

Judiciary

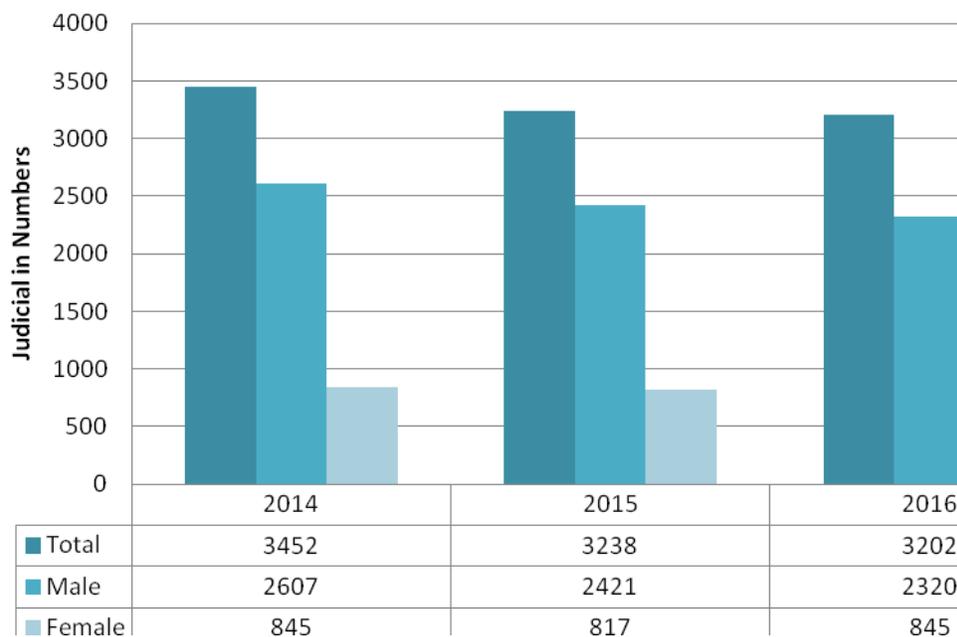
In 2012, the Lord Chief Justice and the Lord President of the Tribunals have issued a [statement](#) regarding the judiciary's commitment in encouraging diversity across the judiciary board. The Chief Justice's words expressed a clear point: ensure that legal professionals from all backgrounds, regardless their gender and ethnicity, can feel confident in pursuing a judiciary career without being discriminated.

Equalities in Numbers

Since the introduction of the Equality Act 2010, regulators, associations and firms are required to publish the actions taken towards grating equal opportunities to people across the profession.

The judiciary released their diversity annual report and the figures show:

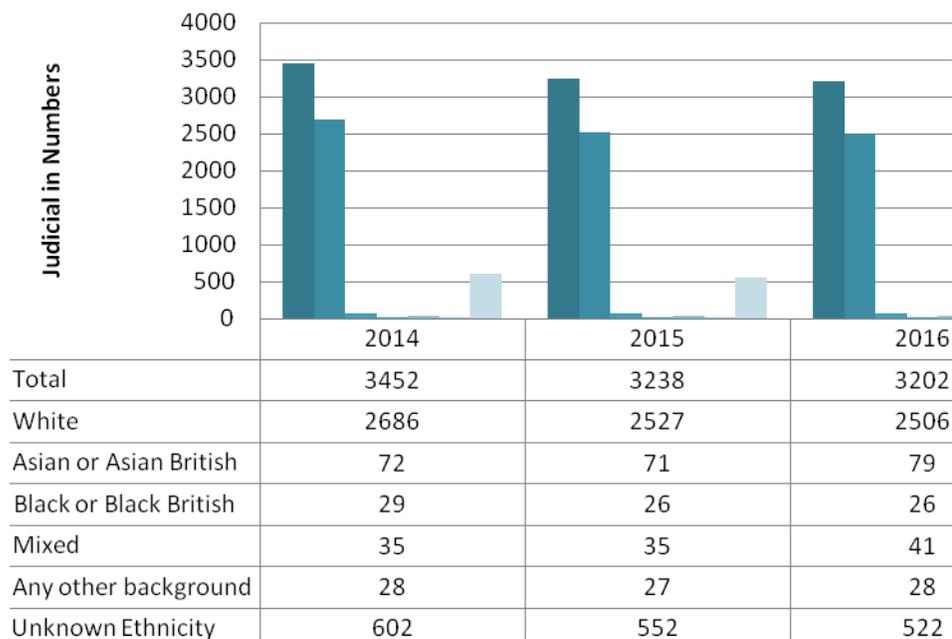
Analysis of gender balance of the judiciary:



Data to 1st April of each year.

