

Response from Hogan Lovells International LLP

The proposal to switch the focus of the guidance to be outcomes focused will no doubt be of benefit to encouraging diversity of the profession, however, focus on data should remain an important tool in measuring progress. Whilst any data captured going forward should remain consistent, it should not constrain firms in what they are trying to achieve by being overly prescriptive. We can only respond to this consultation with a narrow lens, but in our view any changes made should not be rules based and need to be flexible in approach rather than be mandated to enable us to meet our objectives and that of our regulator. We do however feel, that there should be more emphasis placed on diversity in business services/support functions than there is currently, as this appears very much focused on legal staff.