



Law Society
of Scotland



Profile of the Profession 2018

December 2018





Contents

Foreword from President	3
Executive summary	5
1. Introduction and context	10
2. Profile of respondents	13
3. Earnings and bonuses	41
4. Partnership and career aspirations	47
5. Work patterns	60
6. Discrimination, bullying, harassment and sexual harassment	71
7. Views on future actions by the Law Society of Scotland and others	90

Foreword from President

The publication of the 2018 Profile of the Profession report is a landmark for the Law Society of Scotland and for the legal profession. With over 2700 full responses, it's the biggest survey of its kind in Scotland. It gives us unique insight; lets us hear directly from solicitors and accredited paralegals about their experiences; and allows us to hear collectively what the profession wants to see changed. This enables us to better understand the issues affecting the legal profession and helps us to define ways to tackle these underlying problems.

I am proud that we choose to look so closely at the issue of equality and diversity and proud of the steps we have taken over the past five years to improve matters and proud of the actions we have set out for next five years.

I do have mixed emotions about the survey results. Pleased on the one hand that while there is still more to do, we have made real progress in many areas of equality and diversity, but I am also saddened that any member of the legal profession has experienced bullying or discrimination.

For example, I was pleased that the results show that the gender pay gap within the profession has reduced from 42% in 2013 when the Profile of the Profession research was last carried out to 23% in 2018. I was also heartened to read that the majority of respondents felt that they were or mostly were achieving a reasonable work-life balance.

But I was saddened that 20% of respondents had at some stage personally experienced discrimination in the profession in the past five years. There is no place in the profession for discrimination.

We want the Scottish legal profession to be diverse and fair, accessible to anyone with drive and talent who dreams of joining the legal profession, regardless of their background. We want people who join the legal profession to have a long, fulfilling career.

That's why we have worked with law firms and other employers to promote the benefits of flexible working, created equality and diversity standards, launched our wellbeing project and set up the Lawscot Foundation to support young people from disadvantaged backgrounds through their legal education journey.

We have set out 28 recommendations to address equality and diversity issues within the profession which includes continuing to work with employers, representative groups such as the Glass Network, Women in Law Scotland and SEMLA, as well as our members to ensure we stamp out bullying and discrimination in the legal profession.

I would like to thank the individual solicitors and accredited paralegals who took the time to fill in the survey. Every single respondent to this survey deserves our gratitude. It is only through the data we gather over a number of years that we can see where progress is being made and where there is more work to be done.



I want to thank the members of the Law Society of Scotland Equality and Diversity Committee who show their commitment and give their time freely to help us make our profession a place where all who have the talent, drive and knowledge can thrive. In particular, I would like to thank Iain Burke who has chaired that committee for the past three years and under whose leadership huge steps were made and to our newly appointed convener Susan Murray who I know is already excited to take our work in this area to new levels.

We won't move forward on these issues just by talking about it. We need to push for the adoption of robust policies and procedures by employers. As the professional body for solicitors and accredited paralegals, we will redouble our efforts on the work we carry out to ensure that the legal profession is a place where all people, regardless of background, can flourish.

Alison Attack

President

Law Society of Scotland

Executive summary

The Law Society of Scotland's Profile of the Profession 2018 survey was open from May to June 2018. The survey sought the views of practising and trainee solicitors, non-practising members, those retained on the roll and Accredited Paralegals.

Prior to the 2018 survey, a Profile of the Profession survey was last conducted in 2013. Wherever appropriate and where relevant comparators within previous POP surveys were available, these have been included in this report to assist understanding of how the profession has changed over time.

Rocket Science was provided with anonymous data on the solicitor profession from the Registrars Department of the Law Society to calculate response rates and compare respondent data to that of the wider profession.

Responses to questions, eg on pay and progression within the profession, have been analysed by protected characteristics where there was sufficient data and where anonymity could be preserved.

Having analysed the data, the key messages are:

- The majority of respondents have considered leaving the profession in the last five years
- Work-life balance in the profession for those who responded to the survey could be improved
- There continues to be progression issues related to gender and ethnicity
- Respondents report a perception that discrimination, bullying, harassment and sexual harassment occur frequently in the profession
- A third of LGBT+ respondents were not, or would not be, entirely comfortable being out at work
- The majority of respondents think there have been improvements in gender equality
- Many respondents with disabilities who required an adjustment had either not been provided with a reasonable adjustment or were too apprehensive about the response to request an adjustment.

