



***EQUALITY, DIVERSITY
& INCLUSION***
Annual Report 2023

FOREWORD



I'm delighted to introduce The College of Legal Practice's first D&I annual report. It shows that we are doing well in some areas to create an inclusive learning and working environment, but also highlights areas for us to improve.

The College created an EDI framework in November 2022, with engagement from across the organisation at every level, including our Board. The EDI working group have been active in considering many issues and starting to create positive change throughout the last year as we become more established.

I've been particularly pleased in the way that the whole staff team have engaged with our EDI speakers, events and discussions, feeling safe with each other, to learn, be curious, share and self-reflect each time.

We have committed to monitoring our data and publishing a report annually to share the progress the College has made, so this is the first of many!"

Dr Giles Proctor, Chief Executive Officer



EDI FRAMEWORK 2023

1 Our Staff

2 Our Students

3 Our Programmes

4 Our Governance



Recruitment

Messaging and imagery updated. Monitoring set up for recruitment diversity data. Some increase in diversity of applicants for roles at the College.



Diversity of staff

Completed first EDI survey for staff and supervisors. Findings suggest diversity of College team aligns mostly with students, with some variations,



Development & Culture

Ran first inclusion and wellbeing survey, with positive results. 94% of staff felt that they belong the College and 83% believed that they can bring their whole self to work.

Agreed College's inclusive behaviours



Increasing cultural competency

Awareness and training held on social mobility, neurodiversity, Ramadan, non-binary awareness week, inclusive behaviours. Tips and resources shared on 15 areas of EDI throughout 2023. Supported by Browne Jacobson & AdvanceHE

94% of staff felt that they belong the College
83% believed that they can bring their whole self to work



Student Recruitment

Introduction of virtual career events, offering free information and advice. Focus on representation and accessibility in information, marketing and events. Partnered with organisations with strong EDI ethos.



Student Careers & Wellbeing Support

New career portal and career and wellbeing event programme launched for students.

Reasonable adjustments training and process completed



Increasing access to profession

16 students on scholarships, through 3 scholarship rounds and partnerships with Birmingham Law Society and the Law Society. High level of diversity in scholarship applicants and holders.



Increasing students' cultural competency

Weekly student updates developed to include information and resources across EDI themes and communities.

In last scholarship round, 28% of applicants considered they had a disability or health condition, 60% were non-white, and 52% were eligible for free school meals at school



Student Diversity

Diversity data captured for second year. College's students more likely to declare part of underrepresented group than other postgraduate students. They have a broader age range, higher level of religious beliefs and more ethnic diversity.



Learning Design & Delivery

Piloted recording of workshops. Reviewed student feedback on depth of learning across programmes and learning hours and made improvements.



Supervisor Development

EDI resources and training shared and discussed with supervisors, including neurodiversity, use of pronouns and gender neutral language, Ramadan insight



Reasonable Adjustments

Training completed and processes being updated to better capture and share information to improve student support.

**47% of students were from a non-white background, 66.6% declared they had religious beliefs
36% were over 25 years old**

4 Our Governance



Programme Committee

The Chair of the Programme Committee acts a EDI champion, and receives and shares reports with the Programme Committee



College's Board

Approved the EDI framework and plan, and receive reports against progress, including annual data.
Approved recommendations for focus into 2024



Policy Development

Religious Holidays observance policy now in place. Reasonable adjustments policies being updated.



