

Diversity across Resolution's Membership 2019

EXECUTIVE SUMMARY

This report presents a summary of the first diversity survey taken of Resolution's members. The report aims to inform the membership about the diversity monitoring Resolution has undertaken. It will also help the National and Equality, Diversity and Inclusion committees as they develop a diversity strategy, policy and action plan for the organisation. It sets out the evidence base from which a relevant strategy can be developed, and targeted actions can be identified.

GENDER

Resolution membership is 27% male and 73% female, survey respondents were 24% male and 75% female. This split reflects anecdotal evidence about the gender make-up of family law but there isn't any detailed statistical data to back this up. The SRA reports that all lawyers in firms they regulate are much more evenly split (52% men and 48% women).

DISABILITY

Over 7.5% of Resolution members declared a disability when answering the survey. Although the UK workforce include around 12% disabled workers, SRA statistics indicate that the lawyer population they regulate only includes 3% who declare they have a disability.

ETHNICITY

Although the ethnic background of Resolution's membership broadly reflects the ethnic background of the UK workforce, it does not, however, reflect the population of SRA regulated lawyers. Resolution members are disproportionately white.

OTHER AREAS

When compared to the population of lawyers regulated by the SRA the Resolution membership is older. 29% of all lawyers regulated by the SRA are aged between 25 and 34 and just 20% of Resolution members fall into this age category.

Compared with the population of all lawyers regulated by the SRA, those affiliated with the Muslim faith are most underrepresented in the Resolution membership. To a lesser extent so are those who reported they are Hindu, Buddhist and Jewish.

Resolution members are more likely to have been educated in a UK state school than the lawyer and private client lawyer population regulated by the SRA.

INTRODUCTION

At the end of 2017, following the publication of the SRA's report [Unlocking the benefits of diversity](#), the National Committee agreed equality, diversity and inclusion should be a priority for Resolution. As a result, an Equality, Diversity and Inclusion Committee was formed. Their commitment is to develop an approach to diversity across Resolution, a strategy, policy and an action plan the organisation can implement. In order to do this their first step has been to collect statistical diversity data.

This report provides a clear and transparent overview of that data and of diversity across the Resolution membership. It establishes an evidence base for policy and strategy development and will inform the action plans the committee creates once a strategy has been agreed.

All data has been provided anonymously and is presented anonymously.

METHODOLOGY

The data presented in this report is from a survey run between 15th March and 25th June 2019. Resolution had not systematically captured diversity data about the membership before this. From 2019 onwards diversity data will be captured at the point of joining the organisation.

Members provided their information on a voluntary basis. The survey was sent initially to members who had joined in the last 18 months and then to all other members. Reminders were sent to members if they hadn't filled out the survey. It was agreed the survey would close once 3000 members had responded.

RESPONSE RATES

The survey was sent to 6,472 Resolution members. At 25th June 3,096 members had completed the survey, representing a 48% response rate. Across the survey, the questions were skipped by 1.5% or fewer of respondents. The exception was about education and was a direct result of the phrasing of the question, this is explained in more detail later in this report. Most questions included an option for respondents not to answer the question by selecting 'prefer not to say'. There was only one question where the number of respondents who chose this option exceeded 3%; a question focussing on sexual orientation.

COMPARISON FIGURES

Wherever possible and appropriate, comparison figures are provided throughout this report. We have used two main sources of information for these figures: [Office for National Statistics](#) (ONS); and the [Solicitors Regulation Authority](#) (SRA).

The ONS provides baseline statistics across the whole UK population and, in some cases the, UK workforce through their [Labour Force Survey](#).

The SRA monitors the diversity of the professionals they regulate. They collect diversity data from law firms every two years. The data the SRA holds is [available online](#) and can be filtered in a number of ways. One of the filters is 'population', this means their data can be filtered by: all survey respondents; partners; solicitors and other lawyers; or other staff. It can also be filtered by 'all lawyers'. This includes partners, solicitors and other lawyers.

The SRA data can also be filtered by 'work type'. Only five broad work types are included, these are: corporate, financial and IP; litigation and ADR; private client; property; and other. Private client means work for private individuals covering children, consumer, matrimonial, immigration, mental health, social welfare, and wills and probate.

Where appropriate we have compared our statistics to 'all lawyers' or to 'private client lawyers', or to both.

Overwhelmingly, our membership is made up of lawyers. Consequently, the only sector data we have used to compare our statistics to is that of the SRA. In future we aim to also compare our statistics with those of other organisations, such as the Bar Council, CILEx and other relevant professional associations.

RESPONDENTS

MEMBERSHIP CATEGORY

A question about membership category was included in the survey to understand the sample of the membership who responded to the survey.

