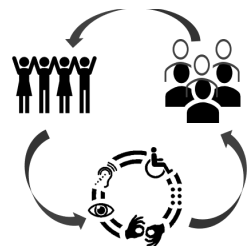


Diversity Report 2021



Introduction

Diversity and inclusion are core to CILEx Regulation and central to the CILEX route into a legal career. We believe that capable individuals should be able to enter and progress in the legal profession in line with their abilities and not be held back by discrimination.

We have collected diversity data for the whole of our regulated members biennially since 2017. Members of CILEX have the opportunity to provide diversity information about themselves across a wide set of diversity indicators.

This third all member collection has provided the largest set of data to date. With 15,260 responses, we are gaining more detailed insights into the diversity makeup of our regulated members, how things may be changing and possible issues.

Executive Summary

Regrettably, inequality and diversity and inclusion barriers identified in the 2017 and 2019 reports still persist. Male CILEX members are progressing their careers further than females, and non-white individuals do not appear to be gaining seniority in the same way as white members.

Positively, the data shows that CILEX membership continues to provide a route into legal careers for individuals from less affluent and less traditional backgrounds than often associated with the legal profession. This remains an important and continued focus for our Board.

New insights

- There has been a significant decrease in members in the youngest age group (16-24) since 2017.
- The number of “prefer not to say” (PNS) responses have increased. This is most noticeable for disability, and caring. This may be due to the voluntary basis of previous collections whereas this year members were required to provide data through the membership database (CRM).
- Progression is unequal among non-white members. Black individuals appear to be appreciably less likely to progress than Asian members.
- Members with a disability have reduced from 7% in 2017 to 4.4%. This may be the effect of looking at a greater set of data, although an increased number of members responded PNS for disability.
- There is a possible indication that certain ethnicities might be using the CILEX route to become a solicitor. In our 2019 diversity report we noted that non-white individuals were more likely to join CILEX in the graduate grade compared with white individuals and this year’s data supports that finding.
- There is a suggestion that individuals educated outside the UK might also be using the CILEX route to become a solicitor.

We have started to look at progression with the metrics available to us and intend to explore this in more detail. We plan to collaborate with other legal regulators to develop both our approach and understanding of how the careers of our regulated community progress compared with the wider legal workforce.

This is the first year that diversity data has been collected through the CRM. We will work with CILEX to refine the collection method and questions where there have been issues ahead of looking at diversity data in 2023. We shall recommend to CILEX that it increases understanding amongst its members of the benefits of providing full and complete diversity data and will support work to achieve this.

Overall Responses

For the first time we have been able to collect diversity data through the new CILEX member database (CRM). A snapshot was taken on 23 April 2021 comprising data from 15,260 CILEX members, approximately 71.5% of CILEX membership at that time¹. The remainder of CILEX members will be completing their information as the CRM rolls out over the next year. When we refer to all members in this report, we are referring to analysis of the data from the 15,260 CILEX members unless otherwise indicated.

The CRM has provided significantly more data for analysis, three times 2017 (4,910) and nearly double 2019 (8,346). It is worth noting that alongside the volume of data increasing over the years, the cohorts within the data vary across the years.

Our Aims

With the largest amount of data now available, we wished to test the indications about diversity emerging in earlier years' data.

The LSB has provided a diversity dashboard² of all regulators' data and for some characteristics we have also looked at our data against this. Our data includes "blank" and "prefer not to say" (PNS) responses because we feel it provides a fuller picture. We have worked out that the LSB data does not. This means the data is not exactly comparable whilst still allowing for comparison with the LSB-held data.

For some characteristics we have also provided figures for authorised grades only, in addition to those for the whole CILEX membership. This enables a closer comparison with other regulators. Data has been provided by 7,303 Chartered Legal Executives³.

CILEX Membership

CILEX offers a flexible way of gaining legal qualifications enabling people to combine studying with earning, other life situations or responsibilities.

