



***DIVERSITY & INCLUSION  
ANNUAL REPORT 2024***

The College of Legal Practice

# FOREWORD



I'm delighted to introduce The College of Legal Practice's second D&I annual report. It shows that we are progressing in some areas, particularly in supporting diverse students through their SQE training. However, as the external world is changing, we must more than ever commit to improving inclusivity and try our hardest to equip and support every individual to perform at their best in the workplace and in their study.

Something I'm particularly proud of this year is the improvement of our Reasonable Adjustments support for students. I'm also pleased with the development of our staff team culture within the College, having regular safe and open conversations about sometimes sensitive issues and a desire and open-mindedness to learn more about different cultures, disabilities, community experiences and backgrounds so we can improve our learning and support for our staff and students.

We have committed to monitoring our data, sharing it with our Board and Programme Committee and publishing a report annually to hold ourselves to account on our commitment to improving equity and inclusion. This report shares transparently with you how we are doing across the different areas of the organisation. and where we can do more!

**Dr Giles Proctor, Chief Executive Officer**



# **D&I FRAMEWORK 2024**

**1**

**Our Staff**

**2**

**Our Students**

**3**

**Our Programmes**

**4**

**Our Governance**



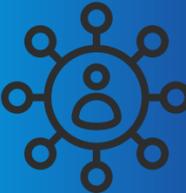
## Recruitment

We have improved our diversity of applicants for roles at the College over the last year, with a higher proportion of non-white applicants (51%) and those who declared a disability (10%). 20% of applicants were eligible for free-school meals.



## Diversity of staff

We have higher levels of disabilities and females across the staff team than national staff sets and slightly higher levels of ethnic diversity. The increase in diversity of applicants hasn't always translated into increases across the staff team. We will be developing blind recruitment and clearer data capture for 2025-26.



## Development & Culture

Through our annual inclusion and wellbeing survey we found that 89% of staff feel valued by the team and 84% believe that they bring their whole self to work. We have moved back to three whole team meetings a year based on feedback from the staff team and improving regular communications.



## Increasing cultural competency

We held 10 awareness sessions with staff throughout the year, a highlight being autism awareness training by Man Met. Topics included LGBTQ+ History month, Race Equality Week, East & Southeast Asian month, Islamophobia Awareness month, National inclusion month, and inclusive practice.

**79% of staff felt they increased their knowledge and understanding of disabilities and neurodiversity in 2024**

**89% of staff felt they increased their knowledge and understanding of under-represented groups in 2024**

**89% of staff feel comfortable having conversations about EDI at work**



## Student Recruitment

Continued to highlight different communities and important days through our marketing. Brought together diverse panels for careers events, highlighting experiences from different groups. Looking to improve imagery with range of ages.



## Student Wellbeing & Support

Students with reasonable adjustments feedback positively on our processes and support. New policy developed to strengthen this further. Law Care webinar offered to students. Mental health trained student services team and partnership with Spectrum to offer free counselling and wellbeing services. Pronouns option added to Learning Portal.



## Increasing access to profession

Awarded a further 7 scholarships in 2024, including through partnerships with Birmingham Law Society and the Law Society. A very high level of diversity in scholarship applicants and holders. 400 students took up postgraduate loan funding in 23/24. CEO attended SRA forums focusing on differential professional outcomes for students.



## Increasing students' cultural competency

Weekly student updates include information and resources across EDI themes, careers and communities to improve cultural competency and awareness. Religious observances policy in place.

**In last scholarship round, 28% of applicants considered they had a disability or health condition  
73% were non-white, and 56% 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 under-represented group than other postgraduate students. They have a broader age range and are more ethnically diverse.



## Learning Design & Delivery

Introduced Graduate Solicitor Apprenticeship Programmes as a way of supporting socially, mobile aspiring solicitors and enabling firms to improve their qualification pathways. Addition of more videos, guides and advice to support students.



## Supervisor Development

Increase in diversity in our supervisor team and information shared quarterly. More opportunity to share EDI information with supervisors has been identified.



