

# **Diversity Report Firms 2023**



## Introduction

We encourage our regulated firms to be inclusive and support and promote career progression of talented individuals regardless of their diversity and background. The analysis of our biennial diversity data collections provides an insight into the diversity of our firms' workforce.

The diversity data collection took place between 26 April and 2 June 2023. We assisted our regulated firms by collecting the diversity data directly from their members of staff. The link to the questionnaire was sent to 64 people, and we received 49 responses – a response rate of 77%. While this is an increase on the 2021 collection, we wish to receive information from the whole of our firms' workforce, and so we will review how we might increase the response rate further ahead of our next collection.

## Findings for diversity characteristics

### Firm size

Respondent regulated firms ranged in size from:

- 1 – 2 and 11 - 15 employees
- the largest percentage (31%) are employed in firms with 6 – 10 employees.

[There were 8% of respondents that answered “prefer not to say” (pns)]



### Gender

The ratio of males working in CRL regulated firms compared to females has changed since 2021. Figure 1 shows that there is now a higher proportion of males in firms (31%) compared to males in CILEX membership (22%).

In 2021 the male / female split within firms was similar to CILEX membership with male / female split within firms (male 27% / female 71%) and the 2021 split of CILEX members (male 22% / female 77%).

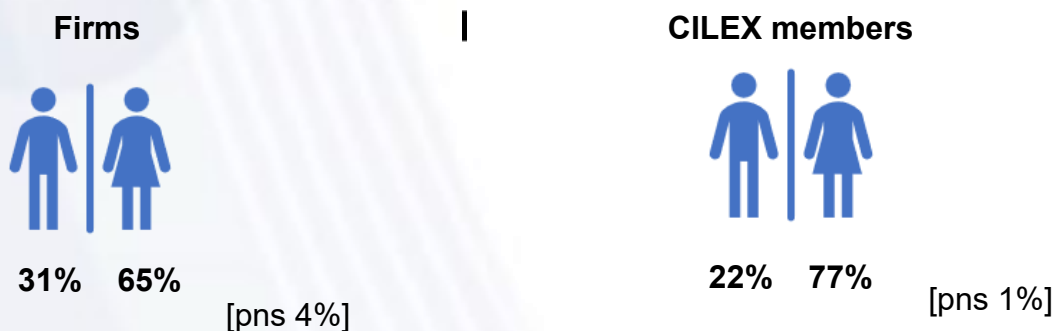


Figure 1

## Age

The age range of people employed in CRL regulated firms is shown in Chart 1.

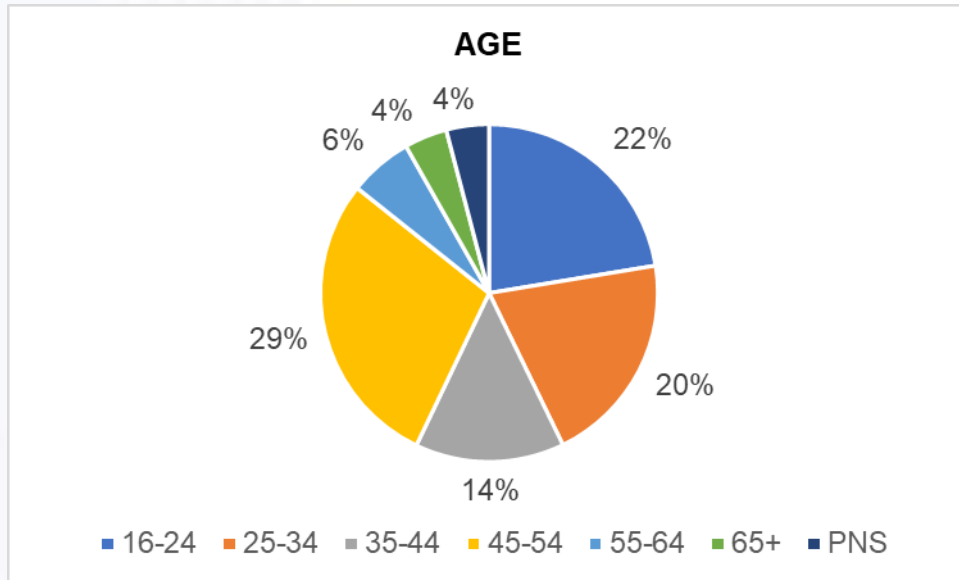


Chart 1

A comparison of the age profile for firms for 2023 compared to 2021 is shown in Chart 2. The age group 45-54 has the largest increase, while there is a similar fall in those aged 35-44. The biggest decrease is seen in the 55-64 age group.