(Data from www.judiciary.gov.uk)

Analysis of ethnic origin of the judiciary:



Data to 1st April of each year.
(Data from www.judiciary.gov.uk)

The data demonstrate an increased number of BME and women across the judiciary. However, overall, the number of judges has been decreasing for the past three years.

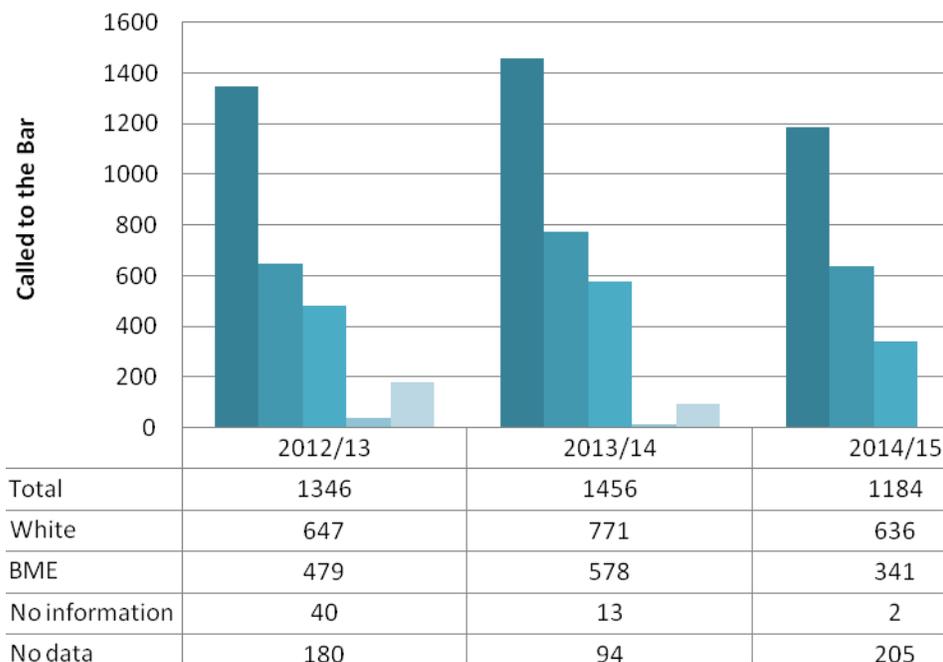
The Bar / Barristers

Analysis of gender balance of those called to the Bar:



(Official data released by the Bar Standard Board)

Analysis of ethnic origin of those called to the Bar



BME: Black and Minority Ethnic
(Official data released by the Bar Standard Board)

Entry to the Bar

Figure 114:
Top 10 Universities
attended by 2010-12
registered First Six
pupils whilst reading
for their first degree
(figures, %)[†]

	2010/11		2011/12	
	No.	%	No.	%
University of Oxford	90	20.2	50	16.3
University of Cambridge	64	14.3	37	12.1
Durham University		3.1	10	3.3
University College, London		2.2	10	3.3
University of Bristol		3.6	10	3.3
University of Hull		1.1	8	2.6
King's College, London		2.2	8	2.6
University of Liverpool		1.6	8	2.6
University of Sheffield		2.2	7	2.3
University of Exeter		2	7	2.3
Sub total		52.5	155	50.7

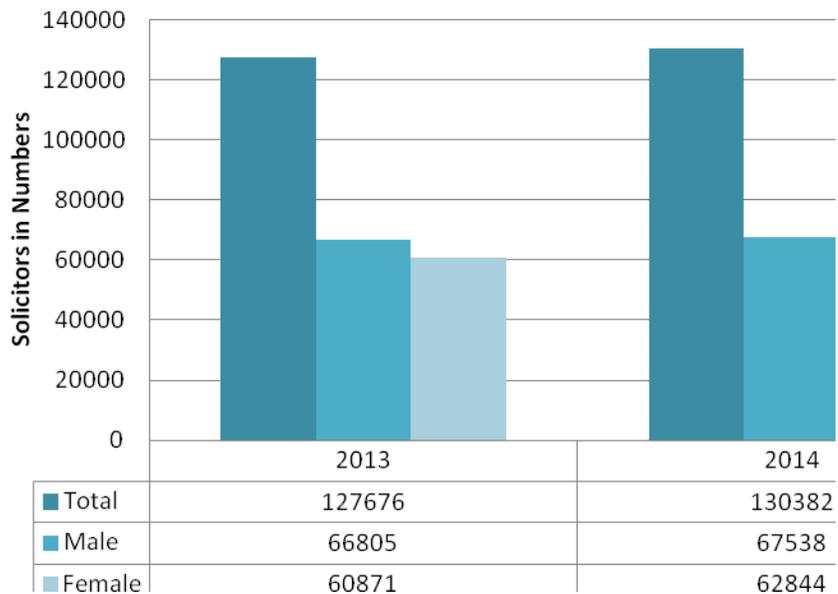
[†] In 2011/12 49.5% (152) of registered First Six pupils had in fact studied for a qualifying law degree whilst reading for their first degree at university.