Key messages:

The majority of respondents have considered leaving the profession in the last five years

- 54% of respondents have considered leaving the profession in the past five years. Respondents most frequently cited their work-life balance as a reason for considering leaving the profession.
 - While 30% of respondents who were trainees have considered leaving the profession, this figure was 69% for those who have been qualified for six-ten years.
 - Respondents most frequently felt that achieving an improved work-life balance was their most important career aspiration over the next five years. This was followed by the aspiration for promotion or progression.
 - A higher proportion of female than male respondents had considered leaving the profession across categories of time since qualification, except 31+ years PQE.
-



Work-life balance
in the profession
for those who
responded to the
survey could be
improved

- 24% of respondents felt that they **were**, and a further 49% of respondents felt that they **mostly were**, achieving a reasonable work-life balance.
- 83% of respondents stated that they worked some hours in addition to their contracted hours and 92% of those who work additional hours are never paid overtime.
- The percentage of respondents who have access to flexible working has reduced since 2013. Having access to flexi-time appears to have an impact on respondents feeling that they are achieving a reasonable work-life balance: 87% of those who have access to flexi-time and feel comfortable to use it feel that they are or mostly are achieving a reasonable work-life balance compared to 68% of those who do not have access to flexi-time.
- 83% of respondents felt that women leave the profession in their 30s and 40s for a better work-life balance elsewhere.

There continues to
be progression
issues related to
gender and
ethnicity

- A higher proportion of female than male respondents spent longer as a senior associate or similar level below partnership before becoming a partner.
- For both annual earnings and expected bonuses, a higher proportion of male than female respondents earn higher incomes.
- A higher proportion of White Scottish or British respondents earned over £60,000 when compared with White – Other and All other ethnic groups.



Respondents report a perception that discrimination, bullying, harassment and sexual harassment occur frequently in the profession

- 20% of respondents had at some stage personally experienced discrimination in the profession.
- A higher proportion of female respondents had personal experience of bullying, harassment and sexual harassment over the past five years compared with male respondents.
- 44% of respondents felt that bullying was either **systemic** or **frequently occurred** in the legal profession.
- Respondents provided suggestions of actions which could address discrimination and harassment in the legal profession (see Chapter 6).

A third of LGBT+ respondents were not, or would not be, entirely comfortable being out at work

- 22% of respondents said they would be comfortable being out to a **certain amount or limited group** of people and 11% said they would **not at all** be comfortable being out at work about their sexual orientation.

The majority of respondents think there have been improvements in gender equality

- Just under 80% of respondents thought that gender equality in the profession had improved either to some extent or to a great extent in the last five years.



Experience of
respondents with
disabilities

- 37% of respondents with disabilities who required an adjustment had either not been provided with a reasonable adjustment or were too apprehensive about the response to request an adjustment.

1. Introduction and context

The Law Society of Scotland's Profile of the Profession 2018 survey was open from May to June 2018. The survey sought the views of practising and trainee solicitors, non-practising members, those retained on the roll and Accredited Paralegals.

Respondents were provided with the following information:

To assist the Law Society in effectively supporting and representing members of the profession, it is important to understand the current composition and demographic profile of the membership and your views and concerns.

The findings will be used to create an up-to-date demographic profile of the profession and to assist with policy creation and future projects that may be identified from the results of the research.

Prior to the 2018 survey, a Profile of the Profession survey was last conducted in 2013. Where possible, 2013 survey results have been analysed alongside 2018 results to highlight areas of stability and change. In some instances, due to rounding, percentages will not add up to exactly 100%.

Rocket Science was provided with anonymous data on the solicitor profession from the Registrars Department of the Law Society to calculate response rates and compare respondent data to that of the wider profession.

Previous survey results have helped the Law Society to¹:

- Develop and promote its equality and diversity standards to practice units
- Undertake further, more detailed research into specific areas, including a transgender experience case study, perceptions and impacts of working patterns within the legal profession, and experiences of established legal professionals within the profession
- Focus on gender equality in the legal profession by publishing the sector gender pay gap in 2015 and running a year-long 'conversation on progression' in 2016
- Use its better understanding of the experiences of parents in the profession, hosting events for those returning to work, and publishing well-received parents in the profession guidance.

¹ <https://www.lawscot.org.uk/research-and-policy/equality-and-diversity/research/profile-of-the-profession/>

A total of 2,746 individuals provided a complete response to the 2018 Profile of the Profession survey.

Response rates:

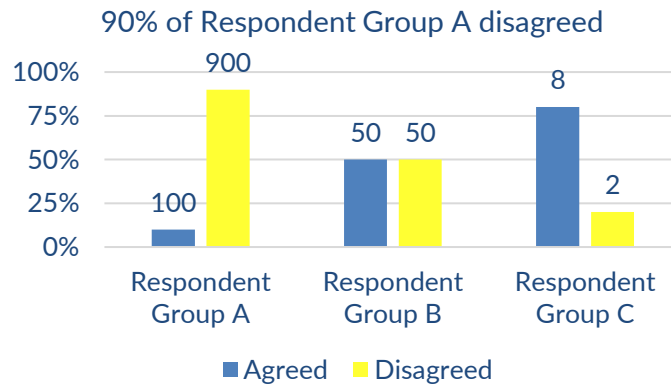
Type	Total	Respondents	Response rate
Accredited Paralegals and Trainee Accredited Paralegals	502	184	37%
Trainees	1,056	230	22%
Solicitors	11,779	2,140	18%
Retained on the roll and Non-Practising Members	2,499	53	2%

Additional respondents:

Type	Respondents
Not working – Qualified solicitor but not retained	5
Other sectors - Other	33
Other legal professionals	97

The viewpoints expressed in this report are those which were submitted to the 2018 Profile of the Profession survey and do not necessarily reflect the views of Rocket Science UK Ltd or the Law Society.