CILEX members can join at different grades of membership (student, affiliate, associate, graduate) and work their way through the grades to the authorised grade of Chartered Legal Executive also known as Fellow and CILEX Practitioner.

¹ A snapshot of the data was taken on 23 April 2021, this was prior to lapsing of individuals who had not renewed from CILEX membership.

² [LSB diversity dashboard](#)

³ See 1

What we focused on

Data for each of the diversity categories is provided.

We are particularly interested in how individuals are progressing in their careers and we have looked at the roles members with different characteristics have indicated they are working in, irrespective of the CILEX grade they have attained. We have provided key findings from the analysis to understand if the data suggests that there are any differences in progression for specific characteristics.

Gender



The gender split of CILEX membership is similar to earlier years:



The 76.9% of females in membership is much higher than the 47% of females in the UK workforce.

The number of people who preferred to describe their gender as other was 0.1%.

In authorised grades, the percentage of females is 77.1%. This compares with the next highest percentage of females in a regulated community, Council for Licensed Conveyancers (CLC) 72%, and a similar regulated community, Solicitors Regulation Authority (SRA) 49%.

Gender and seniority

We considered gender and progression by looking at the role males and females members in the Chartered Legal Executive grade told us they were carrying out. More males had progressed to partnership level (30.5%) compared with males in membership (22.3%). For females, 69.5% had the role of partner compared with 76.9% females in membership.

This suggests that males are progressing their careers further than females which is consistent with 2019 indications.

Ethnicity



There are 14.9% non-white and 84.4% white members in CILEX membership. We have been collecting ethnicity data in both diversity data collections and through membership records for several years. In recent years there has been a successful drive to improve ethnicity information which has resulted in high levels of recording, so we have confidence in this year's ethnicity data.

The breakdown of ethnicity for 2021 and the past two data collections is set out in Table 1. It is noticeable that PNS has increased from 1.1% in 2017 to 2.4%.

Ethnicity	2017	2019	2021
Asian	5.8%	5.5%	7.0%
Black	3.7%	3.4%	5.5%
Mixed	2.1%	2.0%	2.4%
White	86.0%	81.5%	84.4%
PNS	1.1%	1.8%	2.4%
(BLANK)	1.3%	5.8%	0.0%
Other			0.3%
Combined non-white	11.6%	10.9%	14.9%

Table 1: Breakdown of ethnicity 2017-2021

The total of non-white members in authorised grades is 9%, which compares with similar regulated communities, CLC 9% and SRA 21%⁶.

Ethnicity and seniority

Table 2 looks at the percentages of Chartered Legal Executives (Fellows)⁷ of each ethnicity who have indicated they are in the roles shown. For example, 91.8% of Fellows who have the role of Chartered Legal Executive partner are white, 3.9% are Asian, 1.3% are Black, and 1.2% are mixed race. Compared with white CILEX members (84.4%), a similar or higher percentage of white members of CILEX are partners (Chartered Legal Executive 91.8% and solicitor 84.8%).

However, compared with non-white members in CILEX membership (14.9%), a lower percentage of non-white individuals are partners (Chartered Legal Executive 6.4% and solicitor 9.1%).

As with findings in 2019, this again suggests that non-white members are not gaining seniority in the same way as their white counterparts in CILEX membership.

A difference in career progression between CILEX members of non-white ethnicities appears to be emerging. Asian members seem to be progressing more than Black members. Of Asian, 3.9% are Chartered Legal Executive-partners and 6.1% solicitor-partners, which compares with 7.0% Asian individuals in CILEX membership. However, of Black members only 1.3% are Chartered Legal Executive-partners and 3% solicitor-partners compared with 5.5% Black individuals in CILEX membership.

There is an indication that a higher proportion of non-white CILEX members compared with white members, are using the CILEX route to become solicitors. Non-white members in solicitor role is 28.4%, compared with 14.9% non-white individuals in CILEX membership. White members in solicitor role is 67.6%, compared with 84.4% white individuals in membership. Asian members are the highest percentage amongst non-white members, with 17.1% in solicitor role compared with 7% Asian individuals in CILEX membership.