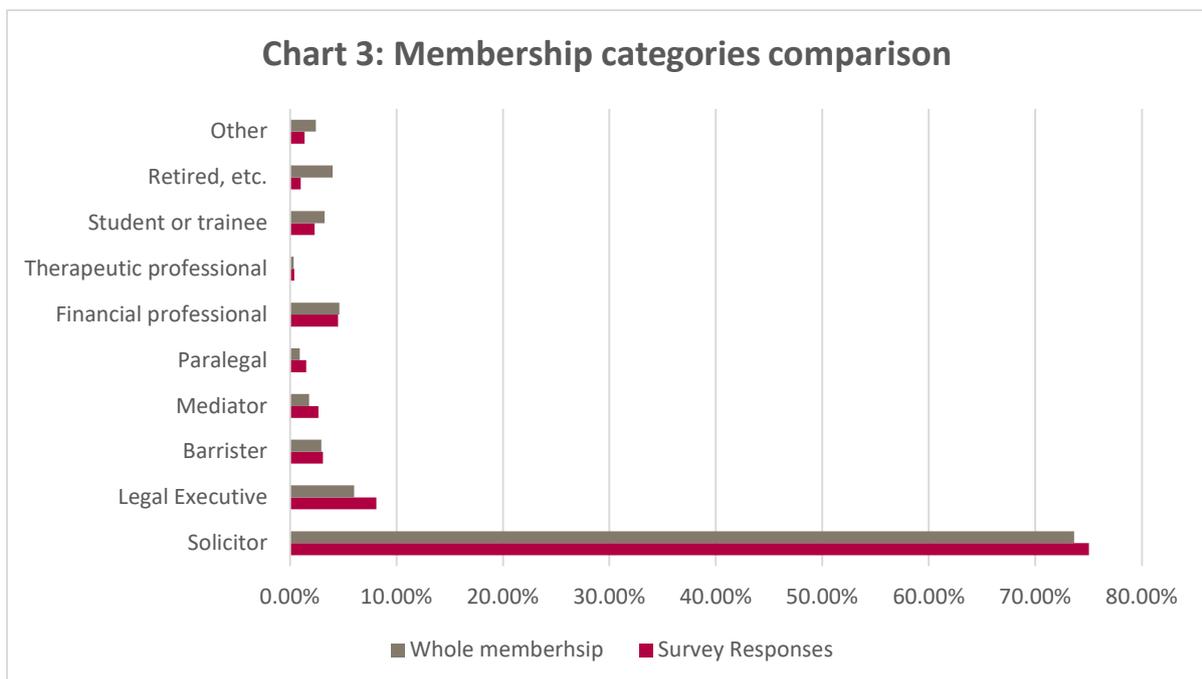
Charts 1 shows the broad membership categories of the survey respondents.

Chart 1: Membership category (survey responses)			Response Percent	Response Total
1	Solicitor		75.04%	2315
2	Legal Executive		8.10%	250
3	Barrister		3.08%	95
4	Mediator		2.66%	82
5	Paralegal		1.52%	47
6	Financial professional		4.51%	139
7	Therapeutic professional		0.42%	13
8	Student or trainee		2.30%	71
9	Retired, on a career break or not currently practicing		1.00%	31
10	Other		1.36%	42

Chart two shows the broad membership categories of the whole Resolution membership, taken from the Resolution membership register.

Chart 2: Membership category (whole membership)	Percent	Total
Solicitor	73.64%	4852
Legal Executive	6.03%	397
Barrister	2.93%	193
Mediator	1.81%	119
Paralegal	0.91%	60
Financial Professional	4.64%	306
Therapeutic professionals	0.36%	24
Trainees and students	3.26%	215
Retired, on a career break or not currently practicing	3.99%	263
Other	2.43%	160
Total		6,589

Chart 3 compares the membership categories of survey respondents with the numbers from the membership register.



A slightly higher proportion of solicitors, legal executives, mediators, barristers, and paralegals responded than are members. And a slightly lower proportion of students, trainees, retired and others responded than are members. The groups that are underrepresented are also likely to be less engaged in Resolution activities, for example because they are retired, so may be less likely to fill in a voluntary survey.

PROTECTED CHARACTERISTICS

It is against the law to discriminate against someone because of their: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. These are protected characteristics.

Resolution's diversity survey was created to monitor protected characteristics and some additional information about socio-economic background. It is not usual to monitor pregnancy and maternity or marriage and civil partnership, so we are not monitoring these characteristics.

AGE

Chart 4 shows the percentage of survey respondents by age band.

Chart 4: Age survey responses			Response Percent	Response Total
1	16-24		0.75%	23
2	25-34		18.86%	580
3	35-44		25.72%	791
4	45-54		28.33%	871
5	55-64		21.17%	651
6	65+		4.03%	124
7	Prefer not to say		1.14%	35

Chart 5 shows the percentage of Resolution members by band as held on the membership register (the whole membership).

Chart 5: Age whole membership	Percent	Total
16-24	0.44%	26
25-34	20.11%	1,178
35-44	27.18%	1,592
45-54	26.77%	1,568
55-64	19.98%	1,170
65+	5.51%	323

Chart 6 compares the age of survey respondents, with the age of the whole Resolution membership

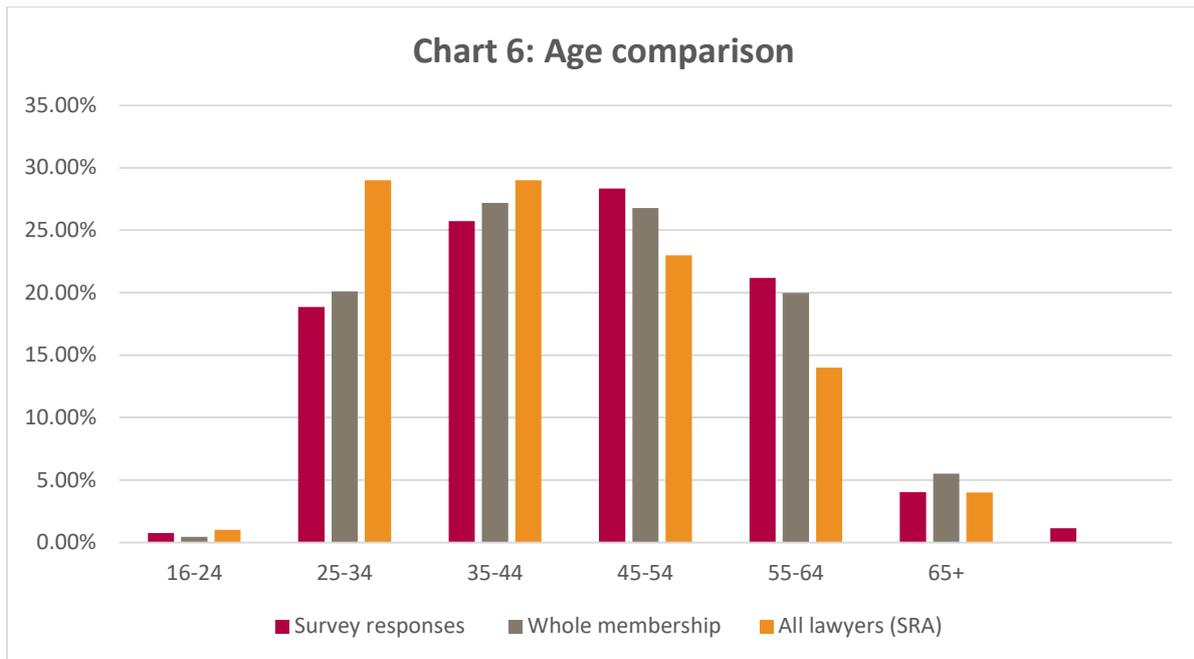


Chart 6 shows that 25-34 year olds are slightly underrepresented in the respondents to the survey. The chart also shows that, compared to the all lawyer population, our membership is older. We have between 4% and 6% higher numbers in both the 45-54 and 55-64 categories. 29% of all lawyers are aged between 25 and 34. Just 20% of Resolution members fall into this age category.

