total	100%	100%	100%

Table 18: Employed and self-employed comparison by gender

5.2 Self-employed by membership grade

Table 19 shows the grade comparison between employed and self-employed respondents. The majority of the self-employed (63.9%) are Chartered Legal Executives compared with the employed (36.8%).



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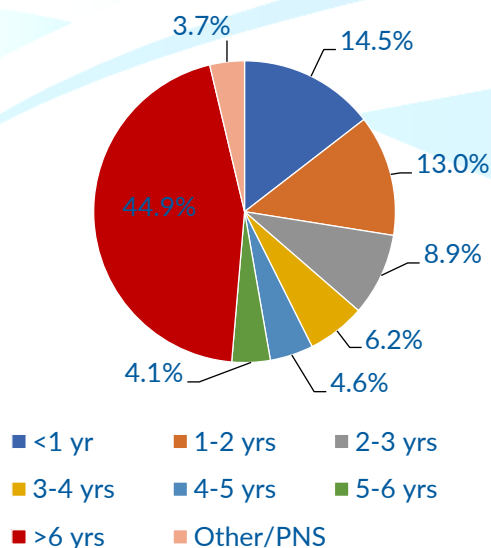
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Grade	Employed	Self-Employed
Student	9.7%	0.0%
Affiliate	12.1%	5.6%
Associate	20.0%	8.3%
CILEx Practitioner	0.4%	0.0%
Graduate	15.5%	11.1%
Chartered Legal Executive	36.8%	63.9%
Non-Practising Fellow	2.1%	2.8%
Retired Fellow	1.2%	0.0%
Other	0.8%	0.0%
PNS/Blank	1.4%	8.3%
Total	100%	100%

Table 19: Employed/self-employed by grade

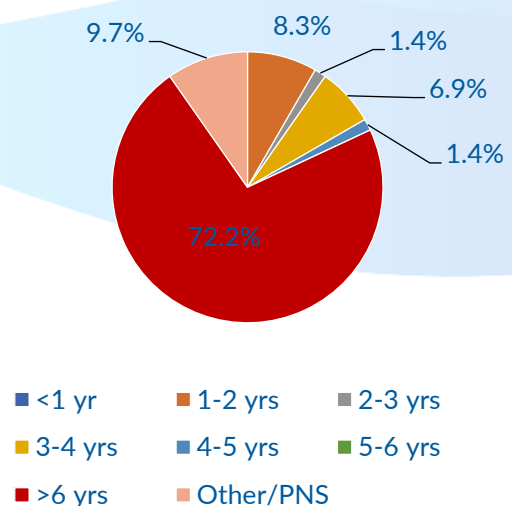
5.3 Self-employed and length of membership

Length of Membership (Employed)



Graph 9: Membership length (employed)

Length of Membership (Self-Employed)



Graph 10: Membership length (self-employed)

A comparison between employed and self-employed for the length of membership, as shown in Graphs 9-10, also indicates self-employed respondents tend to have been longer in membership than employed respondents. Whereas 44.9% of the employed respondents have been CILEx members for over 6 years, 72.2% of self-employed respondents have been in membership for more than 6 years.

Self-employed respondents also tended to be older, with 72.2% aged 45 or over compared with 32.8% of employed respondents.



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5.4 Self-employed and ethnicity

Table 20 shows the breakdown by ethnicity of the employed and self-employed respondents. The percentage who are Asian or black is slightly higher for the self-employed respondents than for the respondents who are employed.

Ethnicity	Employed	Self-employed	Difference
Asian	5.8%	6.9%	1.1%
Black/Black British	3.7%	4.2%	0.5%
Mixed/multiple ethnic	2.1%	1.4%	-0.7%
White	86.0%	84.7%	-1.3%
PNS/Blank	2.4%	2.8%	0.4%
Total	100%	100%	100%

Table 20: Employed/self-employed by ethnicity

5.5 Self-employed and ownership

Ownership is also an area of difference, with 58.3% of the self-employed having a share in ownership compared with just 4.7% of employed, as shown in Table 21.

Ownership	Employed	Self-Employed
Yes	4.7%	58.3%
No	90.4%	38.9%
PNS/Blank	4.9%	2.8%
Total	100%	100%

Table 21: Employed/self-employed by ownership

6.0 Priority for 2018

The survey has highlighted a number of areas where CILEx and CILEx Regulation can undertake further work to better understand practical limitations and thereby improve opportunities for progression within the membership.

Our priority for the 2018/19 business plan will be to identify any barriers to progression from the Graduate grade to Chartered Legal Executive (Fellow) grade for BAME members. We will report on the results of this piece of work in 2019.



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7.0 Conclusion

The Diversity survey for 2017 has provided CILEx Regulation with considerably more insight into the diversity profile of the community we regulate and where potential barriers to progression may exist. CILEx and CILEx Regulation are keen to continue working to attract people from a diverse range of backgrounds into a legal career. We are committed to removing barriers to individuals progressing their legal careers, enabling them to reach their full potential and thereby strengthen the legal workforce.



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