How to read the bar graphs



The above is an example of the style of bar graph which is used throughout this report. Both the numbers of respondents and percentages are represented on the graph.

The numbers at the end of the bars are the total number of survey respondents that selected the answer. On the axis on the left-hand side it is possible to see the percentage of each group type that selected each answer.

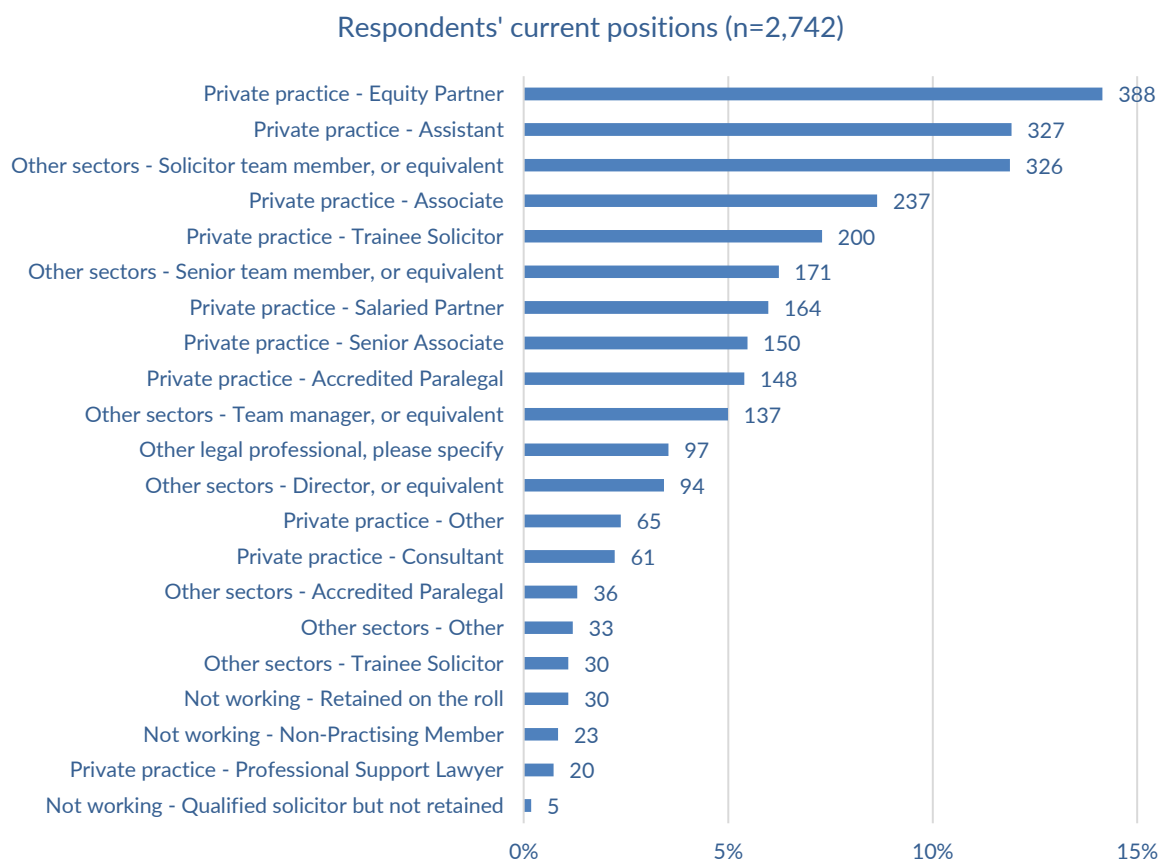
This provides useful context for graphs, eg 10% of Respondent Group A selected 'Agreed' corresponding to 100 respondents (1,000 respondents in total in Group A), compared to 80% of Respondent Group C corresponding to eight respondents (10 respondents in total in Group C).

2. Profile of respondents

Working in the legal profession

Respondents were asked whether they were currently working in the legal profession. 97% (n=2,640) stated that they were working in the legal profession, while 3% (n=93) were not.

