

Diversity survey 2017

Results of a survey of LSB executive and non-executive colleagues

Summary

1. In April 2017, we carried out an anonymous and voluntary diversity survey of our non-executive Board members, Consumer Panel members and executive colleagues.
2. We cannot compare directly the results of this survey to any previous survey. This is because we have used different non-executive and executive categories for reporting than in prior years, reflecting the small sample sizes in some possible sub-categories.

Why we conducted the survey

3. Our CEO explained the reasons for the survey on its launch:

“We will use this information to help us consider if we live up to our aspiration of being an organisation that values difference and harnesses talent from a wide range of backgrounds and groups. We are small, so it may be difficult to draw any firm patterns from the data we collect, but we can build up an understanding of our overall diversity.

We will use the data:

- *To understand our diversity profile in aggregate/by level (although we would only publish at the aggregate level) so as to understand whether we need to be doing more to influence our diversity profile in general or at particular levels*
- *At a very practical level, to understand eg the facilities we need to provide for colleagues, any risks they may be exposed to that we may need to be alert to*
- *To make sure we are as inclusive as possible to the characteristics colleagues have and to be alert to areas where we need may to educate ourselves*

This focus on our own diversity is absolutely in line with our efforts to tackle diversity in the professions and it is important that we are seen to practice what we preach. This is something that the Board are passionately committed to. It is a shame that circumstances have meant we have not been able to conduct this survey since 2012 and this gap makes it all the more important that we repeat it now.”

The data

- The diversity monitoring data was collected by way of an anonymous survey between 3 and 20 April 2017. As well as all non-executive Board and Panel members in post, the survey was sent to all colleagues employed by the LSB during that period, including those who were absent from work during this period for reasons such as maternity or sickness absence.
- The table below shows the response rate as against the sample universe:

Grouping	Population	Respondents
Non-executive Board members	9	5
Legal Services Consumer Panel members	7	6
LSB executive colleagues	33	30
Total	49	41

- The overall response rate was good at 84% (41 out of a possible 49 surveyed responding). At executive colleague level, the response rate was even more positive at 91% (30 colleagues out of a possible 33 responding).
- The survey covered the protected characteristics of the Equality Act 2010 and followed the model diversity questionnaire developed by the LSB with the addition of a question of gender reassignment. Because of the small sample size, and the 'snap shot' nature of the survey, comparing statistics to national averages is unlikely to be informative.

The results

- With the proviso that we would merge tables or omit from public reporting any data that might risk identifying an individual, we gave a commitment to publishing the results as follows:
 - Statistics for ALL colleagues for each question
 - Statistics for the Board for each question
 - Statistics for the Consumer Panel for each question
- The CEO and Corporate Director have also had access to colleague results broken down to the following three reporting levels: CEO/Director/Head of, Manager/Advisor, Associate/Analyst/Administrator. These tables are not

published to avoid any risk of identifying individuals but where findings from this analysis is relevant, it has been included in the commentary.