In our 2019 diversity report we noted that non-white individuals were more likely to join CILEx in the graduate grade, compared with white individuals. Graduate is the highest grade for joining CILEX prior to working to be admitted as a Chartered Legal Executive. This year's data supports that finding.

^{4&6} [LSB diversity dashboard](#)

⁵ These are roles individuals have indicated they are working in and not the grade of CILEX membership

⁷ "Chartered Legal Executive" and "Fellow" are used interchangeably

Role	White	Asian	Black	Mixed	Combined non-white
Chartered Legal Executive-Partner	91.8%	3.9%	1.3%	1.2%	6.4%
Chartered Legal Executive-Other	90.1%	4.3%	2.0%	1.6%	7.9%
Solicitor-Partner	84.8%	6.1%	3.0%	0.0%	9.1%
Solicitor-Assistant	66.7%	17.4%	8.3%	3.5%	29.2%
Solicitor-Other	57.8%	24.4%	13.3%	2.2%	39.9%
Solicitor combined (partner/assistant/other)	67.6%	17.1%	8.6%	2.7%	28.4%
Ethnicity split of CILEX membership	84.4%	7.0%	5.5%	2.4%	14.9%

Table 2: Role and ethnicity

Age

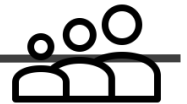


Chart 1 shows that, as in earlier years, the age groups with the highest number of CILEX members are consistently age groups 25-34 (29.6%), 35-44 (27.2%), and 45-54 (20.4%), and in that order. This reflects the distribution by age in the UK workforce.

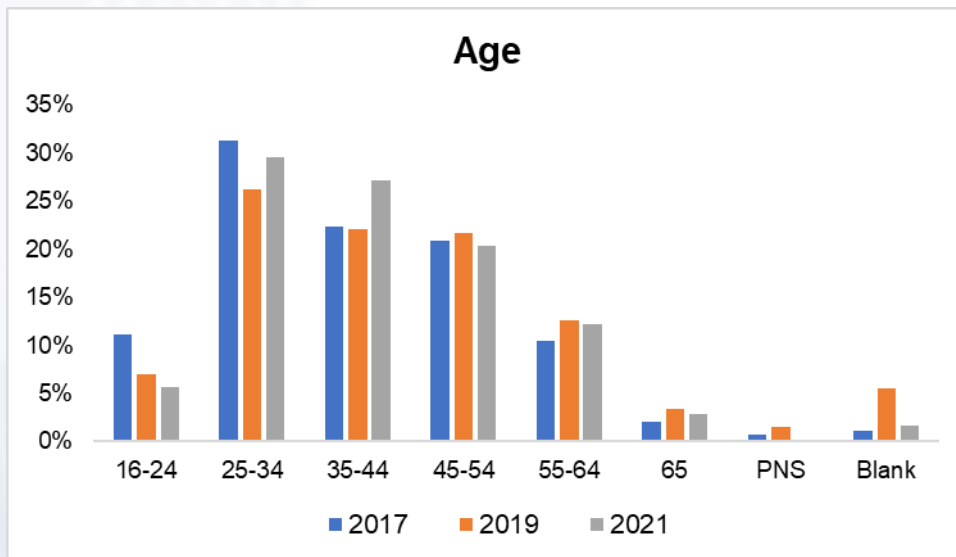


Chart 1: Percentage of members in age groups 2017-2021

The data collections show that since 2017 there has been a fall in CILEX members in the youngest age range 16 -24 from 2017 (11.2%) to 2021 (5.7%).

We compared this data against CILEX membership data in chart 2. This shows a decrease in the youngest age group of about one quarter, with a partial recovery in numbers seen in 2021.