EDI Working Group

Represents all areas of the College and meet once a month

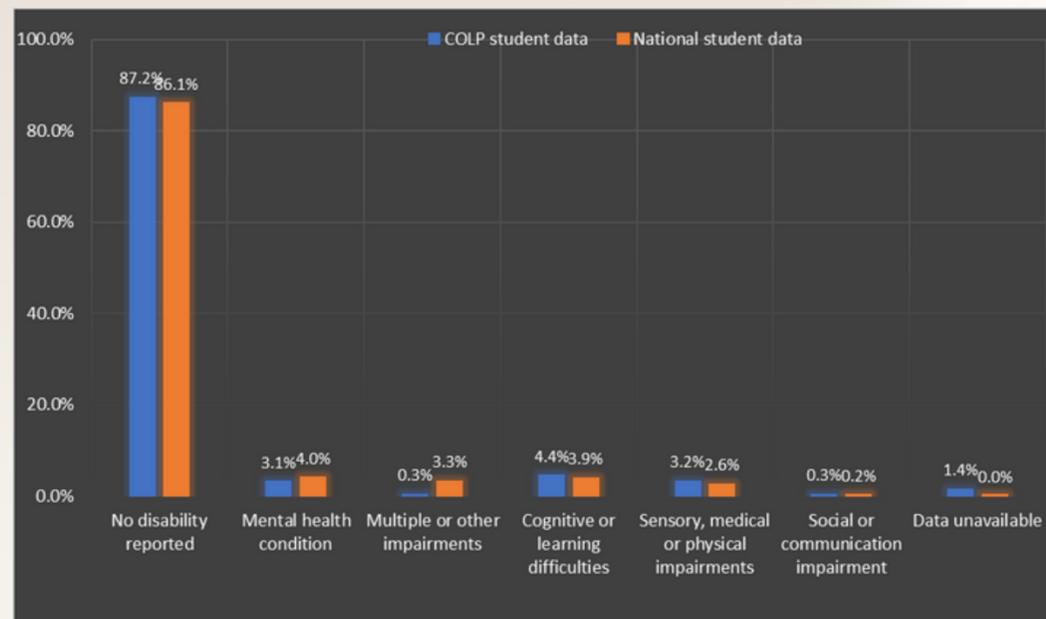
Priorities for 2024:

- Increase student engagement with EDI initiatives
- EDI working group to allocate themes and explore opportunities to raise awareness and take action
- Improve take up of engagements across the team

Student Data

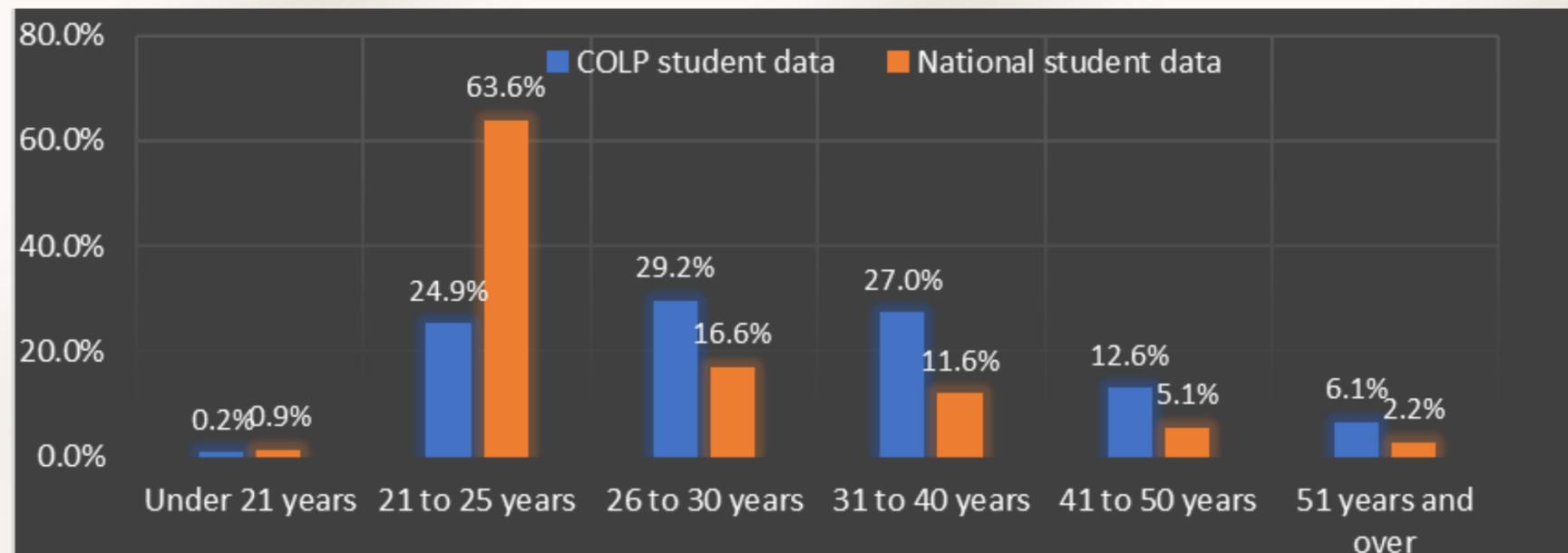
The graphs below show a comparison of COLP student demographics and the publicly available student data published by HESA. Samples sizes: COLP student data = 571 (unless otherwise indicated), 5-year average of national student data = 32840 (unless otherwise indicated). The HESA student dataset has been filtered to include only students who are studying Law, at Postgraduate Taught Masters level or Other Postgraduate level, with any domicile (unless indicated otherwise).