Current position within a firm or organisation



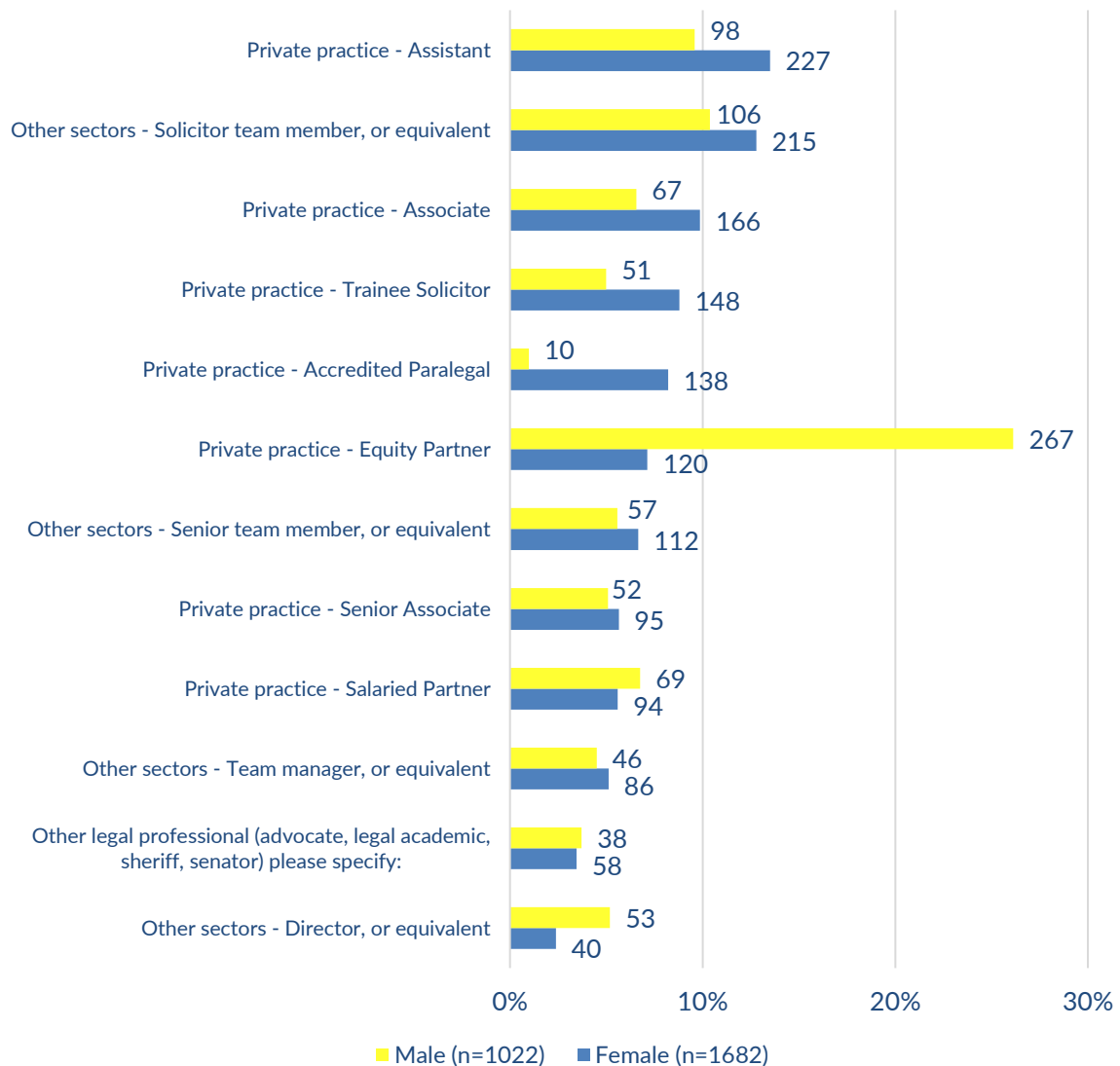
The largest respondent group was those working in Private practice as an equity partner, at 14% (n=388). 4% of respondents (n=97) selected the open text option 'other legal professional (advocate, legal academic, sheriff, senator) please specify'. Responses in this category included:

- Legal academic or lecturer
- In-house professional
- Solicitor in Private practice
- Advocate
- Consultant
- Working in a policy role
- Procurator fiscal
- Sheriff or judge

Gender and current position

An analysis of the most frequently described positions by gender highlights the following:

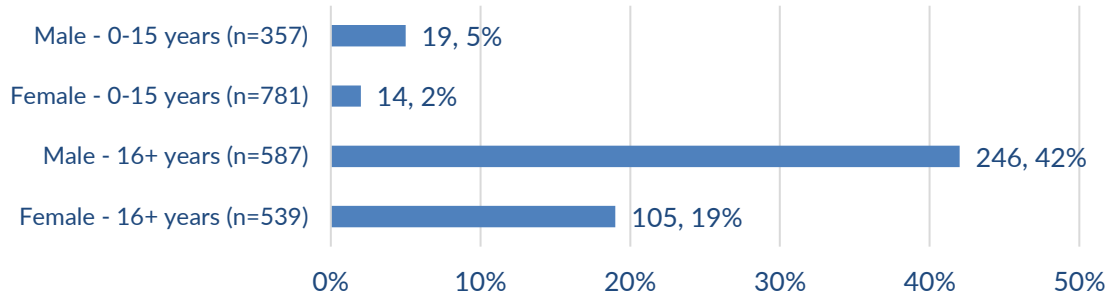
The greatest difference in proportions between genders is in Private practice equity partners, where 26% (male) compares to 7% (female)



A significantly higher proportion of male respondents than female respondents were equity partners. Amongst female respondents, 8% were Accredited Paralegals (n=138), compared to 1% for male respondents (n=10).