10. Every question permitted respondents to 'prefer not to say'.

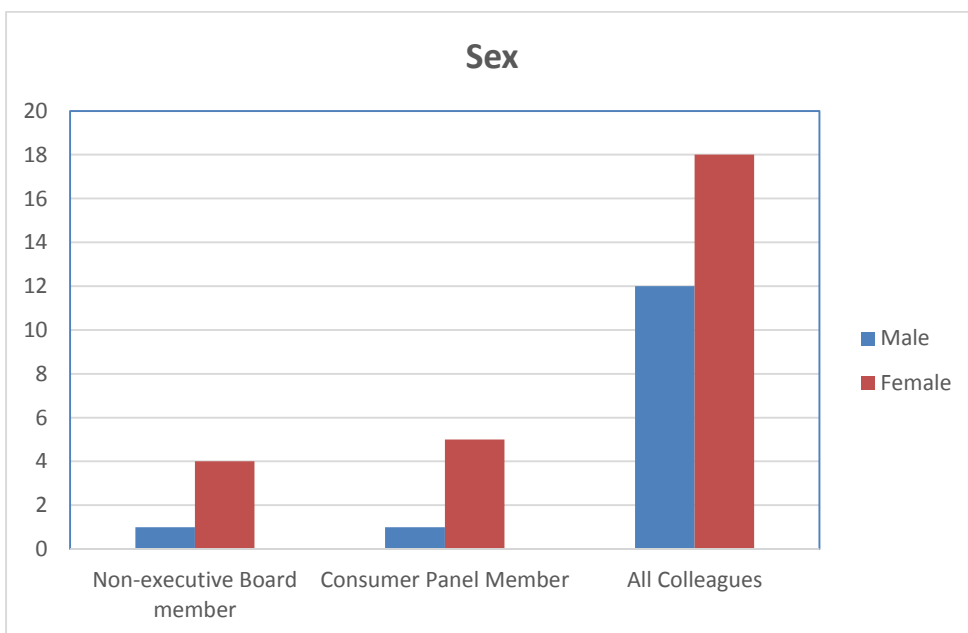
Key findings and points to consider

Point of note	Commentary / response	Action
Response rate: 41 out of 49 (total) 11 out of 16 (non-exec including consumer panel) 30 out of 33 (colleagues)	Overall, the response rate was good. However, next time it is hoped the response rate from Board members (5 out of 9) could be improved considering the emphasis the Board places on transparency and diversity reporting.	Emphasise case for completion when survey repeated.
Only a small number of respondents answered 'prefer not to say' to any question with the largest number, 6, being about religion or faith.	We take this as a sign of confidence in the survey methodology. However, the number of respondents who did not want to report, even anonymously, their religion or faith, is worthy of reflection. It is possible that the reported predominance of colleagues with no religion or faith means we risk a lack of awareness in this area.	Encourage colleagues to be aware of religious sensitivities and in particular when organising events and when discussing issues within the office and externally.
We are a predominantly white and female organisation, with gender parity at senior executive level.	We do not have full statistics for Board members. We are keen to see the MoJ improve diversity of the Board across characteristics other than gender.	We will continue to press recruitment agencies to provide as diverse a field of candidates as possible.
BAME representation remains low across the organisation as a whole.		We will continue to press recruitment agencies to provide as diverse a field of candidates as possible. We will review best practice advice on how to encourage applications from BAME candidates and implement what we can. We will review training requirements for hiring managers.
The organisation has very few individuals within it reporting a disability.		We will continue to press recruitment agencies to provide as diverse a field of candidates as possible. We will review best practice advice on how to encourage applications from people with a disability and implement what we can.

		We will review training requirements for hiring managers.
LSB colleagues are with just one exception heterosexual.	Although it is difficult to benchmark, this figure seems low for an organisation based in central London.	No immediate action required.
We have a number of colleagues and non-executives with primary carer responsibilities.	This may reflect our positive approach to flexible working which facilitates caring responsibilities. As such, we may be attractive as an employer for these colleagues. As the workforce increases the number of flexible patterns, we must take care not to inadvertently require more of non-carers or those who prefer a traditional working pattern.	No immediate action required.

Sex and gender identity

11. Of the 41 people who responded to the survey, 66% identified as female and 34% identified as male. Of the 30 executive colleagues who responded, 60% identified as female and 40% as male. This distribution is observed within two out of three of the colleague sub-categories (Manager/Advisor and Associate/Analyst/Administrator) but the distribution is 50% female and 50% male at CEO/Director/Head of level. The chart includes reported responses from Board members but as we did not receive responses from all members, this does not show a comprehensive picture of the Board's diversity.



