

Westminster Legal Policy Forum conference:
Next steps for equality, diversity and inclusion in the legal profession in England and Wales
Timing: Morning, Tuesday, 20th January 2026
*****Taking Place Online*****



**WESTMINSTER
LEGAL POLICY
FORUM**

Draft agenda subject to change

- 8.30 Registration
- 9.00 **Chair's opening remarks**
Senior Parliamentarian
- 9.05 **Latest progress and next steps for improving equality, diversity and inclusion in the legal profession**
Senior commentator
Questions and comments from the floor
- 9.30 **The role of diversity policies in supporting inclusive growth and access in the legal sector**
the role of diversity in supporting sector resilience and long-term talent needs | advancing access to justice and public trust | examining the Professional and Business Services Sector Plan | assessing progress in the legal services sector since the Buckland Review | next steps for inclusive hiring practices | stakeholder views on regulatory oversight and compliance
Lubna Shuja, Principal Solicitor and Mediator, Legal Swan Solicitors
Senior representative, chambers
Senior representative, recruitment
Senior commentator
Questions and comments from the floor
- 10.20 **Priorities for tackling underrepresentation and widening participation in legal education pathways**
Senior representative, education
Questions and comments from the floor
- 10.45 **Chair's closing remarks**
Senior Parliamentarian
- 10.50 Break
- 11.00 **Chair's opening remarks**
Senior Parliamentarian
- 11.05 **Assessing best practice in the legal services sector - practical actions for tackling systemic barriers**
embedding EDI best practice across recruitment, retention, and progression | priorities for senior leaders in shaping inclusive workplace environments | neurodiversity, disability inclusion and reasonable adjustments | approaches to data use and leadership accountability | strengthening protections against harassment and discrimination in the legal workplace | compliance with updated SRA guidance on Principle 6 | options for navigating legal uncertainty under the Equality Act
Elizabeth Rimmer, CEO, LawCare
Senior representative, human resources
Senior representative, law firm
Senior representative, advocacy
Senior commentator
Questions and comments from the floor
- 11.55 **Next steps for improving diversity in the judiciary**
Senior representative, judiciary
- 12.05 **Regulatory oversight of a diverse legal profession - priorities for coordination**
Richard Orpin, Interim CEO, Legal Services Board
Mark Neale, Director General, Bar Standards Board
Senior representative, regulation
- 12.35 Questions and comments from the floor
- 12.55 **Chair's and Westminster Legal Policy Forum closing remarks**
Senior Parliamentarian
Thomas Howard, Westminster Legal Policy Forum