An examination of female and male respondents who were equity partners by the length of time since their traineeship highlights the following:

Amongst male respondents who completed their traineeship or apprenticeship more than 16 years ago, 42% were equity partners, compared to 19% for female respondents

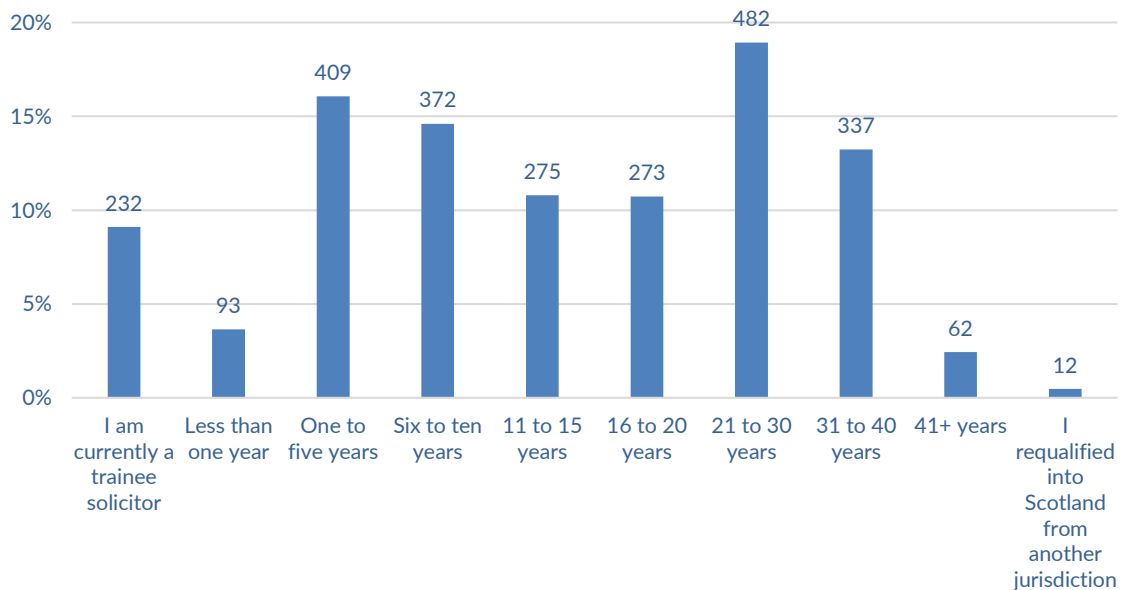


Amongst those who completed their traineeship or apprenticeship between zero and 15 years ago, 5% of male respondents were equity partners, compared to 2% of female respondents.

Completion of a traineeship or apprenticeship

Respondents were asked to provide information about how many years ago they completed their traineeship or apprenticeship, whether or not they had worked in law since:

Just under one-fifth of respondents qualified between 21 and 30 years ago (n=2,547)