## Inclusivity & Reasonable Adjustments

Updated guidance being shared with supervisors and academic team to support conversations about Reasonable Adjustments. Several team discussions held around inclusive practice and teaching.

**44% of students were from a non-white background**

**43% of students are over the age of 31**

**70% of our students are self-funding their studies**

# 4 Our Governance



## Programme Committee

The Programme Committee receives and shares reports on D&I progress and any EDI risks or impact on under-represented groups highlighted in programme development discussions.



## College's Board

Approves the EDI framework and annual report and receives reports against progress, including the annual data. Approved recommendations for focus into 2025.



## 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

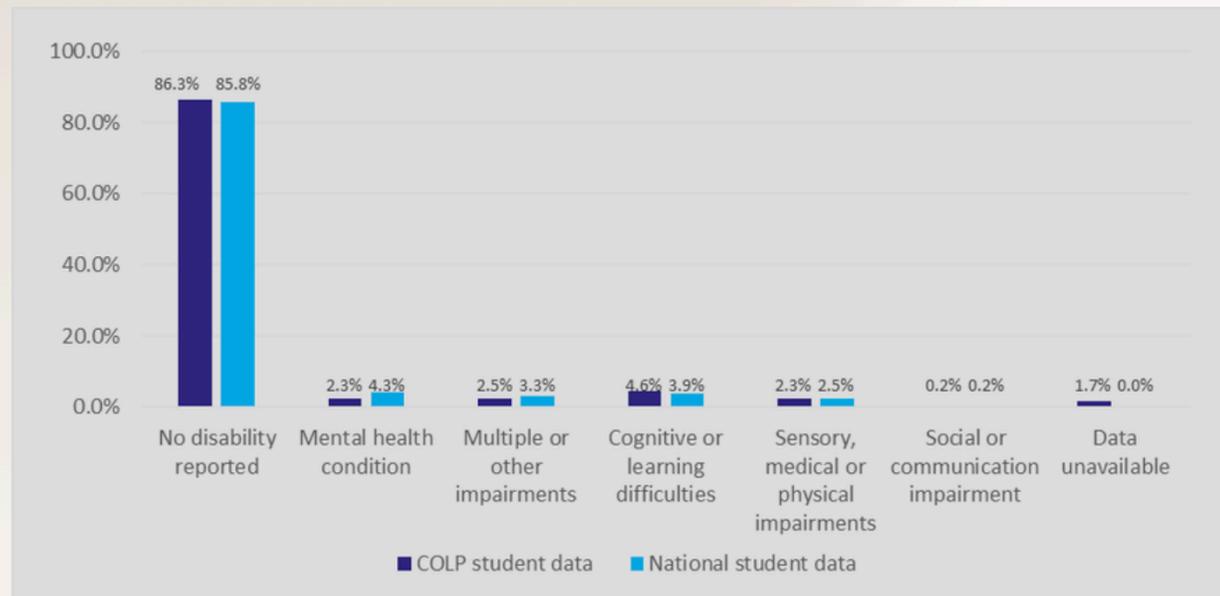
### Priorities for 2025:

- Digital accessibility, learning about lesser known/understood neurodiversities and communities
- Implementation of improved Reasonable Adjustments policy and process
- Build D&I information and opportunities into development of student community

