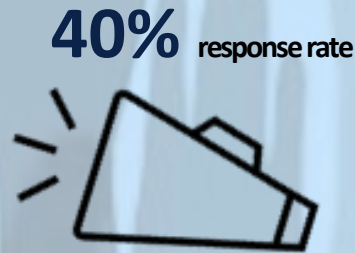


20,900  
regulated  
members

8,346 responses



Members'  
gender



Male 25% Female 75%

More than 700 CILEx members provided information in addition to their survey data

## Parity of female opportunity



### Data findings

- ⇒ significantly more females had child caring responsibilities than males
- ⇒ more females had progressed to the Fellow grade than males, but a higher proportion of males had attained partnership than females
- ⇒ a lower proportion of females had ownership in their firm compared with males



### Regulated members told us

- ◆ many employers do not offer flexible working hours and a lot of women experience difficulties securing working hours to fit around childcare or secure a reasonable work-life balance
- ◆ there are prejudicial attitudes towards women, reduced opportunities and pay for women especially with childcare responsibilities or of child-bearing age
- ◆ there is inequality of career progression for females compared with males, with senior roles most often occupied by men



## Social mobility



### Data findings

The data suggests that:

- ⇒ a professional parent/guardian such as a lawyer may be an advantage to entering CILEx membership at a higher grade
- ⇒ attendance at a fee-paying /state selective school is an advantage to:
  - \* progression to partnership compared with attendance at state schools
  - \* securing a share in firm ownership
  - \* progressing through the membership grades
  - \* starting in a higher CILEx membership grade



### Regulated members told us

- ◆ people from less traditional backgrounds often view law as an elitist profession and one which is not for them
- ◆ they were keen to further their careers, but had been overlooked by employers who had promoted people from backgrounds traditionally associated with legal careers and university educated individuals were especially favoured for progression
- ◆ that although social mobility had been a hurdle, it had been overcome with hard work and determination
- ◆ that social mobility had improved during recent years

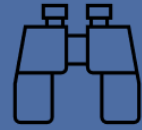


## Black, Asian and minority ethnic (BAME)



### Data findings

- ⇒ of BAME, fewer respondent Fellows had progressed to partnership than white Fellows
- ⇒ BAME individuals were more likely to join CILEx in the graduate grade compared to white individuals.



### Respondents told us:

- ◆ For BAME compared with white colleagues:
  - \* There is inequality of opportunity
  - \* progression is reduced or slower
  - \* there is under-representation in senior roles
- ◆ conscious and unconscious bias towards BAME individuals exists
- ◆ inappropriate language is sometimes used towards BAME people
- ◆ socialising opportunities are not inclusive, failing to provide for cultural or religious needs
- ◆ of supportive workplaces with initiatives in place to promote inclusivity, including BAME groups



## Disability



### Data findings

The data suggests:

- ⇒ under-reporting of disability by regulated members
- ⇒ Under-representation of disabled people amongst CILEx members compared with national data for working age people
- ⇒ disability may impact on progression within CILEx grades of membership



### Regulated members told us:

- ◆ they have struggled to secure employment because of their disability
- ◆ recruitment processes can fail to provide reasonable adjustments
- ◆ of inflexible, unfair and discriminatory workplace practices
- ◆ lack of understanding by employers and colleagues can lead to exclusion at work, particularly where a disability is not visible
- ◆ of fears of stigma associated with mental health problems
- ◆ about the contrast in working life after becoming disabled
- ◆ about difficult physical access to courts
- ◆ repeatedly of their need to be proactive in securing necessary adjustments, even with inclusive employers
- ◆ they had to work harder than colleagues to prove themselves
- ◆ they had worked with talented people with disabilities in the public sector, but had not had disabled colleagues in private practice
- ◆ encouragingly:
  - \* of flexible employers who had willingly made reasonable adjustments
  - \* about local authorities proactively providing creative adaptations