Disability



COLP students reported similar levels of disability compared to the national dataset, with 87% and 86% reporting no disability respectively.

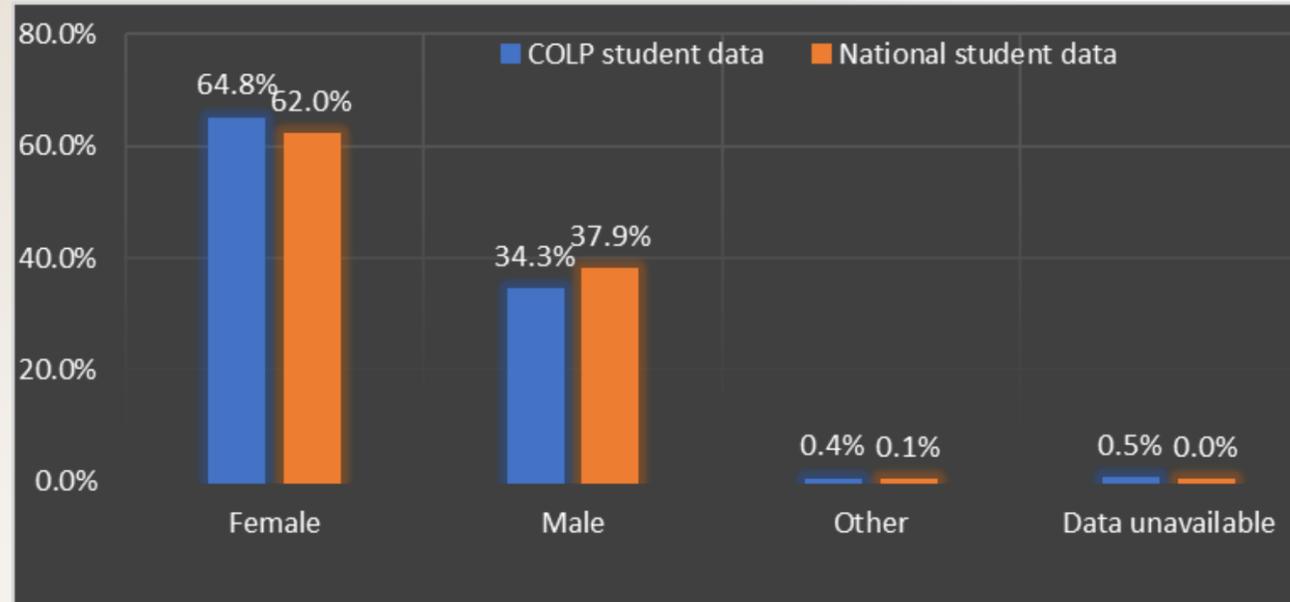
Age



Students at the College of Legal Practice had a much broader age group distribution, reporting a higher proportion of students in all age categories over 25yrs.

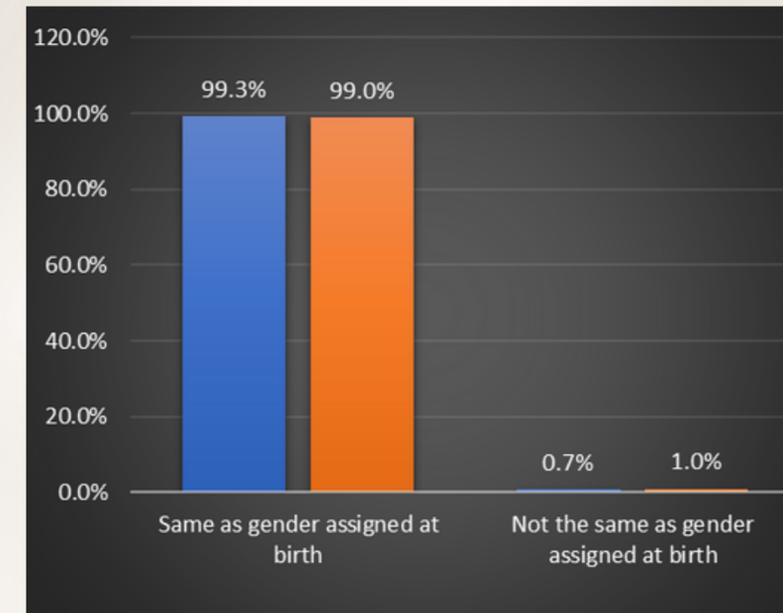
Student Data

Sex



It is important to note that national datasets report on sex, whereas our application form states gender - therefore fields may not compare like with like.