GENDER

Chart 7 shows the gender of the diversity survey respondents.

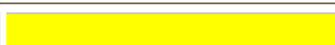
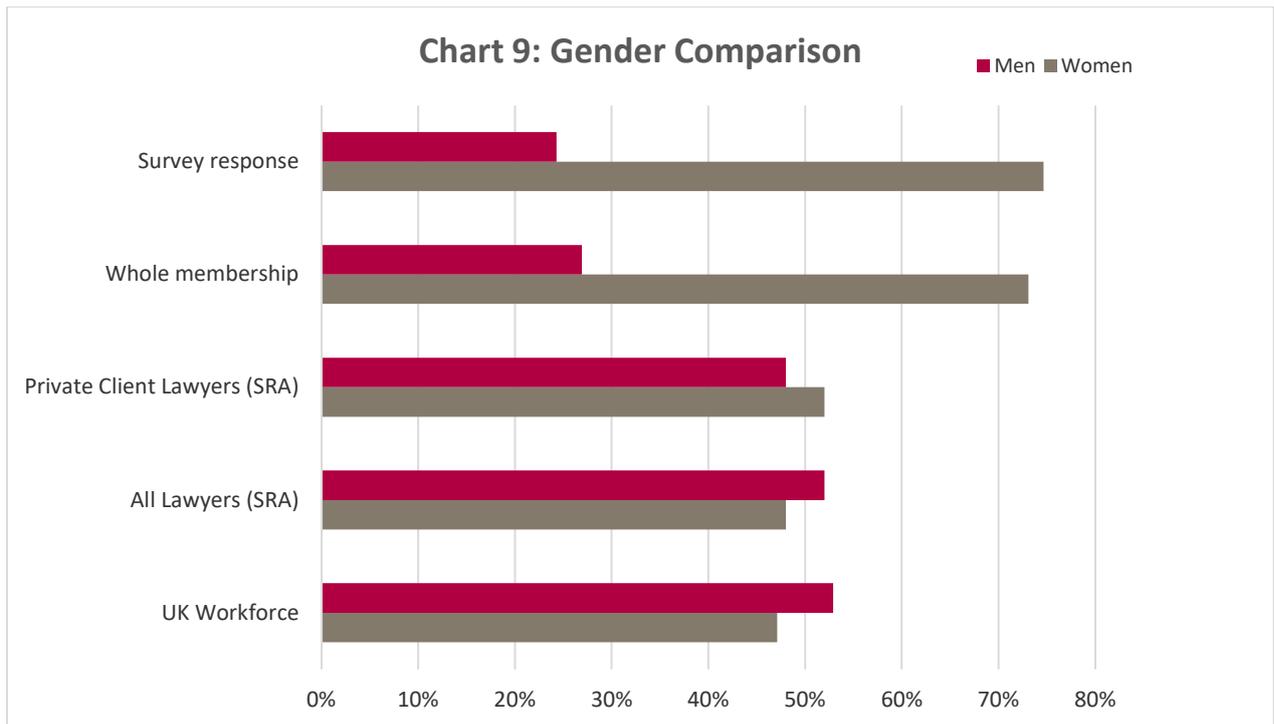
Chart 7: Gender survey responses			Response Percent	Response Total
1	Man		24.31%	747
2	Woman		74.65%	2294
3	Prefer not to say		0.91%	28
4	Other preferred description		0.13%	4

Chart 8 shows the gender of the whole membership, provided when a member joins the organisation and held on the membership register.

Chart 8: Gender whole membership	Percent	Total
Male	26.92%	1774
Female	73.08%	4815

Chart 9 compares the gender of Resolution members with the [UK workforce](#), and the population of all lawyers and private client lawyers regulated by the SRA.



The gender statistics for the Resolution membership shown in charts 7 and 8 confirm the received wisdom that family law is a predominantly female sector. Although chart 9 compares the Resolution membership with other available statistics, there are no statistics publicly available specifically for family law. We have contacted the SRA requesting they share the data they hold. Without those statistics it's impossible to say whether our membership reflects the sector.

Survey respondents were able to say if they preferred a description that isn't male or female. Only four respondents selected this option. Three objected to the use of 'male' and 'female' answer options rather than 'man' and 'woman'. We also separately received feedback about this question from two Resolution members.

The question about gender - and the question that followed about gender identity - was drafted based on the recommendations of [Stonewall](#), the work of other organisations, including the [General Medical Council](#) (GMC), and with the help of two experts. As a result of the feedback we received, the question drafting process was reviewed and further expert help sought. The decision has been taken to retain the wording of the questions and to review them on an annual basis.

GENDER IDENTITY

Chart 10 shows the responses to the question "does your gender identity match completely the sex you were registered with at birth?"