# Student Data

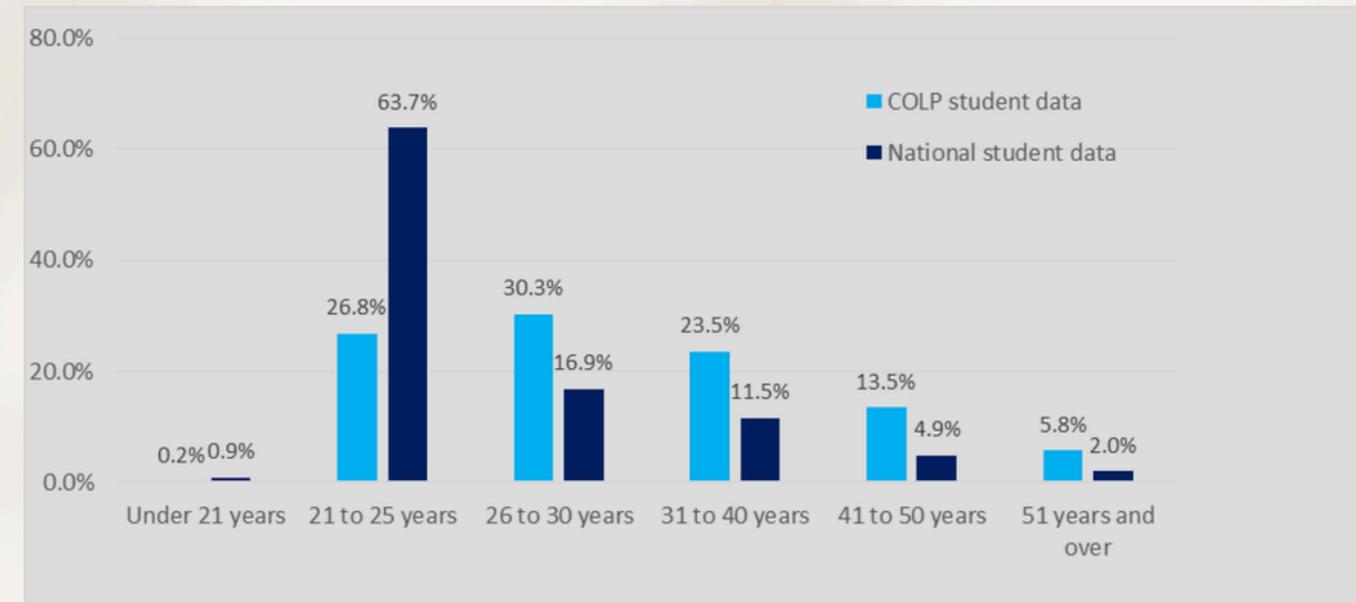
The graphs below show a comparison of COLP student demographics and the publicly available student data published by HESA. Samples sizes: COLP student data = 519 (unless otherwise indicated), 5-year average of national student data = 32840 (unless otherwise indicated). The HESA student dataset has been 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



The College's students reported similar levels of disability compared to the national dataset, with 87% and 86% reporting no disability respectively. An increased proportion of COLP's students reported multiple disabilities compared to last year