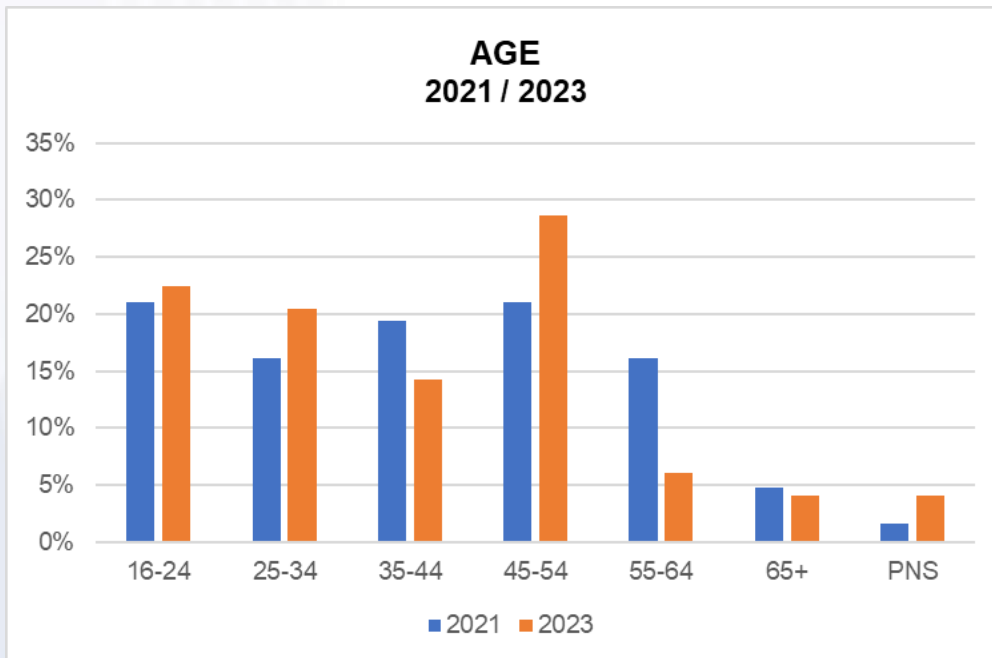


Chart 2

## Ethnicity

The percentage of Black and minority ethnic people in our regulated firms (22%) is higher than in 2021 (14.5%). It is also higher than CILEX membership in 2023 (15%) as shown in Figure 2. This differs to 2021 when the Black and minority ethnic people within regulated firms (14.5%) was almost identical to CILEX membership (14.9%).

The percentage of White individuals in regulated firms (74%) has decreased from 2021 (83.9%). This compares to 82% within CILEX membership 2023.



Figure 2

## Religion or Belief

The response for the question asking the respondents' religion or belief is set out in Table 1.

	Firms	CILEX members	Population of E and W
No religion or belief	39%	40%	38%
Christian	37%	42%	52%
Non-Christian religion	16%	10%	10%
pns	8%	8%	

Table 1

## Social mobility

### Occupation of main household earner

In 2023 we included a question to understand the socio-economic background of our regulated firms' workforce. We asked about the occupation of the main household earner when a person was aged about 14. Table 2 shows how the socio-economic background of the individuals working in our regulated firms compares with CILEX membership and the UK workforce.

Occupation	Firms 2023	CILEX members 2023	UK workforce benchmark
Professional	51%	35%	37%
Intermediate	8%	13%	24%
Lower socio-economic	25%	24%	39%
other	2%	8%	
pns	14%	17%	
Blank		3%	

Table 2

### School attended

There has been an increase in the percentage of individuals in regulated firms that attended school outside the UK (14%) compared with 2021 (3%).