Chart 10: Gender identity survey responses			Response Percent	Response Total
1	Yes		98.83%	3031
2	No		0.13%	4
3	Prefer not to say		1.04%	32

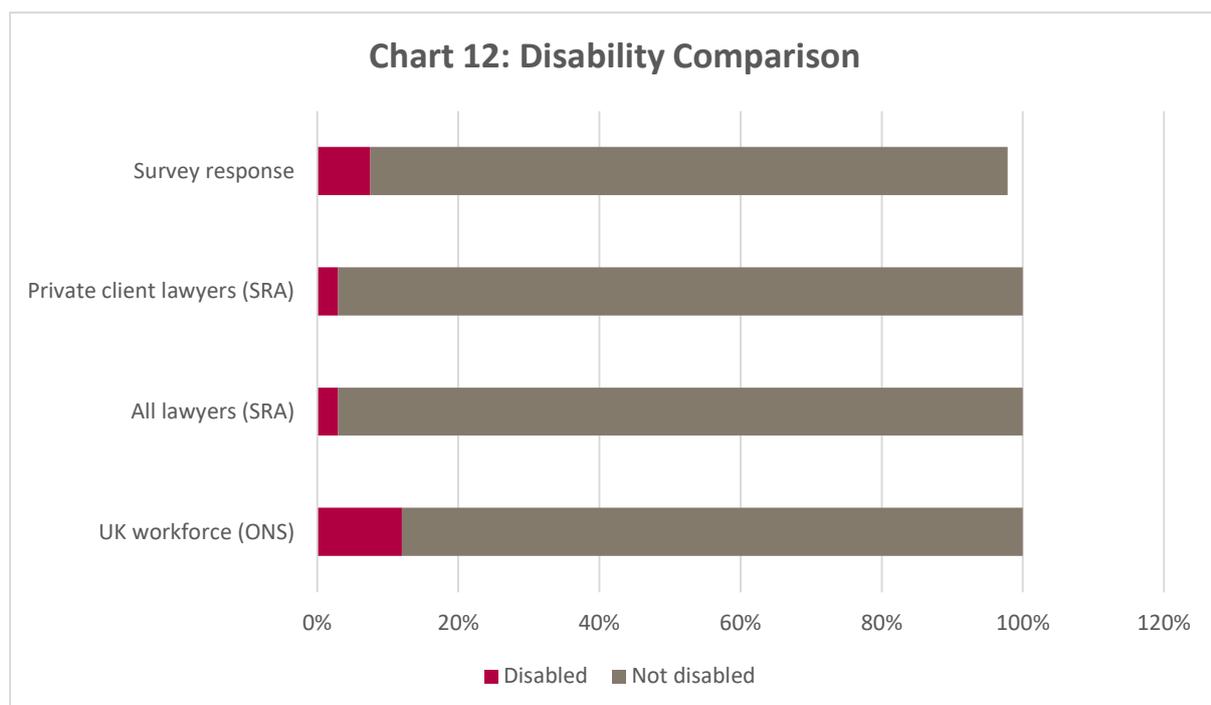
There are no reliable national statistics on trans people in the UK. A 2018 [Government Equalities Office report](#) estimates the approximate number of trans people in UK to be between 200,000 and 500,000. The [ONS population estimate at the same time](#) was just over 66 million. This would mean at the lowest estimate 0.3% of the UK population is trans. Only 0.1% of Resolution members reported their gender identity didn't match completely the sex they were registered with at birth.

DISABILITY

Chart 11 shows the percentage of Resolution members by declared disability.

Chart 11: Disability survey responses			Response Percent	Response Total
1	Yes		7.54%	232
2	No		90.29%	2779
3	Prefer not to say		2.18%	67

Chart 12 compares the survey responses to all lawyers and private client lawyers regulated by the SRA, and the UK workforce. The UK workforce statistics are an estimate based on a [House of Commons Library note](#) and [ONS labour market statistics](#).



The Resolution membership has a higher rate of members who have declared a disability than both SRA regulated private client lawyers and all lawyers. It is lower than the UK workforce.

Resolution members who declared a disability were asked to define the disability by selecting from a list which applied to them. 60% of those who declared a disability answered the question and Chart 13 shows the responses.

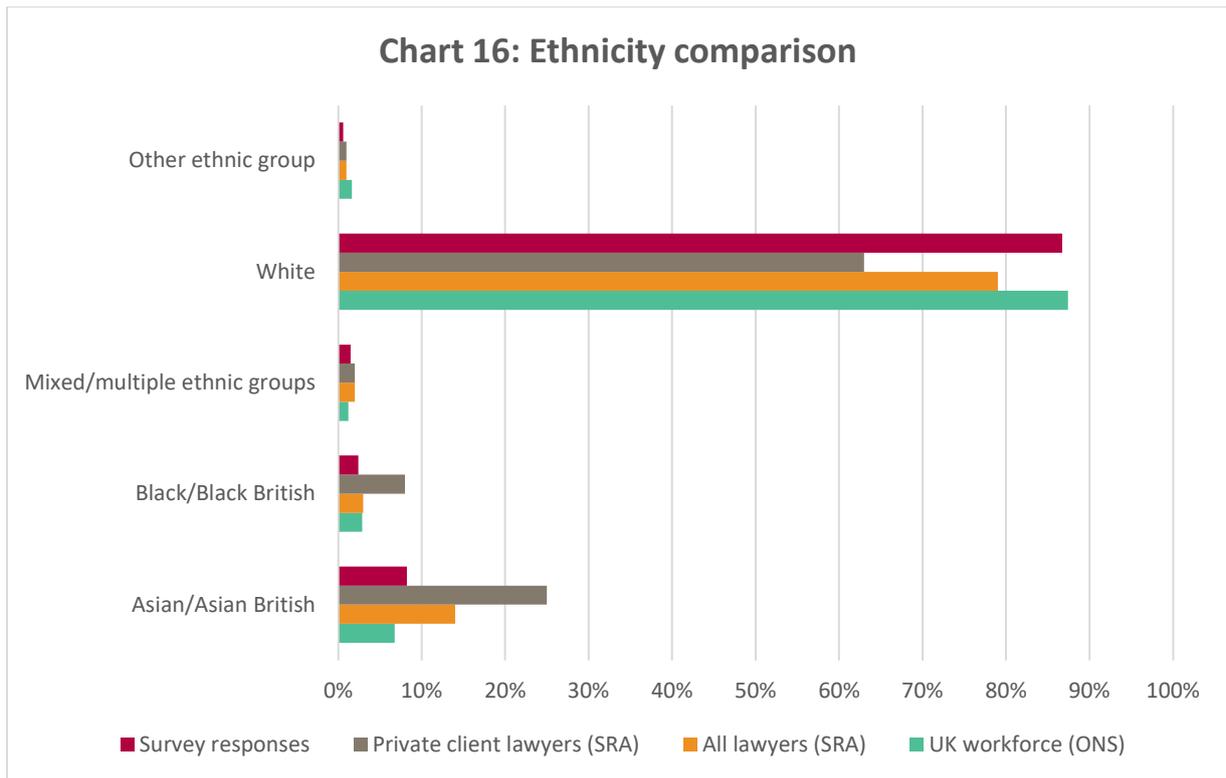
Chart 13: Disability type survey responses			Response Percent	Response Total
1	Blind or sight loss		5.00%	7
2	Deaf or hearing loss		14.29%	20
3	Mobility, for example difficulty walking short distances or climbing stairs		25.00%	35
4	Manual dexterity		5.00%	7
5	Learning disability, where a person learns in a different way, for example, dyslexia		0.71%	1
6	Mental illness, for example schizophrenia, depression		15.00%	21
7	Speech impairment		0.00%	0
8	Cognitive disability, for example brain injury, autism, attention deficit		0.71%	1
9	Prefer not to say		39.29%	55

