

Westminster Legal Policy Forum Keynote Seminar:

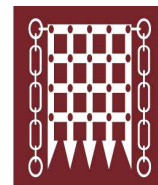
Diversity and inclusion in the legal profession - widening access, improving workplace culture and assessing new regulatory priorities

Timing: Morning, Thursday, 8th March 2018

Venue: The Caledonian Club, 9 Halkin Street, London SW1X 7DR

Agenda subject to change

- 8.30 - 9.00 Registration and coffee
- 9.00 - 9.05 **Chair's opening remarks**
Rehman Chishti MP
- 9.05 - 9.25 **The revised statutory guidance on diversity - priorities for ensuring improved outcomes**
Jemima Coleman, Board Member, Legal Services Board
Questions and comments from the floor
- 9.25 - 10.10 **Encouraging a diverse workforce - next steps for implementing new guidance**
Following the publication of the Legal Services Board's updated guidance on improving diversity in the legal workforce, what are the emerging priorities for regulators in this area - particularly in terms of going beyond existing data collection initiatives to deliver improved outcomes?
Jane Malcolm, Executive Director, External Affairs, Solicitors Regulation Authority
Amit Papat, Head of Equality and Access to Justice, Bar Standards Board
Questions and comments from the floor
- 10.10 - 11.00 **Access to the profession - latest thinking on education, recruitment practices and new pathways to qualification**
In light of current proposals to revise the legal education and training framework, including the expected introduction of a centralised Solicitors Qualifying Examination (SQE) by 2020, what more can regulators and legal education providers do to better support diversity, and ensure that legal businesses have access to the widest pool of talent possible? What impact has the growth of legal apprenticeships had so far, and what challenges do they pose for universities and other traditional providers of law courses? How can concerns around the creation of a two tier system of qualification be addressed, and what opportunities do higher and degree apprenticeships present for the sector in this respect? What more can legal employers do to adapt their recruitment practises to support access to the profession, and what examples exist of best practices in this respect - particularly in relation to the criteria used to judge candidates, university engagement and unconscious bias training?
Catherine Baksi, Freelance Legal Affairs Journalist and Author, *Legal Hackette's Brief*
Charlotte Hart, Graduate Recruitment and Development Manager, Mayer Brown International
Elizabeth Duff, Head of Westminster Law School, University of Westminster
Andrew Fairbairn, Chief Executive Officer and Founder, SEO London
Questions and comments from the floor
- 11.00 - 11.05 **Chair's closing remarks**
Rehman Chishti MP
- 11.05 - 11.30 Coffee
- 11.30 - 11.35 **Chair's opening remarks**
Baroness Deech
- 11.35 - 11.55 **Women in leadership in the law - latest findings on barriers and perceived obstacles**
Christina Blacklaws, Vice President, The Law Society
Questions and comments from the floor
- 11.55 - 12.20 **Improving diversity in the judiciary and magistracy**
Rt Hon David Lammy MP, Author, *Lammy Review: An independent review into the treatment of, and outcomes for, Black, Asian and Minority Ethnic individuals in the criminal justice system*
Questions and comments from the floor
- 12.20 - 13.10 **Developing inclusive workplace cultures and practices - working hours, career progression and staff well-being**
Perspectives on the challenges that legal regulators, professional bodies and employers face in developing inclusive working practices across the legal sector, and the role that this can play in improving the long-term diversity of the profession. What opportunities does court modernisation pose for ensuring inclusive working hours for the legal profession; following HMCTS' decision to postpone its flexible court hours pilot, amid concerns from court-users, how can policymakers take forward reform in a way that does not negatively impact on diversity? How warranted are concerns that reductions in the legal aid budget have disproportionately impacted on minority groups that work in the sector - and how might this trend be tackled? In the context of Law Society research indicating that 95% of solicitors experience work-related stress, what steps can be taken to improve profession-wide support, and should more be done to tackle the root-causes of stress? As the Bar Standards Board considers the introduction of mandatory "work allocation officers", what more can be done to develop transparency and monitoring initiatives in the industry; to what extent has requiring chambers to publish their equality and harassment policies on their websites helped promote a culture of openness in the sector, and what further steps might be taken?
Chris Edwards, CSR and Diversity Manager, Travers Smith
Elizabeth Rimmer, Chief Executive, LawCare
Rachel Spearing, Barrister, Serjeants' Inn Chambers; Co-Founder & Chair, Wellbeing at the Bar Programme and Director, Wellness for Law UK
Cordella Bart-Stewart, Director, Black Solicitors Network
Jane Hatton, Founder and Director, EvenBreak
Questions and comments from the floor
- 13.10 - 13.15 **Chair's and Westminster Legal Policy Forum closing remarks**
Baroness Deech
Marc Gammon, Associate Editor, Westminster Legal Policy Forum



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