



Association of Women Solicitors

Essential for Success

www.womensolicitors.org.uk

Increasing Diversity and Social Mobility in the Legal Workforce-
Response to Consultation from the Association of Women
Solicitors.

Our major concerns are how regulation can impact on achieving
Equal Pay and greater use of Flexible Working leading to greater
retention and promotion of women solicitors.

Question 1

We are not aware of any other sources of raw data. As far as we
are aware there are no statistics gathered on what happens to
women who leave the profession.

Question 2

The assessment is depressingly accurate.

Question 3

“Obstacles & Barriers to the short and long term career
development of female lawyers” - The Law Society 2010

“Women Solicitors Careers, Work Life Balance and Use of Flexible Working Arrangements” - Association of Women Solicitors & Kings College London 2010

Question 4
Not Known

Question 5
We agree the principles of gathering evidence, evaluating existing initiatives and promoting transparency.

Question 6
Yes

Question 7
We strongly agree that data should be published.

Question 8
Ideally there should be a standard evaluation framework as long as that does not compromise the depth and accuracy of the information.

Question 9
We do not agree. Our view is that there should be regulatory powers to enforce entities to comply with the Law concerning Equal Pay.

Question 10
Yes.

Question 11

We agree.

Question 12

We agree that data should be collected about all employees and not just lawyers.

Question 13

Yes.

Question 14

Our view is that the impact should be minimal.

Question 15

We think that the interval should be the same for all entities.

Question 16

We agree.

Question 17

Anonymously

Question 18

Yes. As set out in paragraph 115.

Question 19.

Yes. There should also be questions about Flexible Working.

Question 20

Yes Add “trainee” to section 1b.

Question 21

Add “Do you manage a department?”

Question 22

As above

Question 23

Yes. Questions should also be asked about pay.

Questions 24 -28

Not directly relevant to women solicitors. We anticipate that the relevant organisations will put in their own response.

Question 29

As stated above Respondents should also be asked about Flexible Working. Was this requested and if not why not? If so what was the outcome.

Question 30

We agree.

Question 31

No provided the information remains anonymous.

Question 32

No

Question 33

Improvement of the Equality & Diversity profile.

About the Association of Women Solicitors

The Association of Women Solicitors was established in 1923 a year after the first woman was admitted to the Solicitors' Roll. It is a recognised group of the Law Society. It has a current membership of around 18000.

The Association's aim is to be an essential national network promoting the potential and success of every woman Solicitor at all stages of her career. It offers support and advice and represents the diverse interests of all women solicitors. It provides a range of educational and pastoral care services as well as an excellent opportunity for women to network with others both within and outside the profession.

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