ETHNICITY

Chart 14 shows in detail the ethnic background of the Resolution membership.

Chart 14: Ethnicity survey responses			Response Percent	Response Total
Asian or Asian British				
1	Bangladeshi		0.26%	8
2	Chinese		0.19%	6
3	Indian		5.31%	164
4	Pakistani		1.23%	38
5	Any other Asian or Asian British background		1.20%	37
Black or Black British				
6	African		1.26%	39
7	Caribbean		0.68%	21
8	Any other Black British, African or Caribbean background		0.45%	14
Mixed or multiple ethnic groups				
9	White and Asian		0.49%	15
10	White and Black African		0.06%	2
11	White and Black Caribbean		0.19%	6
12	White and Chinese		0.16%	5
13	Any other mixed or multiple ethnic background		0.58%	18
White				
14	British, English, Welsh, Northern Irish or Scottish		81.81%	2527
15	Irish		1.20%	37
16	Gypsy or Irish Traveller		0.03%	1
17	Any other White background		3.17%	98
Other ethnic group				
18	Arab		0.06%	2
19	Any other ethnic group		0.55%	17
20	Prefer not to say		1.10%	34

These numbers form the basis of broader ethnicity statistics that can usefully be compared with the [UK workforce statistics](#) and those provided by the SRA. Chart 16 shows this comparison.



Resolution's ethnicity statistics broadly reflect those of the UK workforce. However, in comparison to the lawyer population, Black/Black British, Asian/Asian British and mixed/multiple ethnic groups are underrepresented in the Resolution membership.

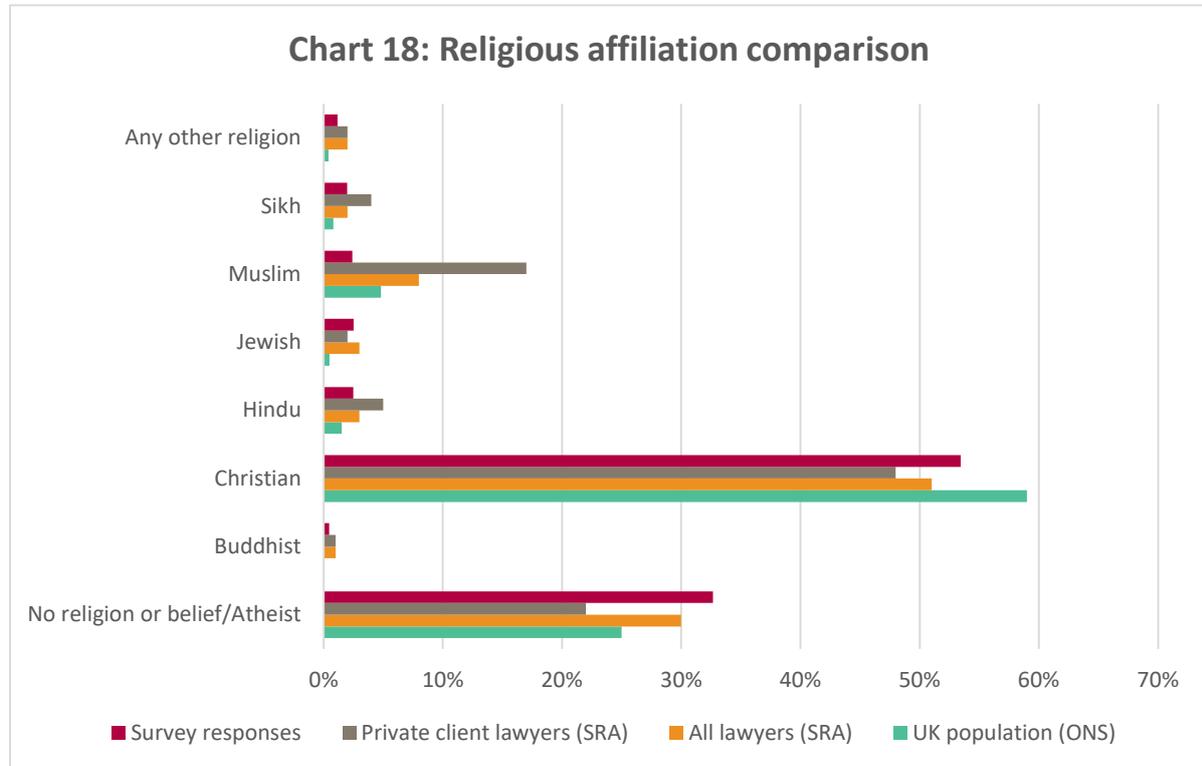
RELIGION & BELIEF

Chart 17 show the religion or belief of Resolution members.