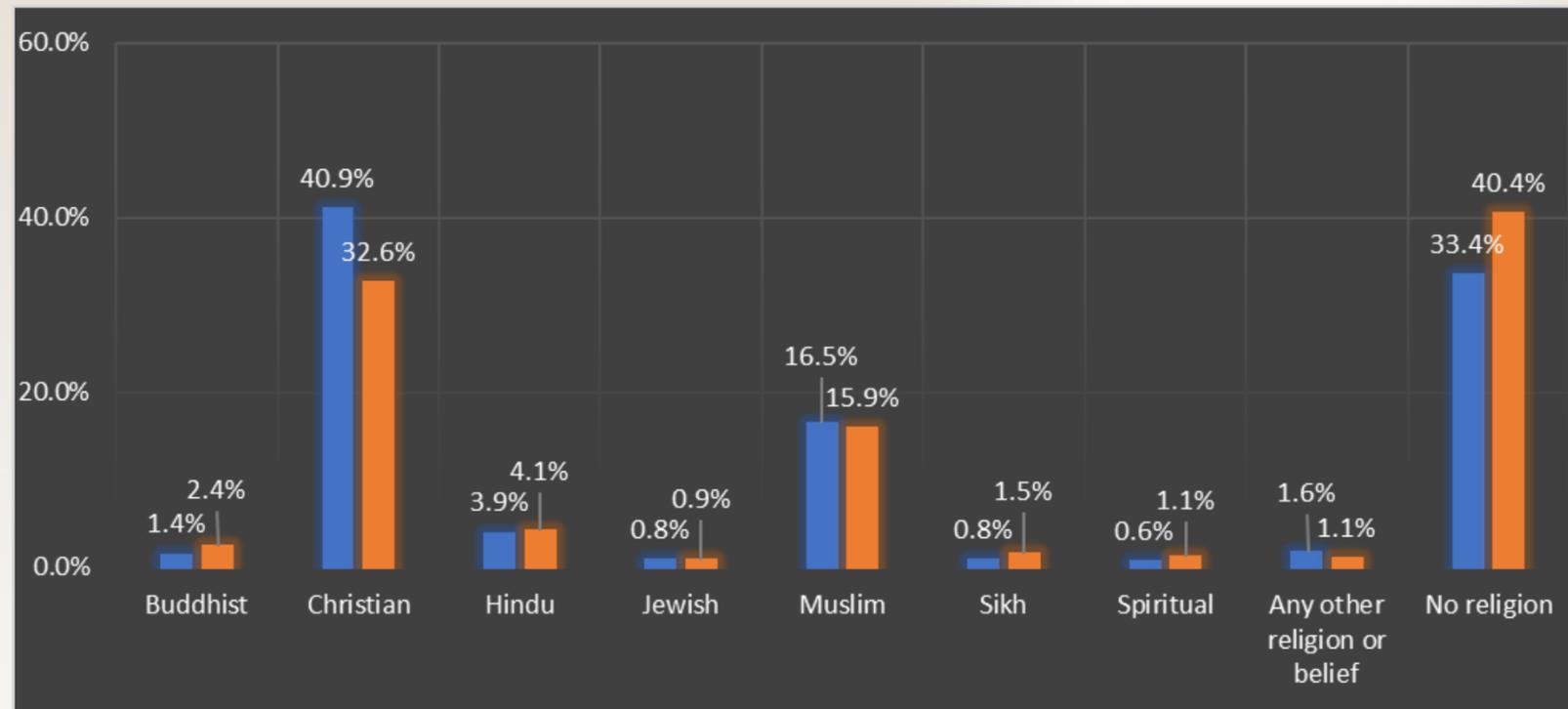
Gender Identity (for those that disclosed)



College students were much more likely to provide an answer for the gender identity question, with nearly 44% of the national data choosing not to respond compared with just over 1% of College students.