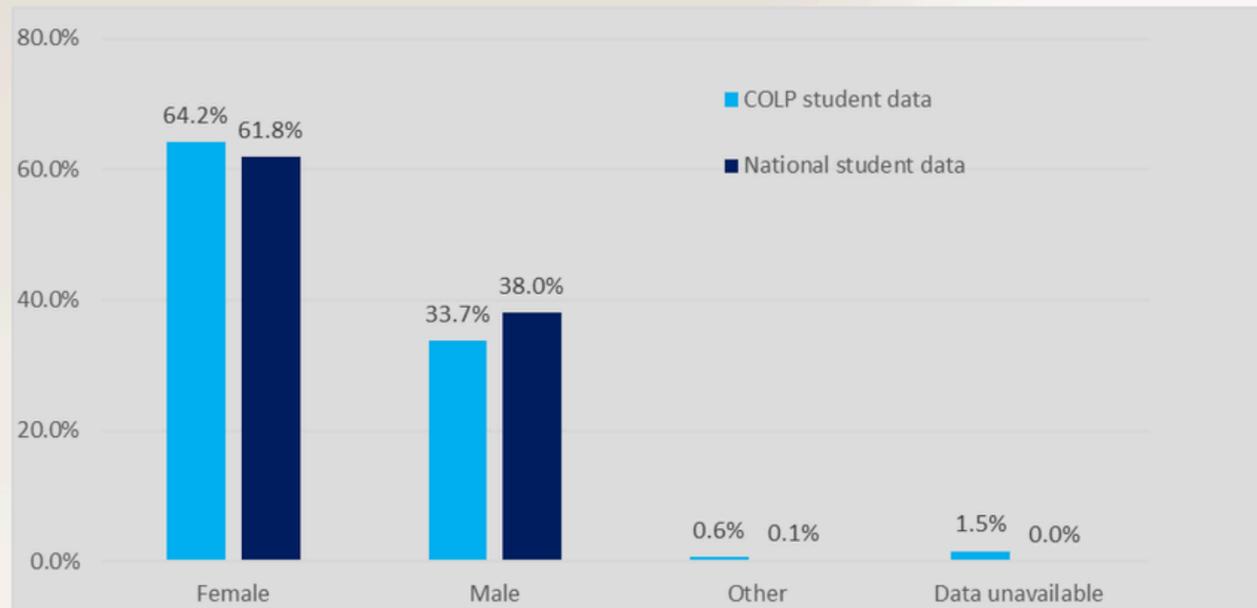
## Age



Students at the College of Legal Practice had a much broader age group distribution. 43% of COLP students were over the age of 31, compared with only 18% of the national dataset