CILEX membership data is reliable because almost all member records provide a date of birth. The reason for this decrease is not clear. There could be an affect from COVID, although the fall in numbers had commenced before the pandemic. We will monitor this trend over future years.

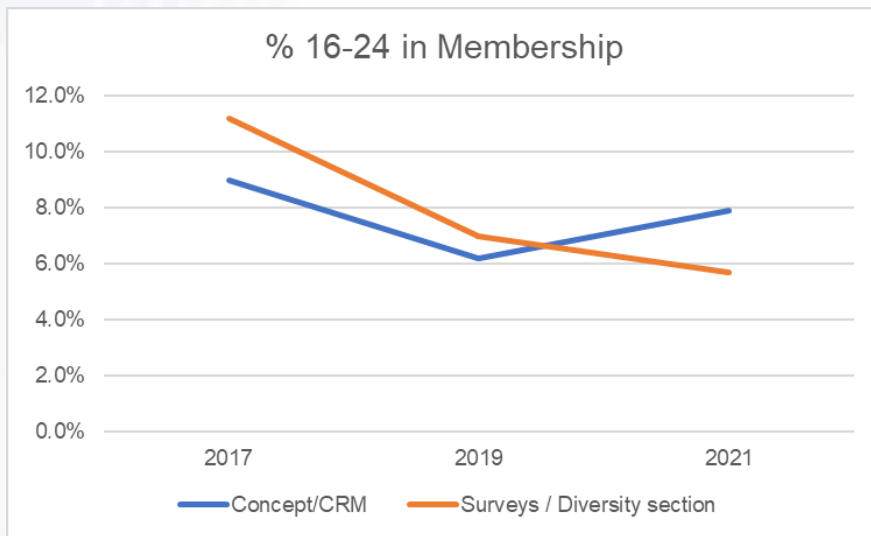


Chart 2: Comparison of membership and survey data for 16-24 age group

Disability



The data in Chart 3 shows the percentage of members identifying with a disability has reduced from 7% in 2017 to 4.4%. It is possible that this apparently significant reduction is in part the result of the increased volume of data and PNS responses.

This year there is a significant jump in PNS now that members provide their data in membership records, 5.2% from 1.2% in 2017. This may suggest hidden disability or a desire not to state disability.

The 4.4% of members with a disability compares with disability in the UK workforce of 15%. This might indicate that people with a disability are underrepresented within CILEX membership, but it could result from a reluctance amongst CILEX members to declare a disability.

Members who declared a disability within the authorised grade of Chartered Legal Executive (3.8%) is lower than those with a disability within the whole of CILEX membership (4.4%). This compares to similar regulated communities, CLC (2%) and SRA (3%), are also low.

It is possible that there is a higher hesitancy amongst authorised individuals to declare a disability because there is a higher percentage of PNS responses from authorised people.