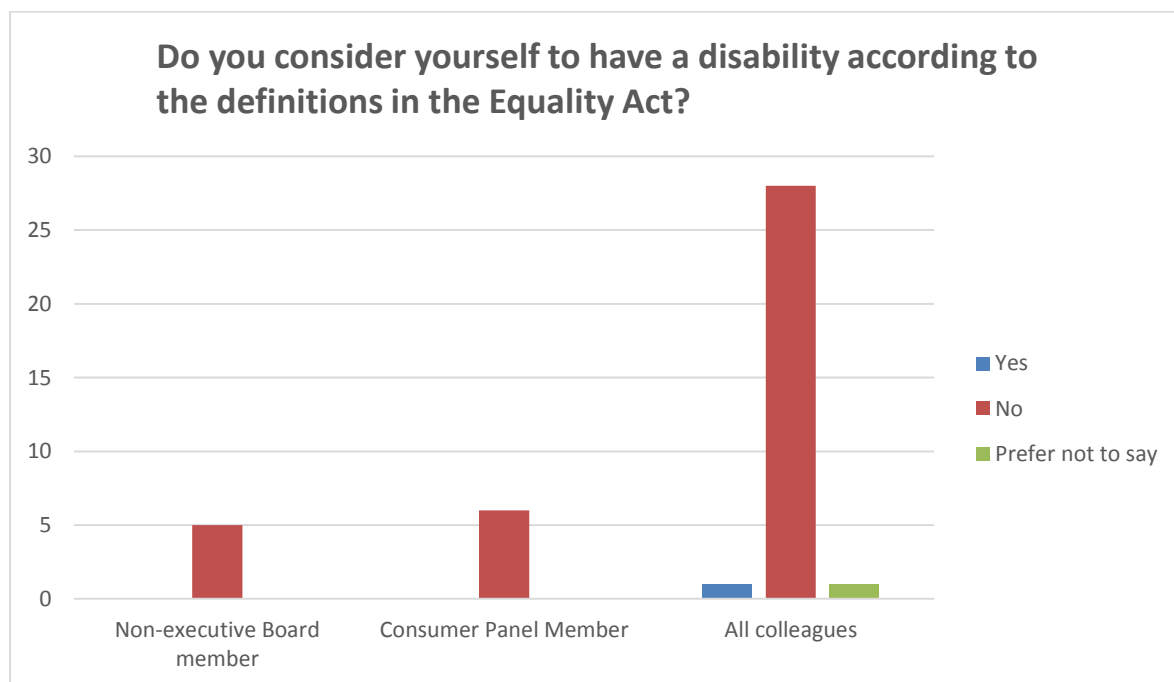
Age

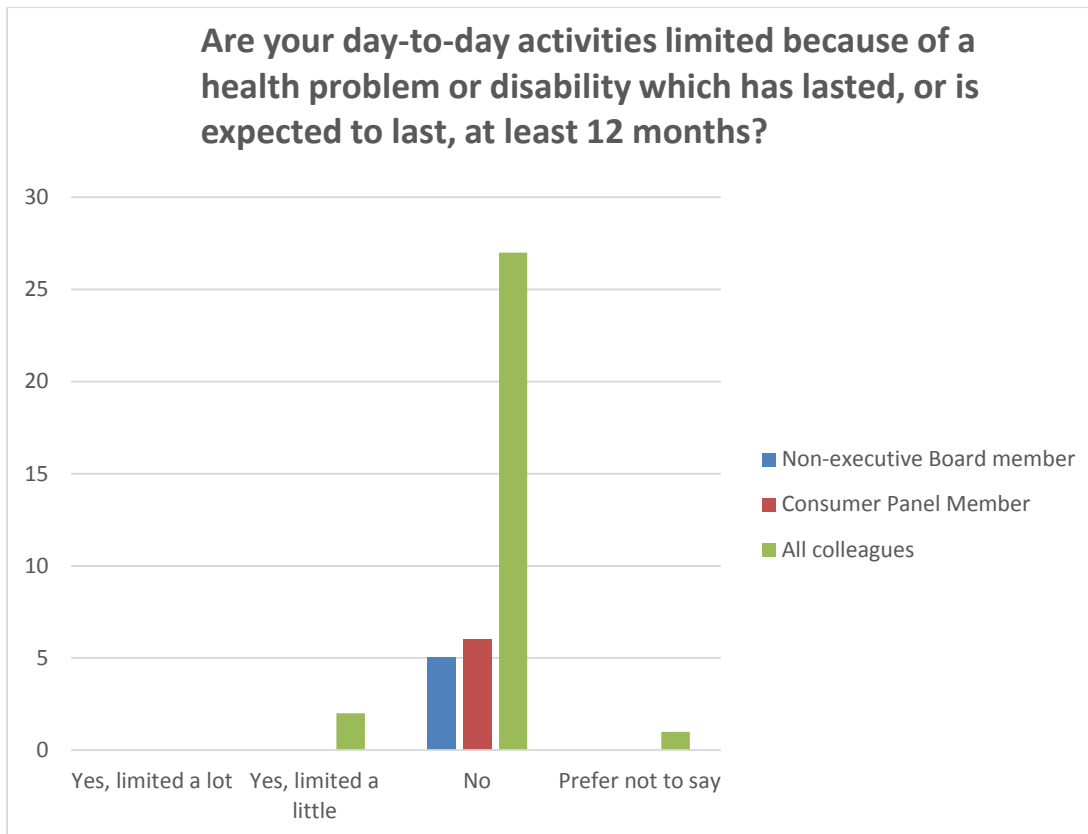
12. Across all respondents to the survey, ages ranged from 25 – 34 to 65 – 74. No executive colleague reported being in an age range above 55. Only one non-executive (Board and Consumer Panel) reported being in an age range under 45 and one in an age range over 65, but as we did not receive a full response from these groups, this may not represent the full picture of age diversity within our non-executives. Within the executive colleague respondents, there was an even spread reported across the three age bands 25 – 34, 35 – 44 and 45 – 54. Associate/Analyst/Administrator colleagues were typically found in the age band 25 – 34.