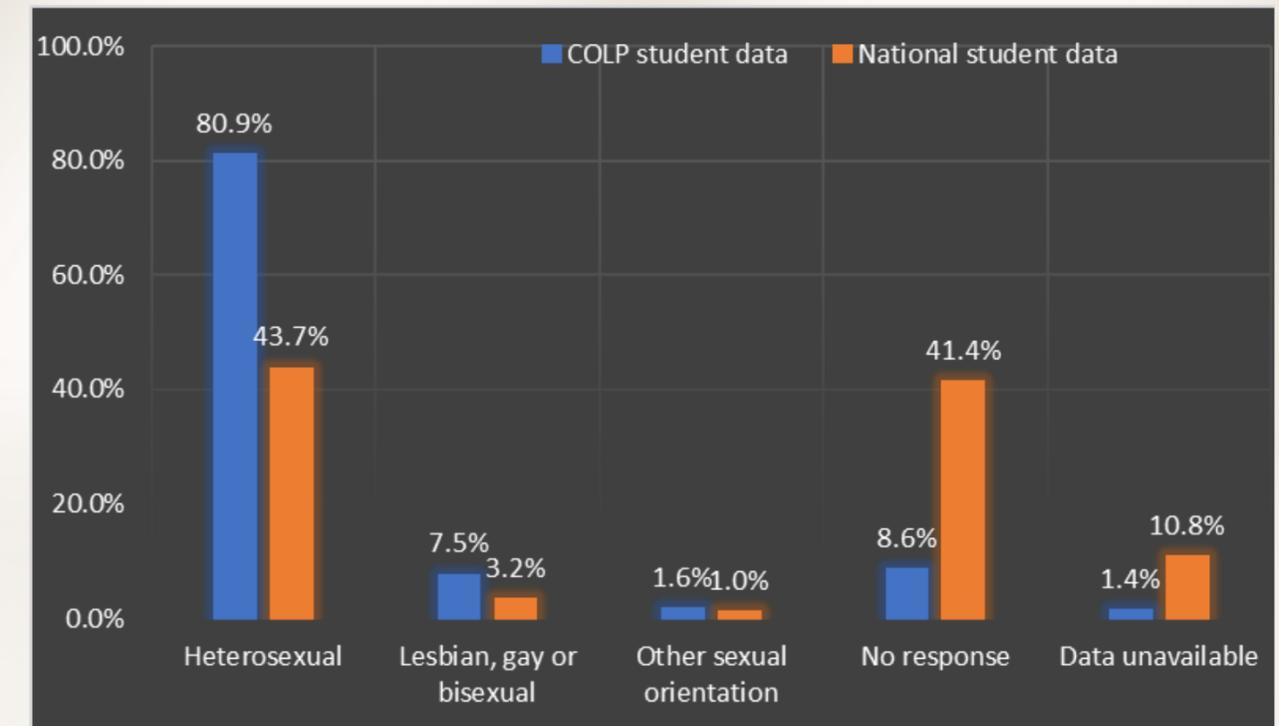
Student Data

Religion



College students were more likely to disclose information around religious beliefs - with COLP's non-response rate at 8.4% and national non-response rate at 25.9%. COLP had a higher level of reporting amongst Christian categories, but had broadly similar levels of reporting across all other categories. The above findings remained true when non-respondents were removed from both datasets.

