

## **Improving retention and progression in law firms**

18 September 2024

For some years, we have seen some improvement in the number of women and those from a Black, Asian or minority ethnic background progressing into leadership roles.

To address this, organisations are adopting initiatives to foster inclusive workplace cultures and ways to support their employees. Watch our free on-demand webinar to learn more about what some are doing, including:

- findings from our recent firm diversity data collection that show the progression of women and those from a Black, Asian or minority ethnic background, particularly in the larger law firms
- how gender inclusive parental leave can improve staff retention
- how to support ethnically diverse talent to achieve their full potential
- KPMG UK's 'Mind the Gap' progression report which looks at how their data has measured progression throughout the firm across a variety of diversity lenses.

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## Resources

- [<https://upgrade.sra.org.uk/solicitors/resources/equality-diversity/promote-diversity/>]  
[Recruitment, retention and progression](https://upgrade.sra.org.uk/solicitors/resources/equality-diversity/promote-diversity/)  
[<https://upgrade.sra.org.uk/solicitors/resources/equality-diversity/promote-diversity/>]
- [Potential causes of differential outcomes by ethnicity in legal professional assessments](https://upgrade.sra.org.uk/sra/research-publications/potential-causes-differential-outcomes-legal-professional-assessments/#exeter) [<https://upgrade.sra.org.uk/sra/research-publications/potential-causes-differential-outcomes-legal-professional-assessments/#exeter>]
- [Diversity in law firms' workforce](https://upgrade.sra.org.uk/sra/equality-diversity/diversity-profession/diverse-legal-profession/) [<https://upgrade.sra.org.uk/sra/equality-diversity/diversity-profession/diverse-legal-profession/>]



- [Menopause – creating a supportive firm culture](https://upgrade.sra.org.uk/sra/news/events/on-demand-events/menopause-supportive-firm-culture/)  
[<https://upgrade.sra.org.uk/sra/news/events/on-demand-events/menopause-supportive-firm-culture/>]
- [KPMG - UK's 'Mind the Gap' Diversity Report 2023](https://assets.kpmg.com/content/dam/kpmg/uk/pdf/2024/01/partner-diversity-report.pdf)  
[<https://assets.kpmg.com/content/dam/kpmg/uk/pdf/2024/01/partner-diversity-report.pdf>]  
[<https://upgrade.sra.org.uk/solicitors/resources/equality-diversity/promote-diversity/>]
- [KPMG - Social Mobility Progression Report 2022](https://assets.kpmg.com/content/dam/kpmg/uk/pdf/2022/12/social-mobility-progression-report-2022-mind-the-gap-brochure.pdf)  
[<https://assets.kpmg.com/content/dam/kpmg/uk/pdf/2022/12/social-mobility-progression-report-2022-mind-the-gap-brochure.pdf>]
- [Bridge Group - Pathways to partnership: challenging the myth of meritocracy](https://www.thebridgegroup.org.uk/news/partner-law) [<https://www.thebridgegroup.org.uk/news/partner-law>]