

CILEx Regulation diversity action plan update Q3 2018 (July to September 2018)

Key: White: action not commenced
 Red: action not progressed or on hold
 Amber: action partly progressed, milestones partly met
 Green: action progressing as planned with milestones achieved

CRL actions	Timeline	RAG rating	CRL progress Q3 2018	Q4 2018 milestones	LSB review
1. Hold a bank of data for the whole regulated community covering the LSB diversity characteristics. Analyse to build a comprehensive understanding of diversity within the different categories of our regulated community.	By Q4 2022	W	Not due		Aug 2018
2.Repeat survey of self-employed and locums and their employees annually.	By end Q2 2018	G	Survey carried out during June.		
3.Analyse self-employed and locum data, prepare a report, publish on website and forward to the LSB.	During Q3 2018	G	Data reviewed, and infographic prepared.	Publish on website and publicise in RM.	
4.Review frequency of self-employed and locum . Take account of the burden, frequency/participation trade off and frequency of data collection by the other regulators will.	During Q1 2017	G	Q1 Reviewed survey participation rates 2013 - 2016 No indication that individuals chose not to take the survey due to frequency. Decision taken to continue with annual survey.		
5.Repeat review at 4.	By end of Q4 2018	A	Analysis of survey participation 2019 – 2018 carried out.	Consider frequency of self-employed survey in light of participation analysis.	
6.Monitor and review diversity data held across CILEx and CRL. Consider surveying other sections of our regulated community.	By Q2 2017	G	Q2 2017 Decision taken to survey all members.	Closed out	
7.Establish LSB diversity characteristics baseline for all regulated individuals through survey of all members.	By Q2 2017	G	Q2 all member survey launched.	Closed out	
8.Repeat all members diversity survey every two years until the data is captured in the new CRM.	By Q2 2019 Biennially going forwards	W	Nothing due	N/a	
9.Analyse all members' data and prepare report Q3/Q4 every two years.	By Q4 2019	W		Nothing due	

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10. Conduct diversity survey of our firms.	Q3 2018	W	Preparatory work for Q3 survey	Conduct E and D survey of CRL firms during July/August	
11. Monitor when to publish a report on the firms' diversity to ensure anonymity.	By Q4 Annually going forwards	W		Nothing due	
12. Continue to collaborate with regulators of firms employing our regulated members, to gain data/information relating to these members, annually.	By Q4 Annually going forwards	G	SRA provided static data from their 2017 survey relating to fellows.		
LSB Feedback August 2017: <ul style="list-style-type: none"> Data collection activities are fit for purpose. Welcomed: consideration of what does/doesn't work and adjusting collection activities/frequencies accordingly; collaboration with other regulators to gain meaningful data. Plans noted for a new CRM to be in place for the whole CILEx group by 2022, which will improve the collection and monitoring of diversity data. Encouraged to consider whether there may be benefit in engaging with the SRA, who is currently implementing an enhanced IT system, about opportunities this may create for the development of diversity initiatives.					
13. We will review our regulatory arrangements for diversity impact on a planned programme to identify any significant areas of issue or impact. We will develop further work as required to address these. The work to look at over representation at Tribunals of BAME member and female/BME representation within governance structures scheduled to commence Q2 2019.	Annually and by Q4 2022	G	Initial discussions have taken place with the external consultant and documentation has been provided to enable scoping of the research work to investigate barriers to progression from graduate to Fellow/QE for BAME members.	Scoping of research work to be finalised and consultant to commence review work.	Aug 2018
14. The information gained from diversity analysis will be used to inform the impact of strategic decision making on different sections of our regulated community.	Annually and by Q4 2022	W			
LSB Feedback August 2017: <ul style="list-style-type: none"> Welcomed plan to analyse recent diversity data to identify specific areas to be addressed. Expect CR to demonstrate evidence where this analysis has informed policy development in their August 2018 review. Positive to note use of data collected from regulatory processes to inform initiatives to encourage a diverse workforce, rather than relying solely on diversity data collection.					
15. Work with the other legal regulators through the Regulators' Forum and or a separate group to regularly exchange information,	Ongoing	G		EDI meeting tbc Q4.	Aug 2018

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ideas, good practice and explore the possibility of joint initiatives/ collaboration if appropriate.	Q4 2018	G	Attended London Pride on 7 July. Comms sent out to regulated community via social media including during the parade.		
16. Work with CILEx to continue to raise the profile of diversity within our regulated community through for example encouraging the inclusion of diversity on branch meeting agendas and the establishment of special interest groups. Feedback findings from the diversity surveys and consider action. Aim to meet with CILEx quarterly to exchange information.	Ongoing	G	Meeting with CILEx 3 August. CILEx LGBT SRG set up but engagement to be planned. The other SRGs still at planning stage. CILEx are involved in diversity of Judiciary initiative. Some CILEx members are taking part and receiving mentoring.	Continue to seek engagement with CILEx to follow up on their planned actions. Meeting arranged for 9 November.	
LSB Feedback August 2017: <ul style="list-style-type: none"> • Welcomed positive collaboration with the regulators and CILEx. • Collaboration with CILEx has the potential for a meaningful impact. The LSB are interested in learning more about this through their August 2018 review. 					
17. Continue to raise the profile of diversity through news reports and Regulation Matters articles.	Ongoing	W	See 3 above. Articles and videos published in Regulation Matters.	Regulation Matters articles confirmed for Q4.	Aug 2018
18. Develop diversity content on our website.	By Q3 Q4 2018 Q1 2019	A		The diversity page will be developed as part of the new CRL website development.	
19. Continue to report regularly to the LSB.		G	Completed the LSB self-assessment review using external expert as critical friend.	It is anticipated that the LSB will provide their response to the self-assessment during Q4.	
LSB Feedback August 2017: <ul style="list-style-type: none"> • Approach to publishing diversity data and analysis welcomed. • LSB expect to see publishing diversity data continue to occur into the future and through the August 2018 review. • Efforts to engage and communicate with regulated community on the topic of diversity is positive. • Demonstration of efforts to engage the regulated community will be considered as part of LSB's August 2018 review. • LSB would welcome opportunity to be involved with the development of diversity content on the CILEx Regulation website. LSB would also encourage engagement with diversity stakeholder groups when developing this content. 					
LSB Feedback August 2017: Learnings/Challenges					

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<p>CR reported it considers it too early to tell at this stage if there are any challenges/barriers that will prevent it from achieving progress against the outcomes. However, while it is still building upon the diversity profile of its regulated community to inform policy development, it has started to direct efforts where it knows anecdotally that issues exist.</p> <p>Although still developing an understanding of its diversity profile, we consider it positive that CILEx Regulation has taken efforts to address issues identified through its regulatory and operational processes. We would encourage CILEx Regulation to continue to rely on evidence from a number of sources in order to identify areas which could benefit from greater attention.</p>					