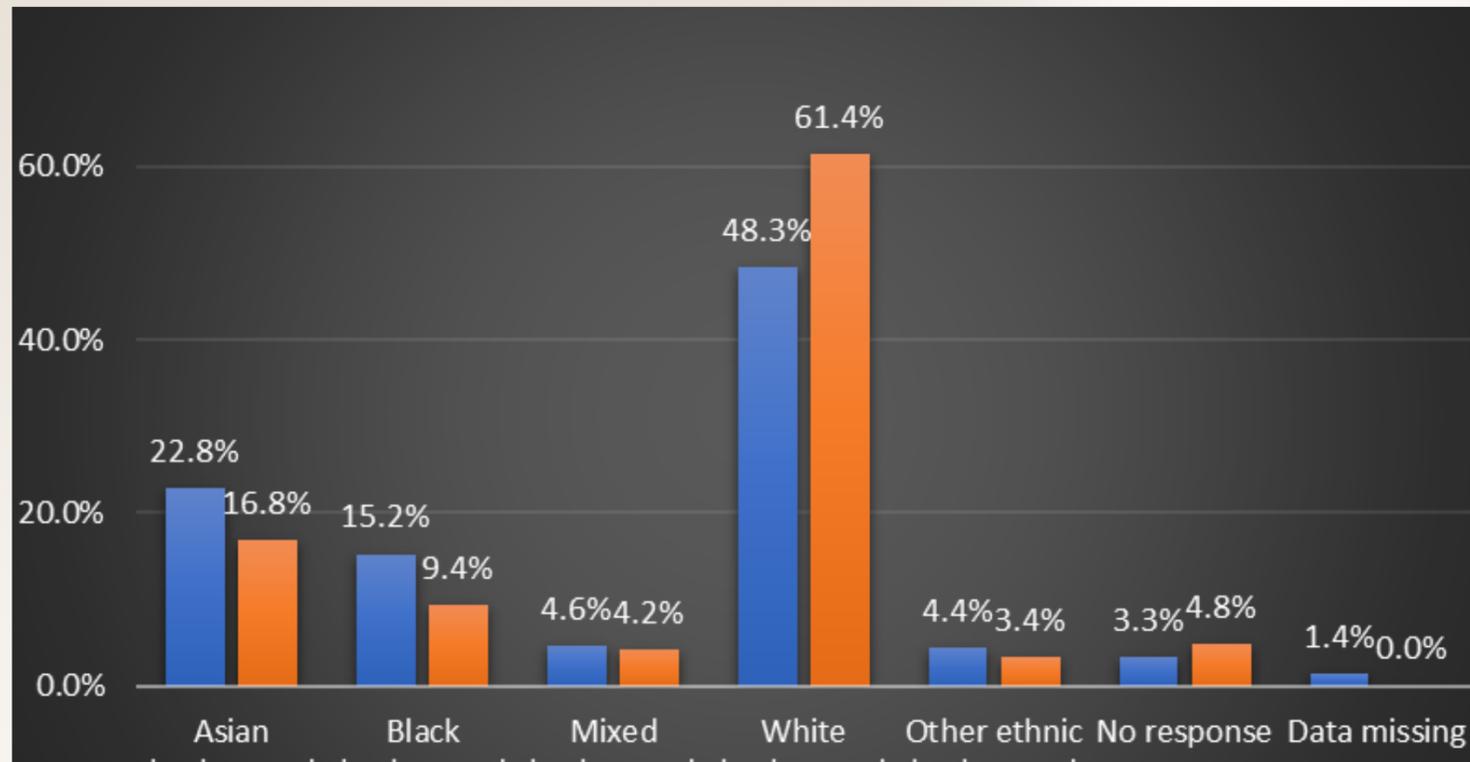
Sexual Orientation



College students were more likely to disclose information around sexual orientation - with COLP non-response rate at 8.6% and national non-response rate at 41.4%. When looking at data subsets, where students had disclosed a sexual orientation, students reported similar proportions across categories.

Student Data

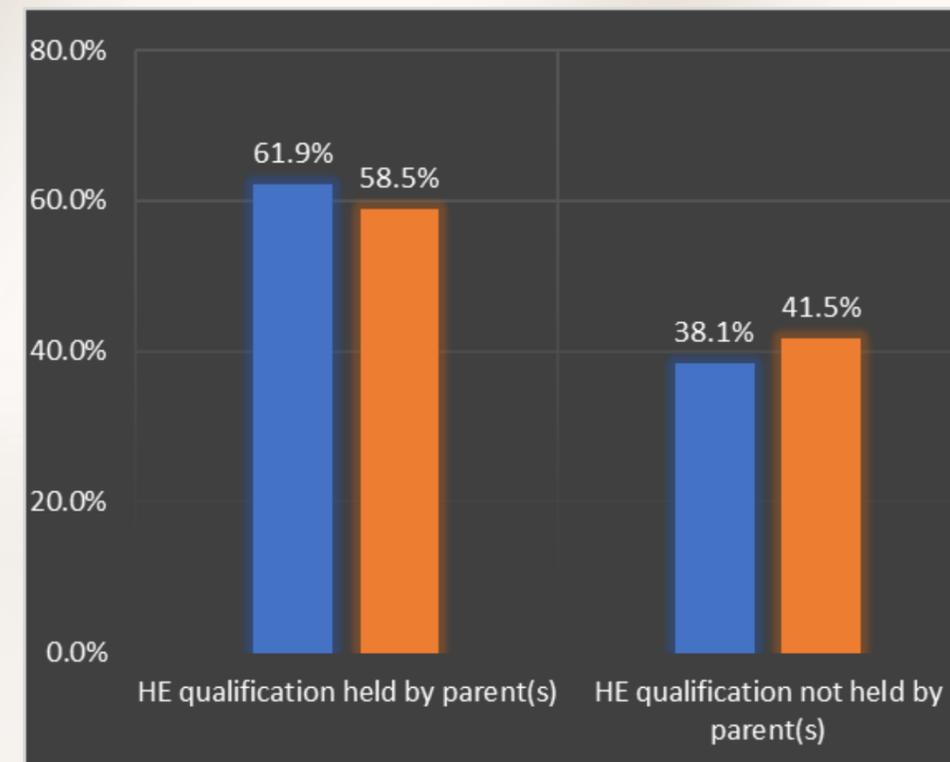
Ethnic Origin



COLP students reported a higher level of ethnic diversity than the counterpart national dataset, particularly with regards to students with a Black or Asian background.

