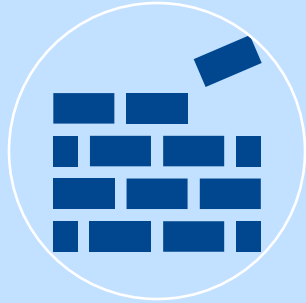


Progress update on EDI Programme

April Board Meeting

25 April 2023

Our vision



An increase in the LSB's understanding of remaining barriers to equality, diversity and inclusion to aid the delivery of effective regulatory interventions



An increase in transparency for the profession on the extent of EDI progress, identifying where regulation can accelerate the pace of change



An increase in the use and effectiveness of tools to evaluate EDI action across regulators to aid the LSB's oversight and assessment of performance



An increase in the clarity of our expectations for regulators' progress on EDI

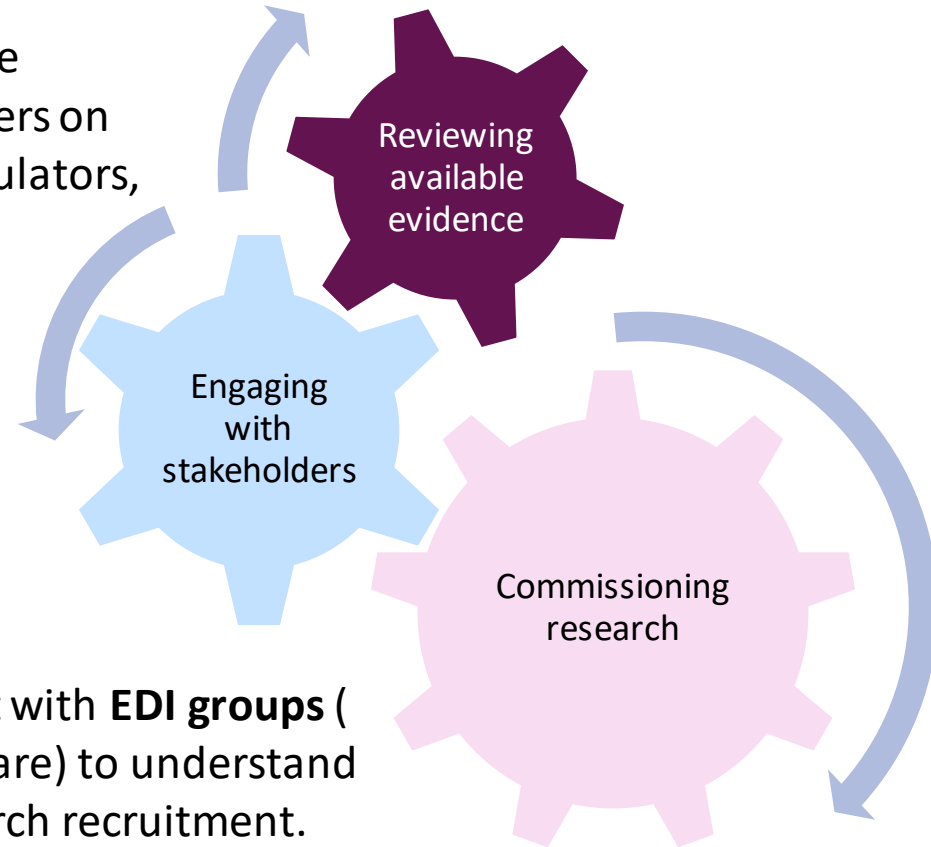


An increase in the demographic and cultural diversity of legal professionals in England and Wales

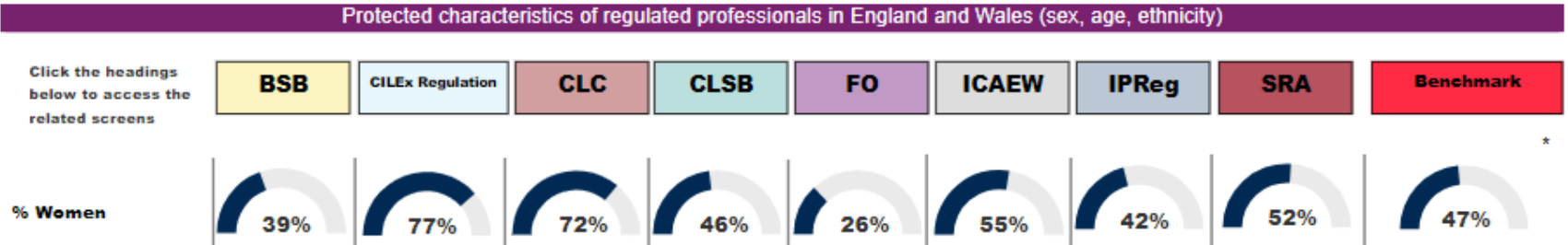
Achieve a diverse and inclusive legal profession in which the opportunity to build a successful career in law is available to everyone regardless of background

Understanding barriers

- We have built an excellent knowledge of the **wealth of evidence** produced by stakeholders on barriers to EDI – including reports from regulators, representative bodies and interest groups.
- Moving to address gaps in the existing evidence base, we commissioned a qualitative study on the professionals' lived experience of **counter-inclusive practices**, and will scope a research question for a follow-up study this year.
- We have carried out extensive engagement with **EDI groups** (Disabled Solicitors Network, FreeBar, LawCare) to understand barriers for particular groups and aid research recruitment.