Description of main employment or employer

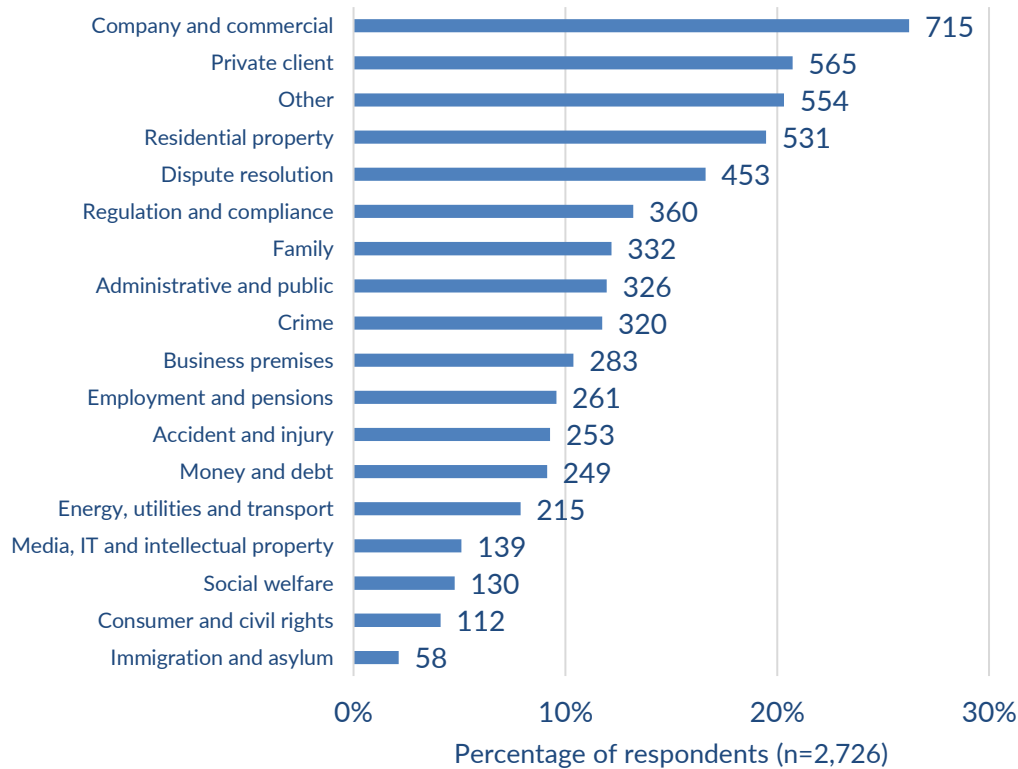
Over a third of respondents (34%, n=942) worked in Private practice, in an organisation with 16 or more partners. This proportion is similar to Profile of the Profession survey data collected in 2013, where 35% identified this type of employment. Additional categories of employment were added in 2018, which may explain variation between the two surveys.

Employment/Employer	2013 (n=3,075)	2018 (n=2,738)
Sole Practitioner	6%	6%
Private practice - two to five partners	21%	17%
Private practice - six to ten partners	8%	6%
Private practice – 11 to 15 partners	3%	2%
Private practice - 16 or more partners	35%	34%
Private practice - Other	N/A	1%
Other sectors - Local government	6%	7%
Other sectors - Central government (Scottish or UK)	3%	4%
Other sectors - COPFS	3%	4%
Other sectors - Other public body	4%	1%
Other sectors - Charity sector	1%	1%
Other sectors - Commercial organisation	7%	6%
Other sectors - Higher or further education	1%	1%
Other sectors - Other	2%	1%
Other sectors - Professional and regulatory bodies	N/A	2%
Other sectors - Financial services organisation	N/A	3%
Not working - Career break	N/A	0%
Not working - Unemployed	N/A	0%
Not working - Retired	N/A	1%
Not working - Sabbatical	N/A	0%

Areas of law

Survey respondents were asked to indicate all areas that they currently worked in:

Over a quarter of respondents selected 'company and commercial' as an area of law that they currently worked in