	Firms 2023	Firms 2021	CILEX members 2023	CILEX members 2021
State school	67%	84%	76%	85%
Fee paying school	6%	7%	6%	6%
School outside the UK	14%	3%	4%	5%
pns	8%	6%	12%	-

Table 3

### First generation to attend university

Table 4 shows the percentage of individuals that have a degree and of those, the percentage that were the first generation to obtain a degree. More individuals in regulated firms have a degree compared to CILEX membership and less people in firms are the first generation to attend university.



	Firms	CILEX members
Have a degree	45%	39%
First generation with a degree	50%	70%
No degree	47%	48%
pns	8%	10%
blank		4%

Table 4

## Caring responsibilities

Caring responsibilities for family and friends is similar within regulated firms and CILEX membership as can be seen in charts 5 and 6.

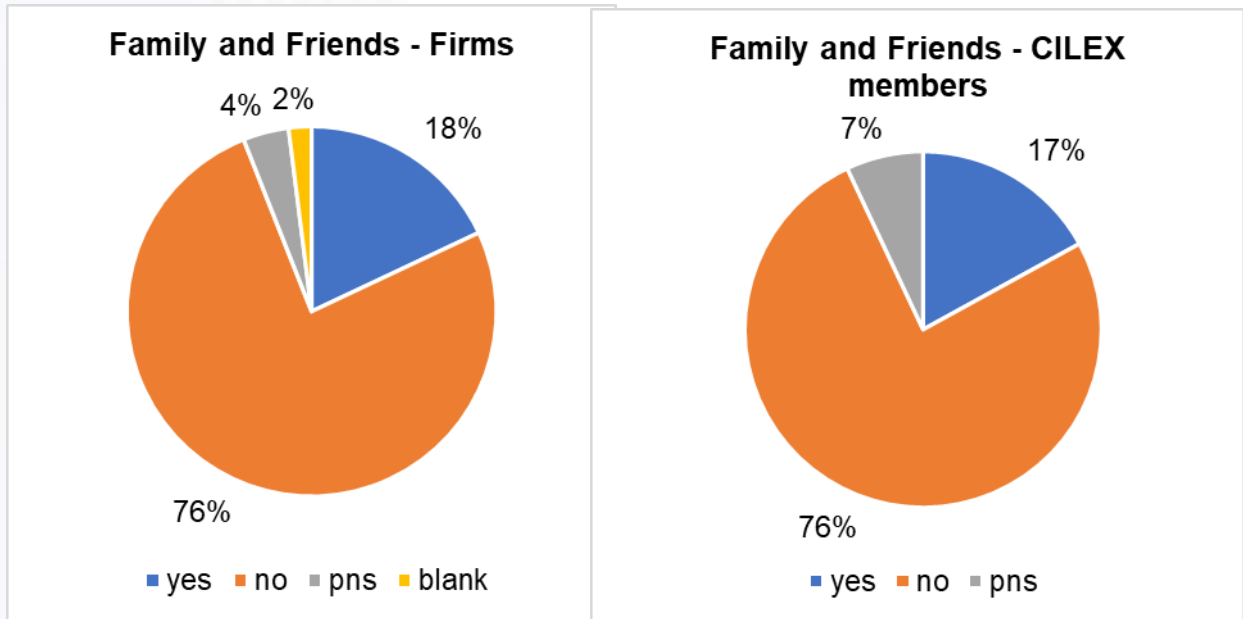


Chart 5

Chart 6

## Further Firm Diversity information

Our annual [Strategic Risk report](#) 2022 provides some EDI information about our regulated firms. There remain more female approved managers (59%) than male approved managers (41%).

## Next Firm Data collection

We will collect firm workforce data again in 2025.

The 2023 firm diversity data collection has seen an increased response rate compared to 2021. We understand that our regulated firms are operating in challenging times with the uncertainty brought about by CILEX’s wish to redelegate, however, increasing the response rate will provide more assurance on the accuracy of suggested trends. We will review steps that we might take to increase the response rate for the 2025 and future diversity data collections.