Chart 17: Religious affiliation survey responses			Response Percent	Response Total
1	No religion		32.66%	998
2	Christian		53.44%	1633
3	Buddhist		0.46%	14
4	Hindu		2.49%	76
5	Jewish		2.52%	77
6	Muslim		2.39%	73
7	Sikh		1.96%	60
8	Prefer not to say		2.95%	90
9	Any other religion, please specify:		1.15%	35

Over half of those who chose 'any other religion' stated they were members of a Christian denomination other than Church of England, including Roman Catholic and Greek Orthodox. One respondent identified as a Jedi.

Chart 18 shows the religion or belief of Resolution members compared with [2011 census data from the ONS](#) for the UK population, and SRA data for all lawyers and private client lawyers they regulate.



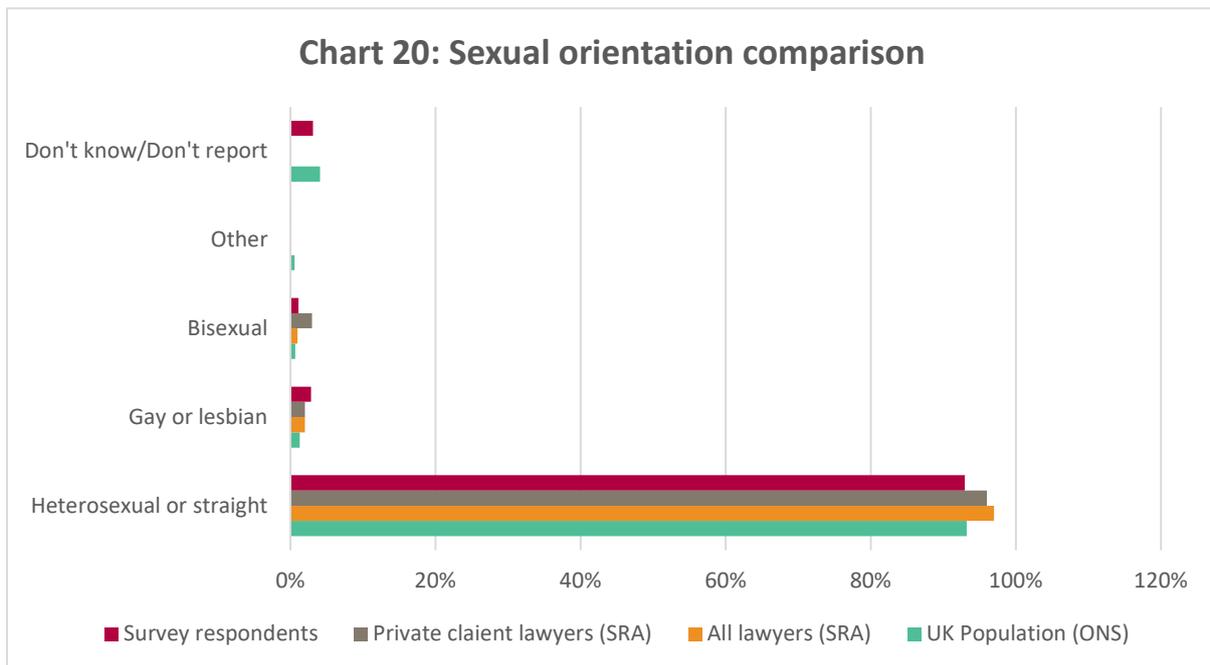
Compared with the population of all lawyers, those affiliated with the Muslim faith are most underrepresented in the Resolution membership. To a lesser extent so are those who reported they are Hindu, Buddhist and Jewish. Resolution members are more likely to have no religion or identify as atheist than the UK population, all lawyers and private client lawyers.

SEXUAL ORIENTATION

Chart 19 show the sexual orientation of Resolution members.

Chart 19: Sexual orientation survey responses			Response Percent	Response Total
1	Bisexual		1.14%	35
2	Gay man		1.75%	54
3	Gay woman or lesbian		1.10%	34
4	Heterosexual or straight		92.73%	2859
5	Prefer not to say		3.11%	96
6	Other, please specify:		0.16%	5

Chart 20 shows the sexual orientation of Resolution members compared with statistics for the UK population ([available from the ONS](#)), and SRA statistics for the private client lawyers and all lawyers they regulate. The SRA does not publish data for those who don't know or prefer not to say.



The sexual orientation of Resolution's membership reflects that of the UK population. More Resolution members are gay or bisexual than the general population of lawyers regulated by the SRA. However, fewer Resolution members are bisexual than the population of private client lawyers regulated by the SRA.

SOCIO-ECONOMIC BACKGROUND

Although socio-economic background is not a protected characteristic under the Equality Act 2010, it can be helpful to monitor some indicators of socio-economic background because they can show if Resolution is accessible, or inaccessible, to particular groups.

There is no agreed set of questions used to collect this data. The questions we used were drafted after researching the options, referring to the SRA and Bar Council questionnaires and consulting external experts.