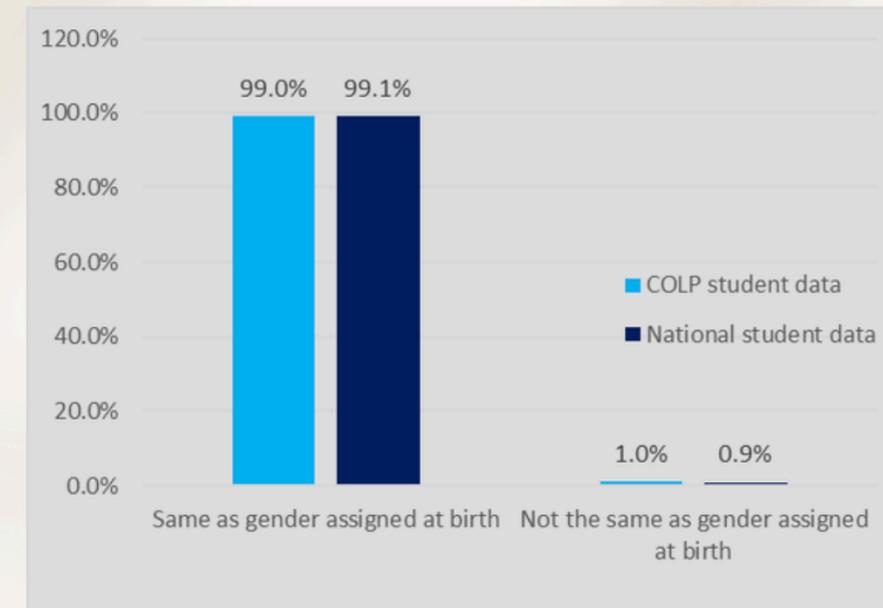
# Student Data

## Gender/Sex



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

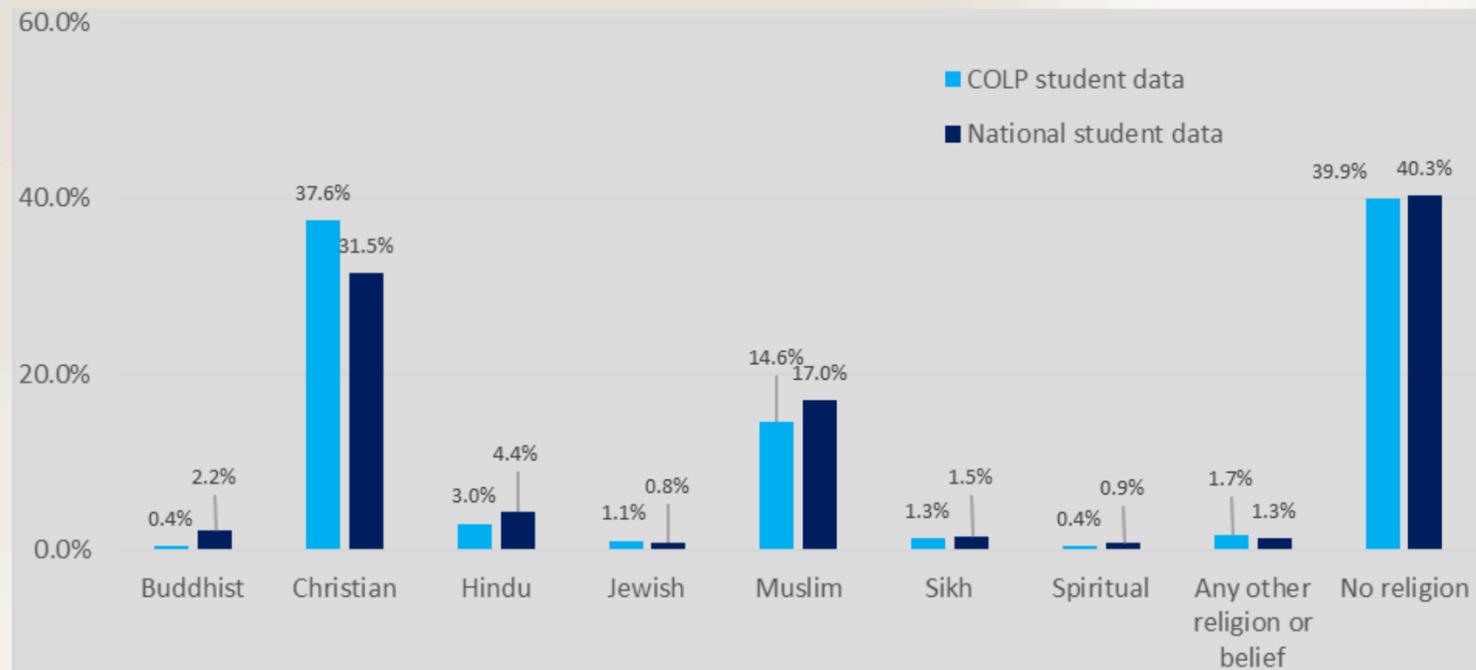
## Gender Identity (for those that disclosed)



College students were much more likely to provide an answer for the gender identity question, with nearly 42% of the national data choosing not to respond compared with just under 2% of College students