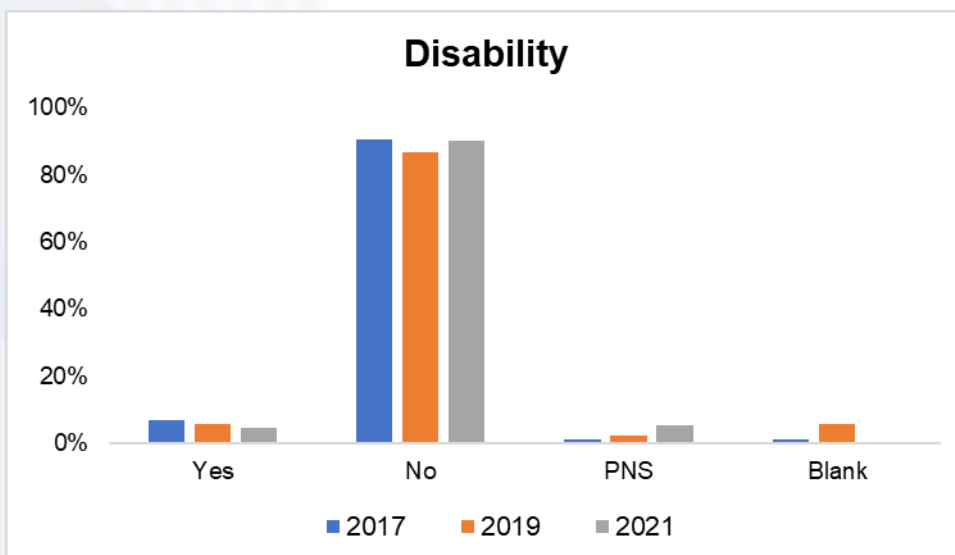


Chart 3: Percentage of members with a disability

Sexual Orientation

Table 3 shows the figures for sexual orientation against those for the UK population. There has been a significant increase in PNS responses this year when individuals have had to leave their data in membership records, which suggests a reluctance to provide this information.

Sexual Orientation	2017	2019	2021	UK population
Heterosexual	91.8%	86.4%	88.4%	
Gay Man	1.8%	1.4%	1.1%	1.4%
Gay Woman	0.9%	0.6%	0.6%	
Bisexual	1.8%	1.3%	1.2%	0.9%
Other	0.2%	0.2%	0.3%	0.6%
PNS	2.1%	4.1%	8.3%	
Blank	1.4%	5.9%	0.1%	
Not heterosexual	4.7%	3.5%	3.2%	

Table 3: Sexual orientation: membership and UK population

Religion and Belief

Table 4 shows the distribution of religion and belief within CILEX membership. There have been some changes since 2017, the most significant are:

- decrease in Christians of 7.8% (50.4% to 42.6%)
- increase in no belief/atheist of 2.4% (36.9% to 39.3%)
- increase in PNS of 5.8% (3.8% to 9.6%)

Whilst this may reflect a wider societal trend, alternatively this could be due to a different cohort of respondents or reflect a truer position from a whole membership position compared to the previous voluntary data collections.

Religion and belief	2017	2019	2021	Population E & W
Christian	50.4%	45.2%	42.6%	52%
No belief/atheist	36.9%	35.9%	39.3%	38%
Muslim	3.0%	2.9%	3.5%	6%
Sikh	0.9%	1.1%	1.3%	1%
Hindu	0.9%	1.0%	1.1%	2%
Jewish	0.6%	0.5%	0.4%	1%
Buddhist	0.6%	0.4%	0.4%	0%
PNS	3.8%	6.4%	9.6%	
Blank	2.9%	6.7%	0.1%	
Other	-	-	1.8%	2%

Table 4: Member religion and belief 2017 - 2021 and population E&W

Marital Status

Marital status is a protected characteristic in the Equality Act 2010. Table 5 shows the two highest categories amongst CILEX members which are married 45.1% and single 36.9%. There is a significant increase in PNS between the data collected in 2019 (5.2%) and this year (9.9%)⁸.

Marital status	2019	2021
Single	32.3%	36.9%
Married	46.5%	45.1%
Civil partnership	0.2%	0.8%
Separated	1.5%	1.4%
Divorced	7.4%	5.1%
Widowed	0.9%	0.8%
PNS	5.2%	9.9%
Blank	6.0%	0.1%

Table 5: Marital status 2019 and 2021

Social Mobility



From Table 6 it can be seen that 6.4% of CILEX members attended fee-paying school between the ages of 11 and 18. This figure has remained similar since 2017 and is lower than the 7% of the UK population that went to a fee paying school. It is the lowest of all regulated legal communities and compares with SRA, 21%, and BSB, 34%. It suggests that CILEX offers an important route into the legal profession for those from less affluent backgrounds. Of the 6.4% members that attended fee-paying schools, 1.6% received a bursary and 4.8% did not.

Of members that went to state schools, 73.3% attended non-selective schools. This figure compares to 67.3% in 2017 and 64.1% in 2019. There were 12% members that went to selective schools, which compares with 2017 (15.1%) and 2019 (14.2%).