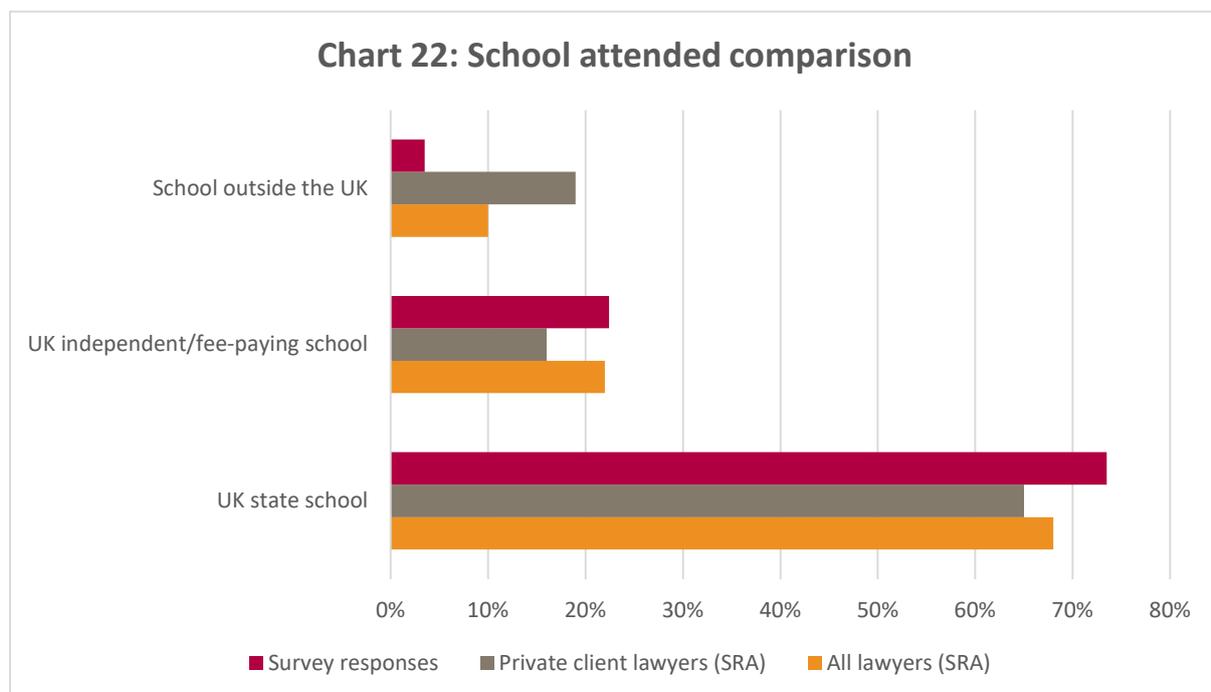
This means that we aren't always able to provide comparative statistics, but this does not make the results any less useful for developing a diversity strategy.

TYPE OF SCHOOL ATTENDED

Chart 21 shows the type of school mainly attended by Resolution members between the ages of 11 and 18.

Chart 21: School attended survey responses			Response Percent	Response Total
1	A state-run or state-funded school – selective on academic, faith or other grounds		24.70%	759
2	A state-run or state-funded school – non-selective		48.78%	1499
3	Independent or fee-paying school		22.42%	689
4	Attended school outside the UK		3.51%	108
5	I don't know		0.59%	18

Chart 22 shows the school attended by Resolution members alongside the statistics available from the SRA on all lawyers and private client lawyers they regulate.



Resolution members are more likely to have been educated in a UK state school than the population of all lawyers and private client lawyers regulated by the SRA. They are also more likely to have been educated in an independent or fee-paying school. This is skewed because they are far less likely to have been educated outside the UK than the rest of the lawyer population regulated by the SRA.

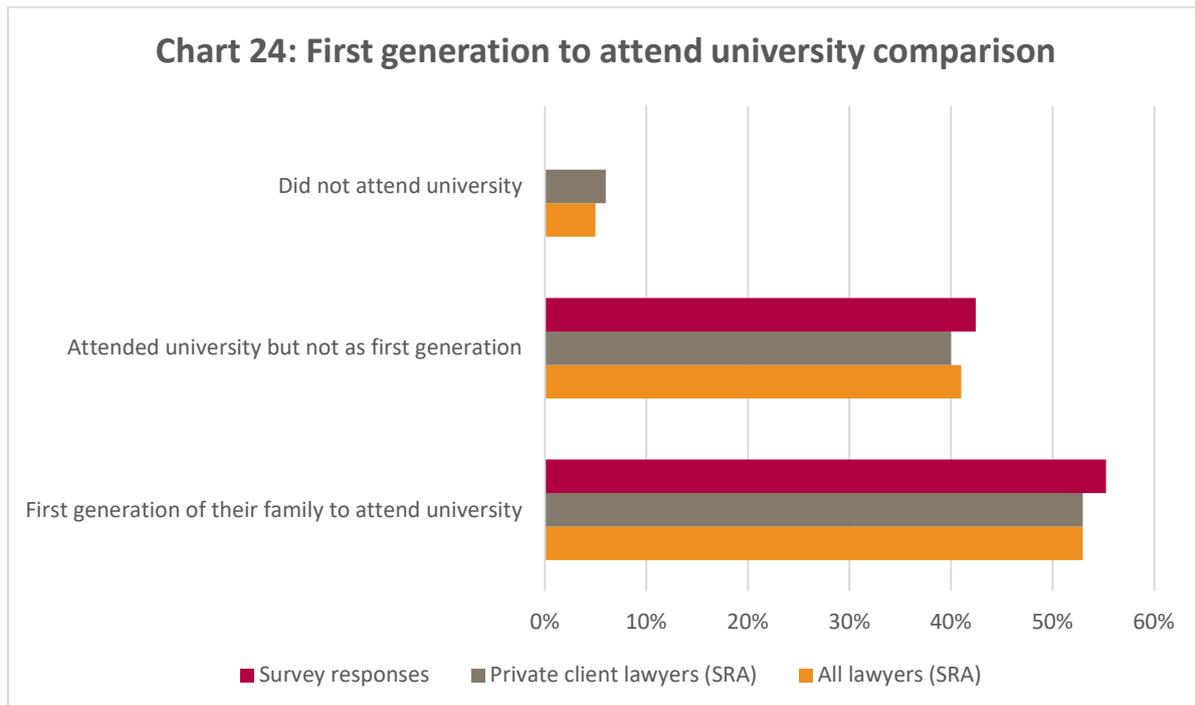
To provide a broader view, the [Independent Schools Council](#) states that 6.5% of UK school children are educated at independent schools. 22% of Resolution members have been educated at independent or fee-paying schools.