Ethnicity data was not available in the national dataset for non-UK domiciled students.

Parental Education



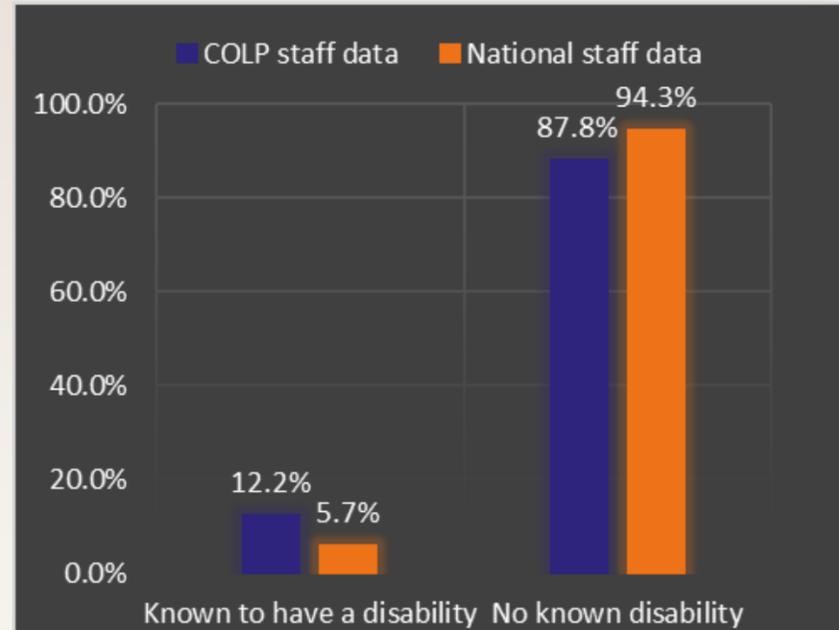
When looking at data subsets, where education was disclosed, students reported broadly similar proportions of education.

This information is a relatively recent data item collection at COLP, so data is not available for the majority of the student population.

Staff Data

The graphs below show the demographics of the College's staff and supervisors, compared to the data published by HESA in the Staff Return datasets. Samples sizes: COLP data = 41, 5-year average of national staff data = 390780

Disability



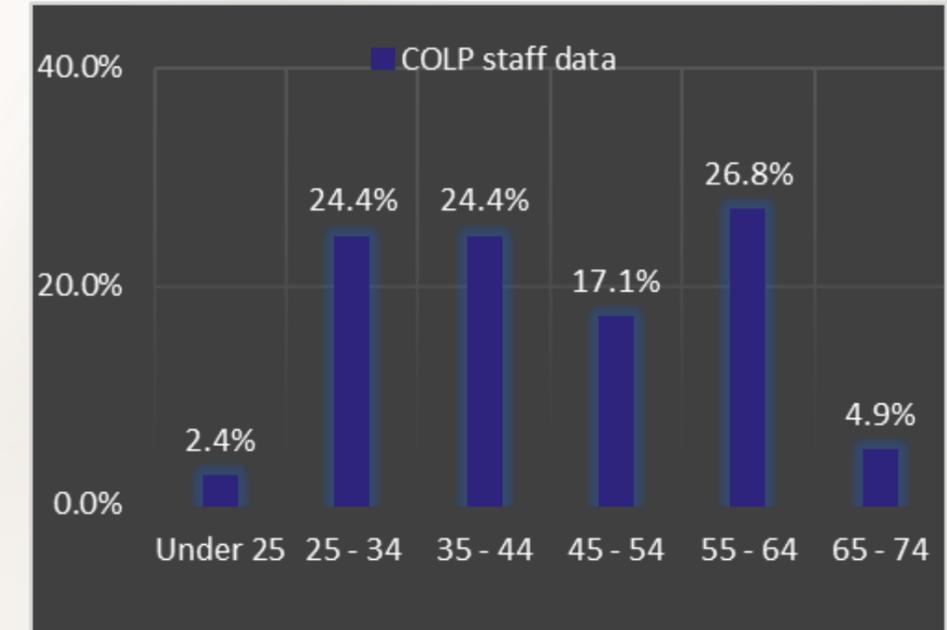
Staff reported higher levels of disability compared to the national dataset, with 12.2% and 5.7% respectively.