[Chart deleted to preserve anonymity of respondents]

Disability

13. One executive colleague reported having a disability according to the definition in the Equality Act 2010. Two colleagues reported that their day to day activities are limited a little because of a health problem or disability which has lasted or is expected to last at least 12 months.





Ethnicity

14. 83% of all respondents to the survey are from a white background. Within the executive colleague respondents, 80% are from a white background. 12% of all survey respondents are from a Black, Asian and Minority Ethnic background. 13% of all executive colleague respondents are from a BAME background

[Chart deleted to preserve anonymity of respondents]

Religion or belief

15. 15% of all survey respondents answered 'prefer not to say' – the highest number for any of the question categories. 46% of all respondents reported holding no religion or belief. 39% of all respondents reported holding a religion or belief and the answers show that at least three religions or beliefs are represented within LSB, with the largest group being Christians (34% of the total respondents).

[Chart deleted to preserve anonymity of respondents]

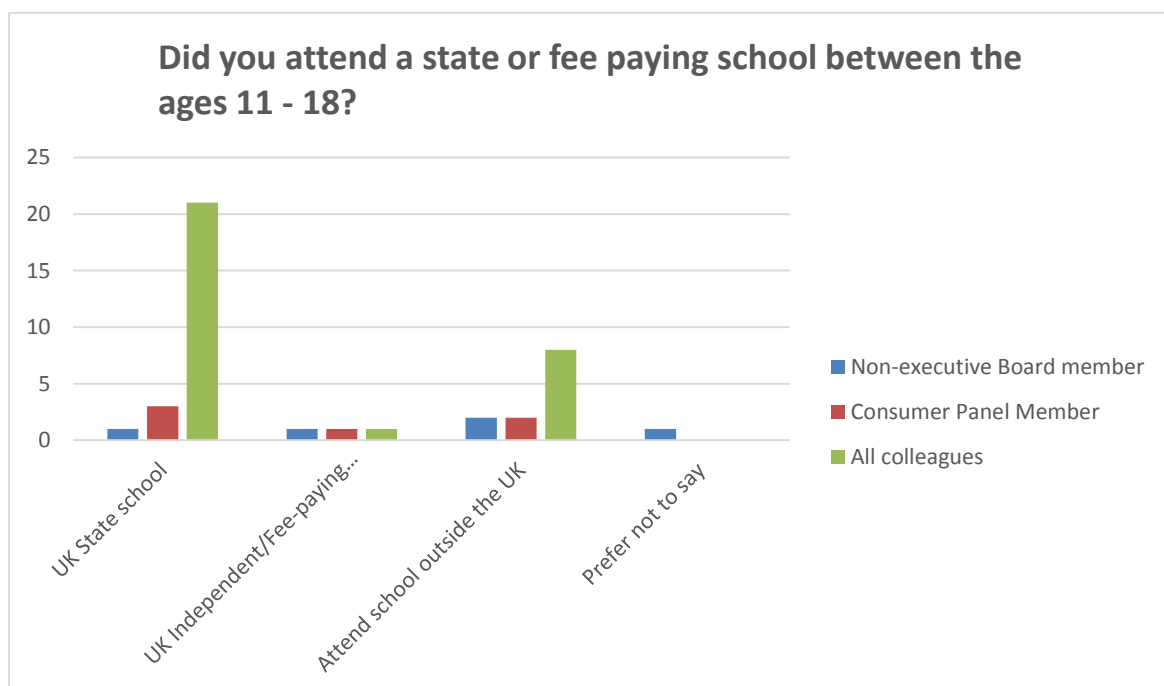
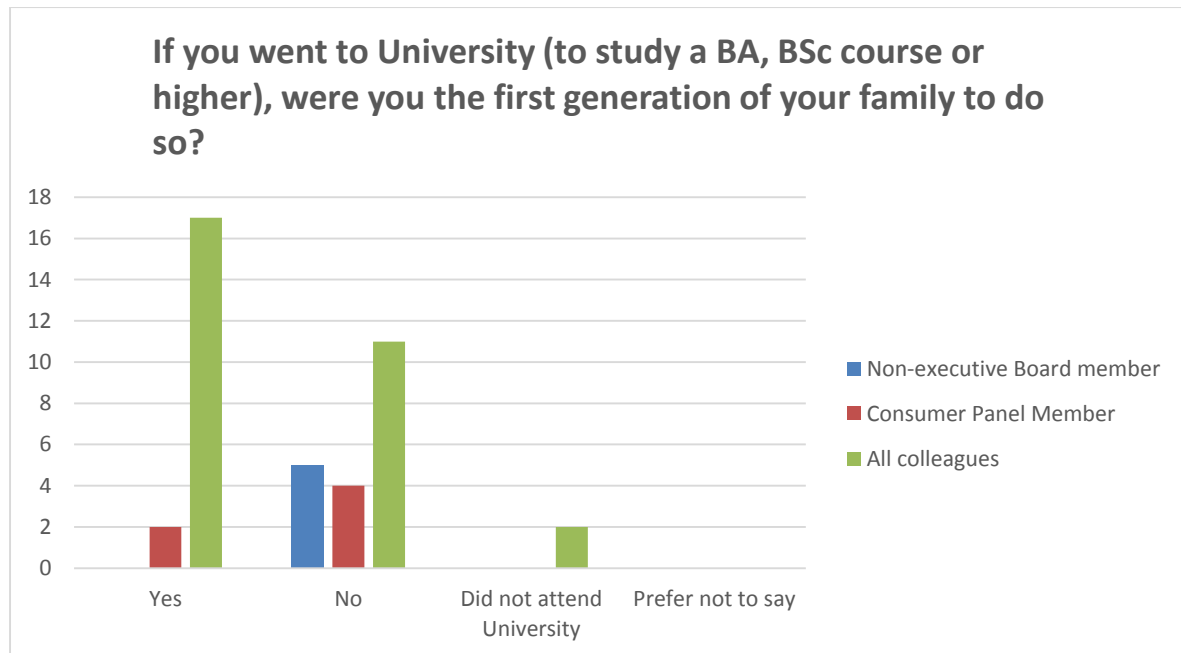
Sexual orientation

16. 95% of all respondents to the survey reported as heterosexual/straight.

[Chart deleted to preserve anonymity of respondents]

Social mobility

17. A greater percentage of colleagues reported being in the first generation of their family to go to University (57%) than either non-executive Board members (0%) or Panel members (33%). Across all respondents to the survey, numbers were broadly equal. With circa 30% of all respondents reporting attending school outside of the UK, there is little that can be drawn from these figures as regards the broader story on social mobility.



Caring responsibilities

18. A quarter of LSB executive colleagues who responded to the survey are primary carers for a child or children under 18, including more than half of the Manager/Advisor group, and a small number of colleagues also provide help and support to others because of either long-term physical or mental ill-health / disability or problems related to old age.