FIRST GENERATION TO ATTEND UNIVERSITY

Chart 23 shows whether Resolution members were the first to attend university or not.

Chart 23: First generation to attend university survey responses			Response Percent	Response Total
1	Yes		55.28%	1617
2	No		42.43%	1241
3	I don't know		2.29%	67

Chart 24 compares the Resolution membership to the statistics available from the SRA for all lawyers and the private client lawyers they regulate.



The comparison is not necessarily useful; the results are not entirely comparable because we haven't collected 'did not attend university' data. If we infer that the 6% of respondents who skipped the question didn't attend university then the Resolution membership almost exactly matches the population of all lawyers.

The question in the survey was phrased: 'If you attended university...'. It therefore didn't require a 'did not attend university' option. This means we can only make an inference about the number of Resolution members who did not attend university. This will be amended for future iterations of the survey.

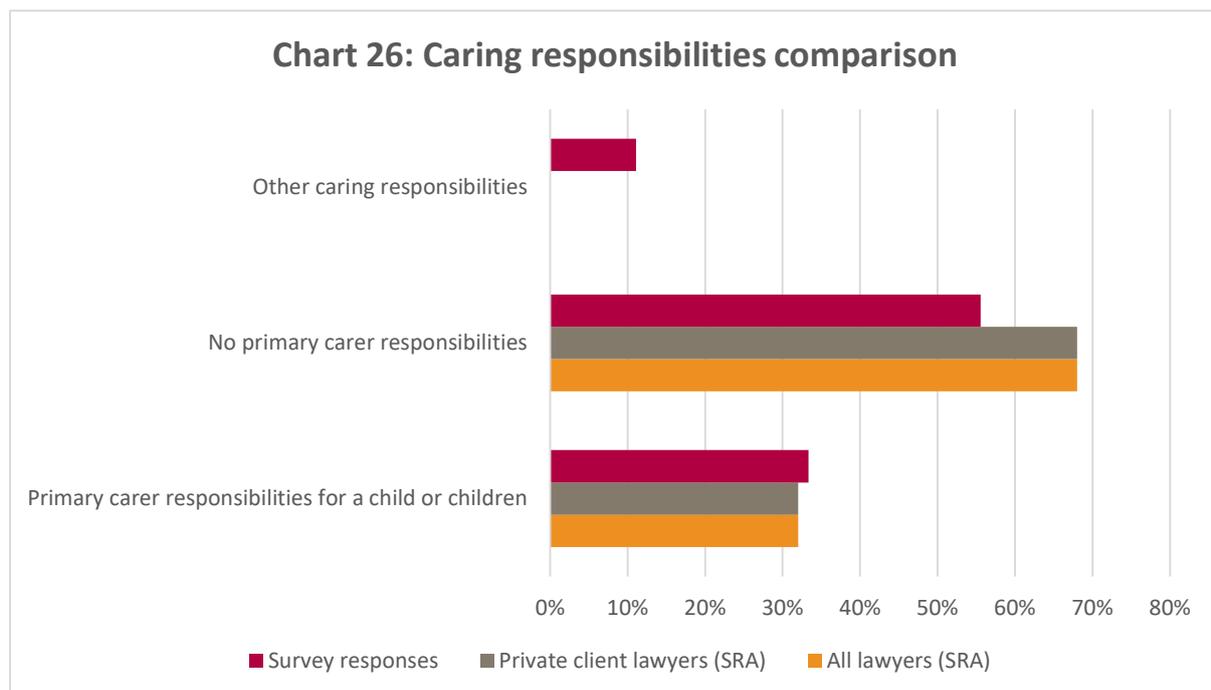
CARING RESPONSIBILITIES

Information about caring responsibilities is difficult to benchmark against the UK working age population. Despite this, collecting the data provides valuable insight into Resolution's membership and will help us to deliver services all members can access.

Chart 25 shows the caring responsibilities of Resolution members.

Chart 25: Caring responsibilities survey responses			Response Percent	Response Total
1	None		55.60%	1703
2	Primary carer of a child or children (under 18 years)		32.62%	999
3	Primary carer of disabled child or children		0.75%	23
4	Primary carer of disabled adult (18 years and over)		0.82%	25
5	Primary carer of older person or people (65 years and over)		2.81%	86
6	Secondary carer		7.48%	229
7	Prefer not to say		2.51%	77

Chart 26 compares the Resolution membership to data about the lawyer and private client lawyer population they regulate.



The SRA does not ask about caring responsibilities for anyone other than children, so a direct comparison cannot be made. However, where a comparison can be made, Resolution members are slightly more likely to have caring responsibilities for children. 11% of Resolution members have other types of caring responsibilities, including those who don't consider themselves to be the 'primary' carer.

CONCLUSION

This report is the result of the first diversity survey of the Resolution membership. It provides us with a snapshot we can use in two ways: as an evidence base; and as a benchmark.

As an evidence base the data shows us that the following areas should be considered in more detail:

- The age of the Resolution membership and whether steps should be taken to increase the representation of younger members.
- Whether it's possible to confirm that the gender split of the Resolution membership reflects the sector.
- The areas where Resolution could support members with disabilities and improve access to the services we provide.
- The ways Resolution membership, the benefits, services and activities we provide can be made more attractive and inclusive for members from all ethnic backgrounds.
- The steps that can be taken to increase representation from members across all ethnic backgrounds
- Whether the organisation wants to take any action or develop a response to the socio-economic findings of the survey
- How Resolution can support members with caring responsibilities and improve access to the services we provide.
- Whether Resolution should get involved with or support sector-wide initiatives for improving diversity in the sector

The National and Equality, Diversity and Inclusion Committee will now use this evidence to develop a diversity strategy for the organisation. This will include the development of a diversity policy and then an action plan.

Once an action plan has been implemented, we will use this data as a benchmark so that we can measure the success (or not) of the action we've taken. This survey and report therefore represent the first steps Resolution is taking to make sure the organisation is welcoming and beneficial to members from all backgrounds.