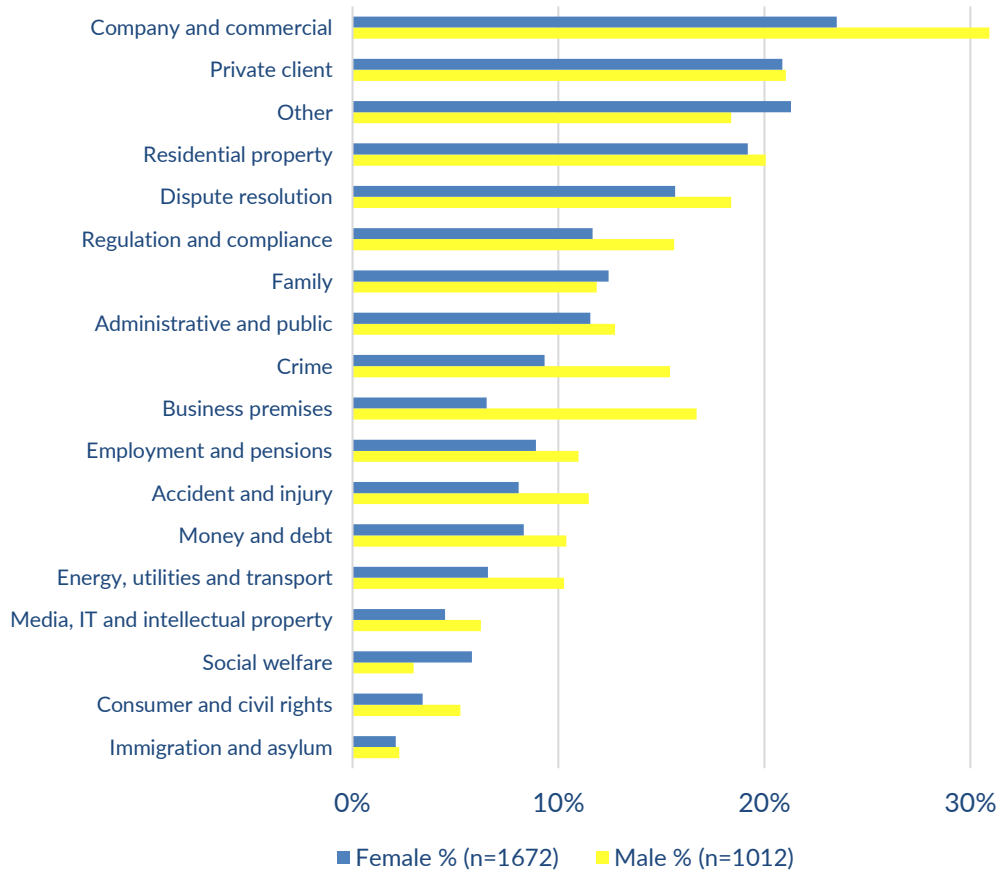


One-fifth of respondents (n=554) provided an additional area of law. These included:

- Agricultural, rural and environmental
- Charities
- Property and real estate
- Banking, financial and investment
- Construction
- Education
- EU law
- Housing
- Insurance
- Licensing
- Mental health
- Planning

Gender and areas of law

A significantly higher (>5%) proportion of male than female respondents currently work in 'company and commercial' law, 'crime' and 'business premises'



The top five areas of practice for male and female respondents were as follows:

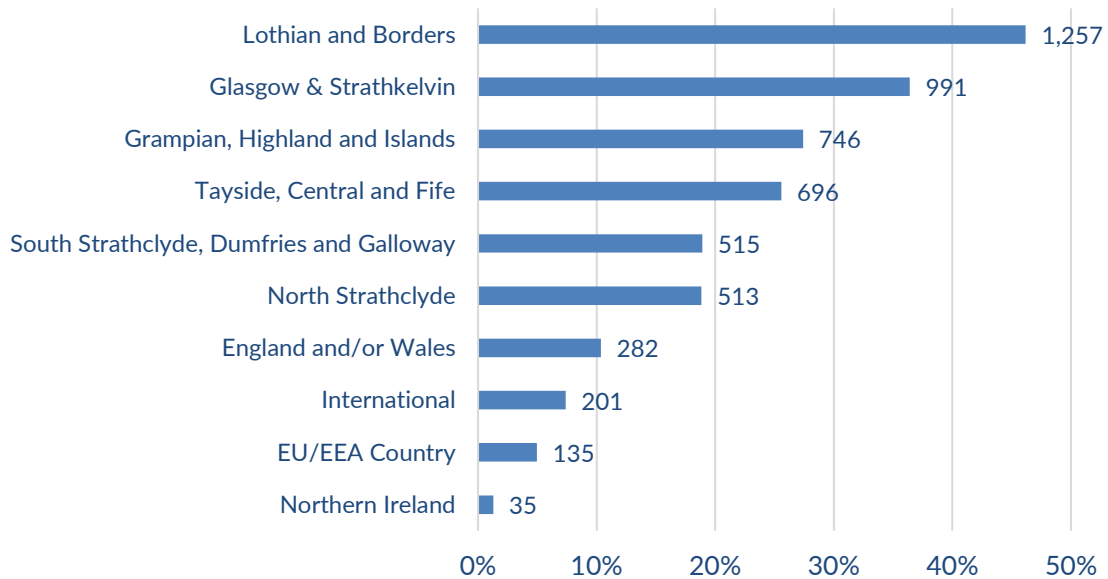
Male respondents	Female respondents
1. Company and commercial (31%, n=313)	1. Company and commercial (24%, n=393)
2. Private client (21%, n=213)	2. Other (21%, n=356)
3. Residential property (20%, n=203)	3. Private client (21%, n=349)
4. Dispute resolution (18%, n=186)	4. Residential property (19%, n=321)
5. Other (18%, n=186)	5. Dispute resolution (16%, n=262)

Sheriffdom(s) or geographical area(s) of work

Respondents were asked to provide information about the sheriffdom(s) or geographical area(s) that they worked in and could select more than one area. Of those who provided information about the sheriffdoms or geographical areas in which they worked:

- 71% worked in one area
- 17% worked in between two and five areas
- 12% worked in between six and ten areas