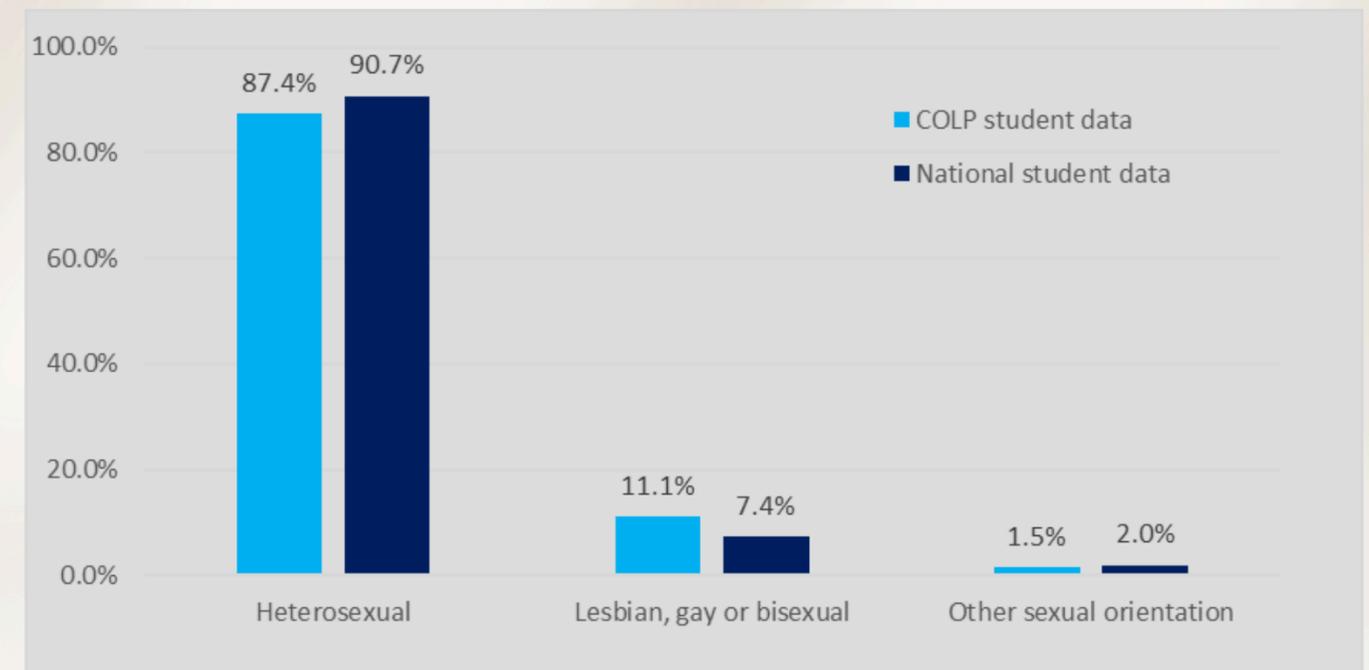
# Student Data

## Religion



College students were more likely to disclose information around religious beliefs – with COLP’s non-response rate at 5.0% and national non-response rate at 20.8%. For COLP, “No religion” has now surpassed “Christian” as the most commonly reported belief, with proportions reported more in line with those of the national dataset