Sex



COLP had a much higher proportion of females to males, when compared to the national dataset (COLP females: 75.6%, national females: 54.8%)

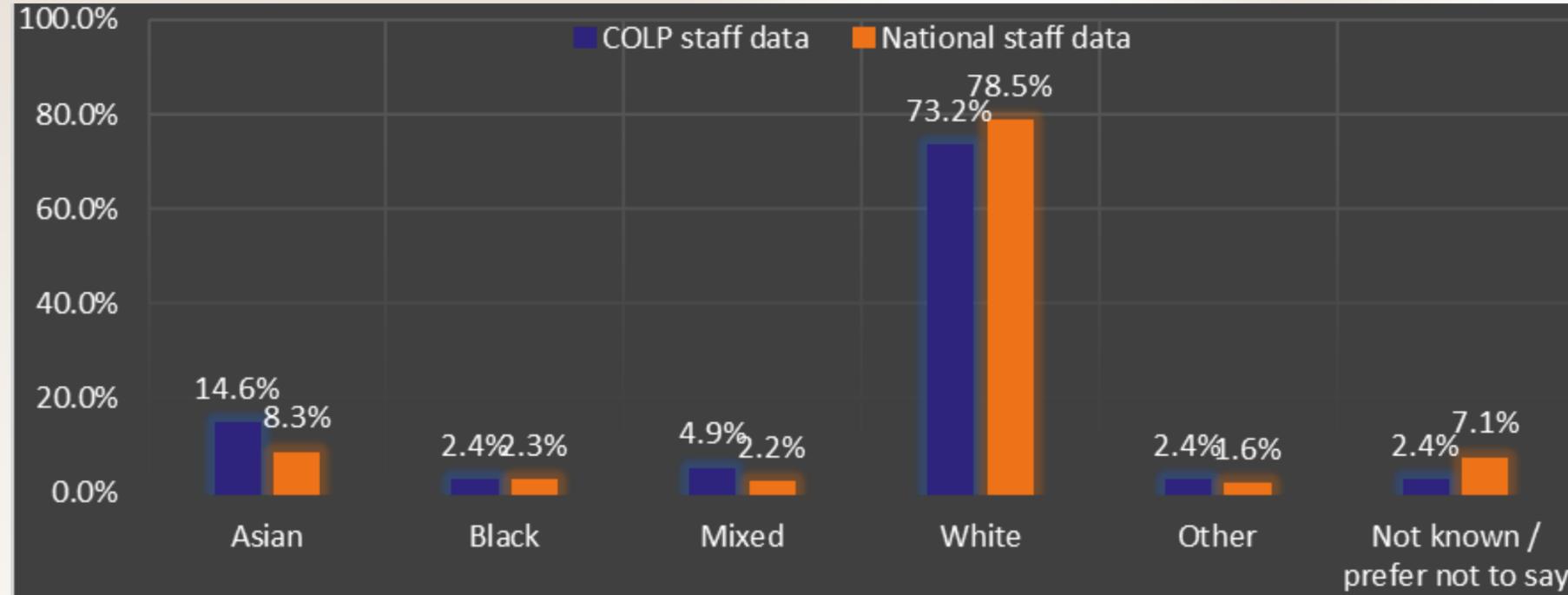
Age



Age categories for national data vs COLP data were not quite aligned (1 year difference in each bracket), but were similar enough to make approximate comparisons. COLP reported nearly twice the proportion of staff over the age of 55 compared to the national dataset (31.7% vs 17%).

Staff Data

Ethnicity



COLP staff reported broadly similar but slightly higher levels of ethnic diversity than the national dataset.



Supporting Diversity and Inclusion is at the heart of the College's ethos and values, whether it's supporting the diverse needs of our staff and students or looking at the wider legal industry and discussing some of the key issues faced within access to the profession, retention of diverse employees and more.

Our not-for-profit ethos means we keep our programmes low-cost and high-value. Taught by experienced solicitors, our learning is grounded in real-world legal practice, with expert personal supervision and support, highly rated by our students.

***LEGAL EDUCATION.
DESIGNED FOR YOU***

February 2024