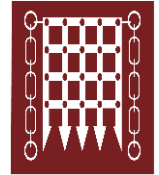


**Westminster Legal Policy Forum keynote seminar:  
Next steps for equality, diversity and inclusion in the legal profession**

Timing: Morning, Monday, 10<sup>th</sup> February 2025

\*\*\*Taking place online\*\*\*



**WESTMINSTER  
LEGAL POLICY  
FORUM**

Draft agenda subject to change

- 8.30 Registration
- 9.00 **Chair's opening remarks**  
**Warinder Juss MP**, Member, Justice Select Committee
- 9.05 **Diversity in the legal profession - current state of play and priorities moving forward**  
**Sara Carnegie**, Director, Legal Projects, International Bar Association  
Questions and comments from the floor
- 9.25 **Legal education and EDI**  
*the SQE and its effect on incoming lawyers so far | widening participation and diversity | collaboration with employers to increase training opportunities | the future role of legal apprenticeships | measuring the impact of legal education diversity initiatives | wellbeing in legal education and reducing drop-out rates | improving outcomes for disadvantaged individuals*  
**Mark Keith**, Director of Programmes, Law School, BPP University  
**Neeta Halai**, Founder, New Heights Training  
**Dr Chloe Holloway-George**, Assistant Professor, Criminal Law and Criminal Justice, and Co-Director, Equality, Diversity, Inclusion and People Committee, University of Nottingham  
**Nawal Bin-Sheikh**, Solicitor Apprentice, Simmons and Simmons; and Co-Founder, mylaunchpad  
Questions and comments from the floor
- 10.10 **Priorities for the recruitment and retention of staff from underrepresented backgrounds in legal roles**  
*assessing the recruitment process and avoiding bias | developing diverse talent pipelines | improving access to CPD and training | embedding mentorship and sponsorship opportunities | offering opportunities for flexible working | effective leadership and role modelling | addressing mental health concerns and supporting staff wellbeing | increasing progression opportunities | responsible business practices*  
**Raphael Mokades**, Managing Director, Rare Recruitment  
**Lucinda Soon**, Trustee, LawCare; and Co-Chair, International Bar Association Professional Wellbeing Commission  
Senior speaker confirmed from the **Government Legal Department**  
Questions and comments from the floor
- 10.40 **Chair's closing remarks**  
**Warinder Juss MP**, Member, Justice Select Committee
- 10.45 Break
- 10.55 **Chair's opening remarks**  
**Ben Maguire MP**, Shadow Attorney General, Liberal Democrats
- 11.00 **Case study: best practice for implementing inclusion strategies**  
**Naeema Choudry**, Partner, Eversheds Sutherland
- 11.10 **Strategies to equip employers with the tools needed to implement evidence-based EDI policies**  
*utilising the evidence-base to create inclusion strategies | improving workplace culture and the role of leadership in tackling these issues | priorities for resource allocation in EDI | improving EDI to benefit legal services consumers | embedding flexible working in firms | challenges around reporting and measuring EDI progress | current trends in pay gap reporting and tackling pay disparities | encouraging collaboration for EDI policy creation | strengthening protections against harassment and discrimination in the legal workplace*  
**Kathryn Seaward**, EDI Specialist, Blake Morgan  
**Sarah Phillimore**, Barrister, St John's Chambers  
**Nina Goswami**, Head of Inclusion UK, Clifford Chance  
**Helen Randall**, Legal Counsel, Bank of England  
Senior representative, advocacy  
Questions and comments from the floor
- 11.55 **Next steps for improving judicial diversity**  
**Lord Justice Mark Warby**, Senior Judicial Commissioner and Vice Chairman, Judicial Appointments Commission
- 12.05 **Priorities moving forward for regulators in improving legal diversity and sector accountability**  
**Craig Westwood**, Chief Executive, Legal Services Board  
**Aileen Armstrong**, Executive Director, Strategy, Innovation and External Affairs, Solicitors Regulation Authority  
**Mark Neale**, Director General, Bar Standards Board
- 12.35 Questions and comments from the floor
- 12.55 **Chair's and Westminster Legal Policy Forum closing remarks**  
**Ben Maguire MP**, Shadow Attorney General, Liberal Democrats  
**Sean Cudmore**, Westminster Legal Policy Forum