There is a reduction in members who attended school outside the UK, from 6.3% in 2017 to 5.4%.

School attended	2017	2019	2021	
State - non-selective	67.3%	64.1%	73.3%	
State - selective	15.1%	14.2%	12.0%	
Fee-paying	6.4%	6.1%		
Fee-paying - bursary	-	-	Combined 6.4%	1.6%
Fee-paying - no bursary	-	-		4.8%
School outside the UK	6.3%	6.4%	5.4%	
PNS	1.3%	3.0%	-	
Blank	3.7%	6.3%	0.1%	
Other	-	-	2.8%	

2021 Table 6: School attended 2017 - 2021

⁸ This data was not captured in 2017

We looked at the school members in the Chartered Legal Executive grades attended and the role these members said they are currently working in - Table 7. 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 will not be as good.

Of Chartered Legal Executives working as a Chartered Legal Executives - partner:

- 73% attended a state non-selective school, which is in line with the percentage of all membership (73.3%)
- 14.1 % attended state selective school, somewhat higher than all membership (12%)
- 5.8%, fee paying with bursary, slightly higher than membership (4.8%)
- 2.1% fee paying no bursary, marginally higher than membership (1.6%)

This suggests that members 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.

Of Chartered Legal Executives working as a solicitor 10.4% were educated outside the UK, which compares with 5.4% of all members. While we do not have information on who these individuals are, this may be an indication of use of the CILEX route to become solicitors by these individuals.

Role	State – Non selective	State - Selective	Fee - no Bursary	Fee Bursary	Outside UK	Other
Chartered Legal Executive-Partner	73.0%	14.1%	5.8%	2.1%	2.1%	2.9%
Chartered Legal Executive-Other	77.1%	12.3%	4.9%	1.3%	2.0%	2.4%
Solicitor-Partner	63.6%	24.2%	6.1%	0.0%	3.0%	3.0%
Solicitor-Assistant	67.4%	9.7%	7.6%	2.8%	10.4%	2.1%
Solicitor-Other	59.1%	15.9%	6.8%	2.3%	15.9%	0.0%
All CILEX membership	73.3%	12.0%	4.8%	1.6%	5.4%	2.8%

Table 7: Role and type of school attended

Household receipt of Income Support and Free School Meals

Household receipt of Income Support (IS) and free school meals (FSM) are indicators of social standing during childhood.

Income Support

Table 8 over the page, shows the percentage of people in membership in receipt of IS at some point during their school years has reduced from 16.3% (2017) to 13.4%. Responses of “Don’t know” and PNS have increased considerably since 2017 - Don’t know 10% (2017) to 16.4% and PNS 1% (2017) to 6.3%.

Other regulators do not capture this data to allow a comparison, but it does show that roughly one in seven members came from a financially disadvantaged background in line with the 16% of the current population receiving income-related benefits.

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

Table 8: Receipt of Income Support 2017 - 2021

Free School Meals

From Table 9 , it can be seen that member confirming receipt of FSM reduced from 18.1% in 2017 to 14.7%. The percentage of pupils in England eligible for FSM in 2019 was 15.4%¹⁰.

The following responses have increased since 2017, “Don’t know” from 6.7% (2017) to 10.2% and “PNS” 0.8% (2017) to 6%. This might reflect that the amount of data has increased or be an emergent trend. We will continue to monitor this by looking at the social mobility indicators over coming years.

Receipt of Free school meals	2017	2019	2021
Yes	18.1%	17.0%	14.7%
No	70.7%	66.8%	69.0%
Don't know	6.7%	7.1%	10.2%
PNS	0.8%	2.6%	6.0%
Blank	3.7%	6.4%	0.1%

Table 9: Receipt of free school meals 2017- 2021

The percentage of all membership in receipt of FSM is 14.7%. Table 10 shows that of individuals in the Chartered Legal Executive grade the percentage of those:

- who had progressed to partner and had FSM was the same (14.9%) and
- working in the role of solicitor-partner, a higher percentage (18.2%) had FSM.