The Law Society / Solicitors

The Law Society actively promotes a number of tools and developments to ensure fairness across the sector and in doing so it is proactively changing their internal structure to grant more equality throughout their council and committees.

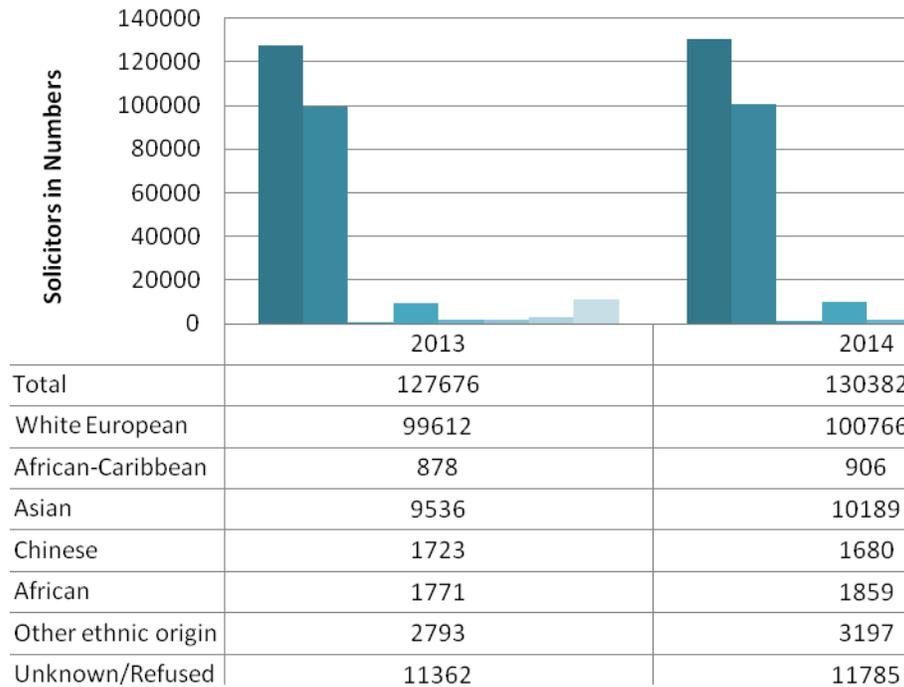
Their Annual Statistical Report states various information, including: gender and ethnicity differences amongst solicitors with practising certificates.

Analysis of gender balance of solicitors with practising certificates:



(Official data The Law Society)

Analysis of ethnic origin of solicitors with practising certificates:



(Official data The Law Society)

The data shows a decreased number of women amongst practising solicitors. BAME have increased if only in small percentage. Overall, the number of practising solicitors has increased year to year.

Moreover, the Law Society promotes a number of tools for professionals such as online communities and services. These are aimed to provide advice and services to solicitors across England and Wales.

Tools to students

Bar Standard Board

The BSB provides clear guidance on all matters regarding equality and diversity across the Bar. These rules can be found in the Equality and Diversity Rules Handbook, accessible online. Moreover, the BSB designed online materials to assist members of chambers and the Bar implementing and understanding the relevant equality rules.

The tools offered include:

- Webinar on implementing equality rules
- CPDcast podcast
- Supporting information
- PowerPoint presentations

All of the above can be accessed on www.barstandardboard.org.uk

Law Society

Students with the aim of becoming solicitors can access the Law Society's Diversity Access Scheme (DAS). This scheme was created with the intention of helping exceptionally talented people to overcome financial barriers in their pathway towards the legal profession.

Key points:

- financial support through provision of Legal Practice Course fees
- access to relevant work experience
- professional mentor

The Law Society also offers free member support services in form of online communities. These divisions are aimed to lawyers operating within:

- Ethnic minority
- In-house
- International
- Junior
- Lawyers with disabilities
- LGBT
- Women lawyers
- Solicitor judges
- Small firms

They also offer sections for all areas of practice.

More information can be found on www.lawsociety.org.uk

For any comments and contributions, please feel free to contact us on equalities@uklsa.co.uk