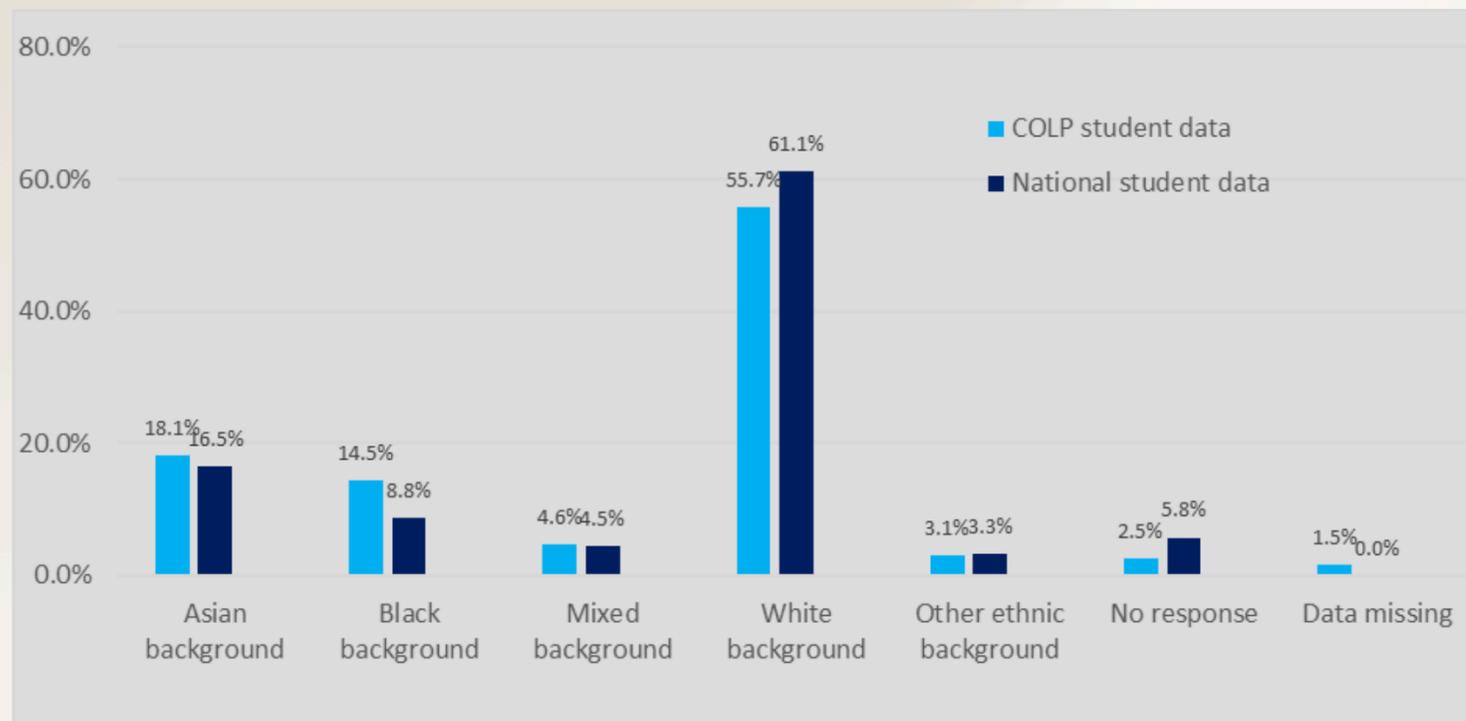
## Sexual Orientation



College students were more likely to disclose information around sexual orientation – with COLP, non-response rate at 8.3% and national non-response rate at 35.8%. When looking at data subsets, where students had disclosed a sexual orientation, students reported similar proportions across categories

# Student Data

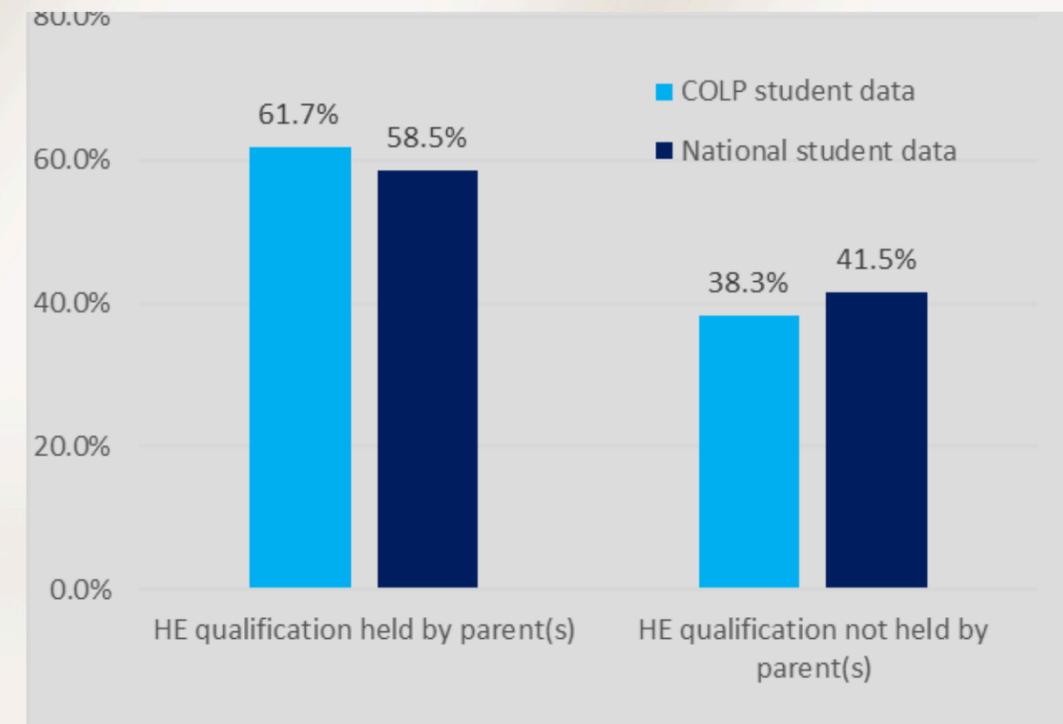
## Ethnic Origin



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

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***