Transparency on progress



- We continue to drive transparency and accountability via our **diversity dashboard**, bringing together the latest information from the regulators on the make-up of the profession, and contributed an innovative case study on **using data to drive action** to a report by the City of London's Socio-Economic Diversity Taskforce.
- We recently issued an **EDI Questionnaire** to regulators to strengthen our understanding of:
 - How they design, agree and communicate their EDI strategies
 - Their approaches to data collection and monitoring
 - Their EDI activities and the approaches used to evaluate their impact
- We will publish analysis of responses when we consult on an **EDI statement of policy**, considering opportunities to improve data collection and enhance transparency.

Evaluating impact

- We have utilised a **Theory of Change** methodology to engage stakeholders in a compelling story of what we need to achieve and how we will get there. We have maximised the benefits of this specific and measurable description of change by training regulators and Judicial Diversity Forum members on this approach.
- We played an instrumental role in advancing evaluation initiatives for the Judicial Diversity Forum, commissioning the Bridge Group to produce a new **design and evaluation framework**.
- Our analysis of regulators' existing approaches, submitted in response to our EDI Questionnaire, will include recommendations to **drive improvements** to their approaches to evaluation.

Theory of Change

Impact statement

- What is the big long-term change you want to see?

Activities (the things we do)

- Who is/are your target group(s)? What activities (e.g., initiatives) do you deliver for, with or to them?

Timings

- When will the activity start and end? What are the key milestones? When will you evaluate it?

Outcome (what changes)

- What are the most important outcomes you want to see for your target group? These are the key changes you want to make e.g., for people, groups, organisations, society. These statements should not be about you or your services.

Outcome indicators (what you measure)

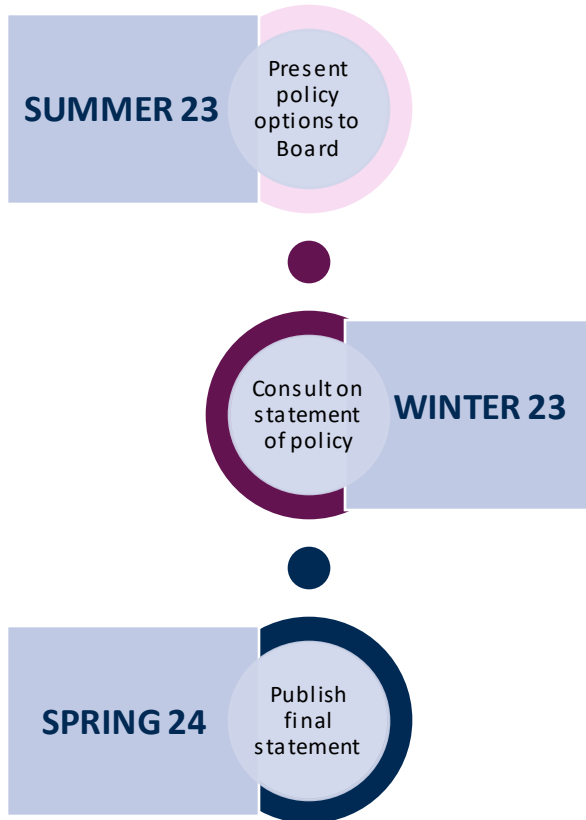
- What are specific, measurable pieces of information that you can collect to keep track of the difference that your work is making?

Evaluation (your impact)

- What data have you collected and what does it tell you about the impact of your work?

Setting clear expectations

Timelines for statement of policy



- We will ensure regulation acts as a catalyst for change. A key output is this year's consultation on an **EDI statement of policy** to replace our current guidance and provide regulators with clear expectations of their progress.
- In addition to this, we have already brought stakeholders into alignment on a key area of change by publishing a statement from all legal services regulators and disciplinary tribunals agreeing to expectations on how counter-inclusive misconduct should be tackled through **disciplinary processes**.
- We have also led the development of the Judicial Diversity Forum's **2023 action plan**, applying the recommendations from the Bridge Group's report (e.g., identifying clear aims and targeted and collaborative action) setting out a clear narrative as to how partners' initiatives will contribute to key aims over the next year.

Achieving a diverse profession

- Our inaugural **Reshaping Legal Services conference** reinvigorated conversations with the sector on the theme of EDI, providing a forum to share ideas about how to achieve our vision, and crucially, how to shift the dial to focus on action instead of conversation.
- Speakers **showcased what really works**, such as organisations reviewing recruitment and work allocation practices, promoting work experience programmes for under-represented groups and analysing the reasons behind pay disparities.
- We provide **thought leadership** as a proactive participant of the EDI Legal Regulators Forum, bringing productive agenda items to advance progress towards our aim, and as an effective member of the Judicial Diversity Forum, recognising that collaborative, joined-up action is key to achieving results.



During the conference, Thursfields Legal Ltd outlined its journey to eliminating the gender pay gap. Thursfields recognise that you cannot create a sense of belonging in an organisation where two colleagues are paid differently because of their gender or ethnicity.