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

⁹ [State support - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://www.ethnicity-facts-figures.service.gov.uk)

¹⁰ [SFR template National Statistics 240815 \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk)

Role	FSM - YES	FSM - NO
Chartered Legal Executive-Partner	14.9%	69.9%
Chartered Legal Executive-Other	14.2%	70.6%
Solicitor-Partner	18.2%	69.7%
Solicitor-Assistant	16.0%	70.8%
Solicitor-Other	17.8%	62.2%
All CILEX membership	14.7%	69.0%

Table 10: Role and receipt of free school meals

The CILEX route to legal qualifications does not require attendance at university, however, people can join CILEX with a degree and of those people it can be seen in table 11, more indicated that they were the first to attend university in their family (29.9%) than not (21.3%) and 5.4% indicated PNS.

First generation to attend university	2017	2019	2021
Yes	27.8%	29.2%	29.9%
No	28.4%	22.0%	21.3%
Don't Know	1.1%	2.5%	-
PNS	1.8%	4.9%	5.4%
Blank	40.9%	41.5%	0.1%
Did not attend	-	-	43.4%

Table 11: First generation to attend university 2017 - 2021

How a university education was funded is shown in Table 12 Of those that attended university, the way this was funded has, since 2017, consistently been, from highest: loan (29.9% 2021), grant (6.6% 2021) and family support (5.5% 2021).

University funding	2017	2019	2021
Loan	34.6%	24.4%	26.9%
Family Support	16.4%	11.2%	5.5%
Grant	18.4%	10.3%	6.6%
Personal money	13.4%	8.8%	4.3%
Bursary / Scholarship	4.3%	2.8%	0.9%
Other	3.4%	2.5%	3.2%
N/A	7.7%	37.1%	45.9%
PNS	1.8%	3.0%	6.7%
Blank	-	-	0.1%

Table 12: University funding 2017 - 2021

Caring Responsibilities

Carers are not a protected group under the Equality Act. However, being a carer could easily lead to progression barriers and discrimination. It is intended to carry out further research to identify if there is a correlation between caring and lack of career progress once gender and age are moderated for.

Childcare responsibilities

Table 13 shows the responses for CILEX members with childcare responsibilities, and Table 14 shows the responses for members with responsibilities for caring for family members, friends, or others. The percentages of individuals with caring responsibilities have remained similar since 2017 and there has been a considerable increase in PNS responses.

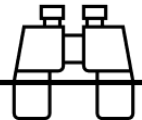
Childcare responsibilities	2017	2019	2021
Yes	27.6%	30.7%	33.3%
No	64.0%	61.0%	62.3%
PNS	0.5%	1.8%	4.3%
Blank	7.9%	6.5%	0.1%

Table 13: Child care responsibilities 2017 - 2021

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

Table 14: Caring responsibilities 2017 - 2021

Looking forwards



The substantially greater data set available to us this year has enabled us to test the trends emerging from earlier years with increased confidence and observe new issues emerging.

With increased data, collected through membership rather than through voluntary collections, the reoccurring observation for nearly all characteristics is the increase in PNS responses. As close to one hundred percent complete responses will enable us to identify issues, most particularly those arising where there is intersectionality, and monitor changes over time following on from initiatives. Like other regulators, we see under-reporting of sensitive 'hidden' characteristics such as sexuality and disability. We will work with CILEX to encourage members to understand the benefits for them and their colleagues in providing data and feeling comfortable to leave their data.

In our 2019 diversity data collection, members told us that the legal profession looks down on CILEX lawyers, considering them to be lesser lawyers than solicitors. This leads to numerous detriments, one of which is the impact on progression. In analysing the data, we have started to look at progression with the metrics available to us. We intend to explore this in more detail, through collaboration with other legal regulators to develop both our approach and understanding of how the careers of our regulated community progress compared with the wider legal workforce.