

Our equality, diversity and inclusion workplan: 2022

No.	Objective	Actions	Delivery	Executive lead
1	Improve the diversity data we hold about individuals in the profession	Publish firm diversity data collected in 2021	Q2	Jane Malcolm
		Identify firms who have not reported in 2021 and address issues of non-compliance where appropriate, with a view to publishing updated firm diversity data in autumn 2022	Q2 to Q4	Robert Loughlin
		Plan ahead for collecting firm diversity data in 2023 including a review of the role categories	To start planning process in Q3	Jane Malcolm
		Communications campaign to encourage firms to publish their diversity data and review compliance with the publication requirements	Communications campaign from Q3. Review compliance from Q4 into 2022/23	Jane Malcolm / Robert Loughlin
		Publish diversity profile of in-house population	Q3	Jane Malcolm
		Communications campaign to increase diversity declaration rates on mySRA	Q2 to start the campaign	Jane Malcolm

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2	Monitor and build understanding of the profile of individuals in our enforcement work	Commission research into why there is overrepresentation of Black, Asian and minority ethnic solicitors in reports received and review decision making at the assessment stage.	Q2 to appoint research partner Research to continue into 2022/23	Jane Malcolm
		Publish our monitoring report on the diversity profile of individuals in our enforcement processes in 2020/21	Q3	Jane Malcolm
3	Support SQE engagement and the attainment gap research	Work with Exeter University on the attainment gap research, including establishment of a stakeholder reference group and wider input from other relevant stakeholders	Working to a two year plan	Tracy Vegro
		Engagement with diversity groups and others in relation to the implementation and evaluation of the SQE	Ongoing	Tracy Vegro
4	Improved understanding of retention issues by diversity characteristics	Pilot an 'exit questionnaire' to understand motivation for moving to in-house roles or leaving the profession	Q3 to start and conclude pilot in Q4	Jane Malcolm
5	Promote EDI in the profession through provision of further resources and through partnership working	Engagement with large law firms to: <ul style="list-style-type: none"> • explore the possibility of enhanced diversity data reporting or other requirements to promote diversity • discuss what more we can do to promote EDI to drive progress on retention and progression (including encouraging ethnicity pay gap reporting) 	Q2 to start engagement; Q4 to develop proposals for further action	Juliet Oliver
		Chair the refreshed Legal Regulators EDI Forum and support work with LSB on counter-inclusive practices	Ongoing	Jane Malcolm

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		Publish additional resources on race equality, pregnancy and maternity, disability and social mobility and work with others to promote EDI	Ongoing	Jane Malcolm
6	Supporting our core regulatory and policy work on EDI, including further guidance to support our Standards and Regulations	Publish guidance on our approach to sexual misconduct	Q2	Juliet Oliver
		Publish guidance and good practice on what firms can do to promote wellbeing in the workplace	Q2	Juliet Oliver
		Consult on proposals to clarify our expectations on treating people fairly in the workplace	Q2	Juliet Oliver
		Roll out training and develop our approach to equality impact assessment of our policy work	Ongoing	Jane Malcolm
		Review and update our guidance for firms and individuals on their EDI obligations	Q3/Q4	Juliet Oliver
7	Play a key role as a sector thought leader on EDI, including evaluate the impact of our work on EDI and lead by example by publishing our ethnicity pay gap	Work with the Legal Regulators EDI Forum on developing a theory of change approach to evaluating our EDI work	Ongoing	Jane Malcolm
		Publish our ethnicity pay gap data	Q2	Liz Rosser