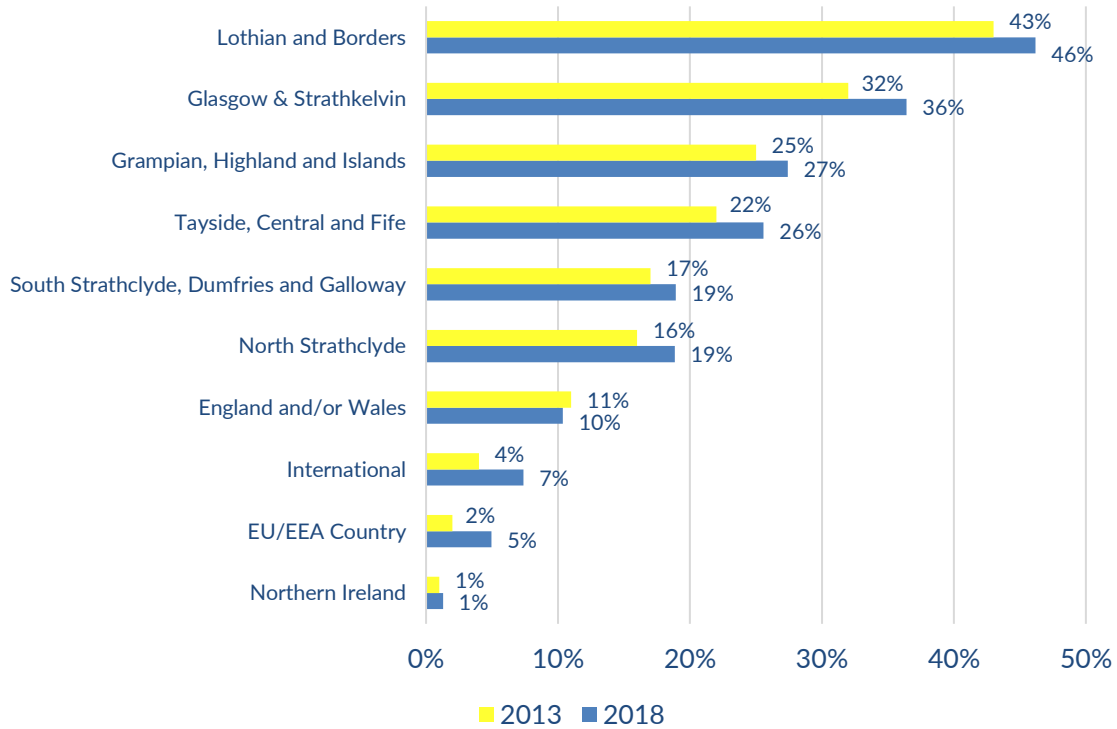
Just under half of respondents worked in Lothian and Borders (n=2,722)



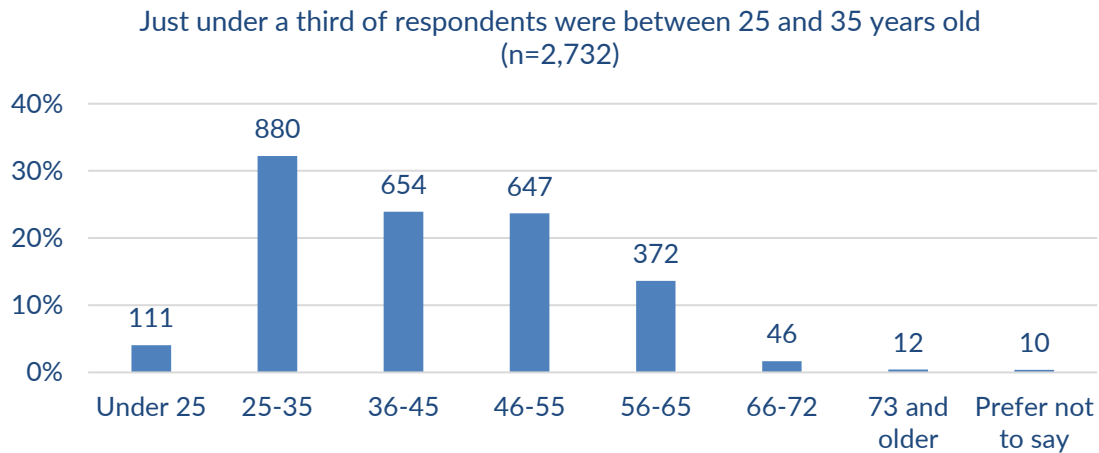
46% of respondents stated that they worked in Lothian and Borders and 36% in Glasgow and Strathkelvin, making these the two most frequent locations. The above survey findings agree with Registrars data which shows Lothian and Borders, Glasgow and Strathkelvin and Grampian, Highland and Islands to be the areas in which legal professionals most frequently work.

A comparison with 2013 data shows the following:

Comparison between sheriffdom(s) or geographical area(s) where respondents worked from 2013 and 2018. It was possible to select more than one answer option



Age of respondents



The above survey findings broadly agree with Registrar data which shows that 32% of all solicitors in Scotland are aged between 26 and 35, 26% are between 36 and 45, 23% are between 46 and 55 and 15% are between 56 and 65.

Age of qualification

Respondents most frequently qualified between the ages of 23 and 26 years old (62%, n=1,581). This compares to a proportion of 73% in 2013. 83% of respondents qualified before they were 30 years old (n=2,118):

Age of qualification	Frequency	Percentage
Under 23	232	9%
23-26	1,581	62%
27-29	305	12%
30-34	164	6%
35+	136	5%
N/A	133	5%
Total	2,551	100%

Gender identity and sexual orientation

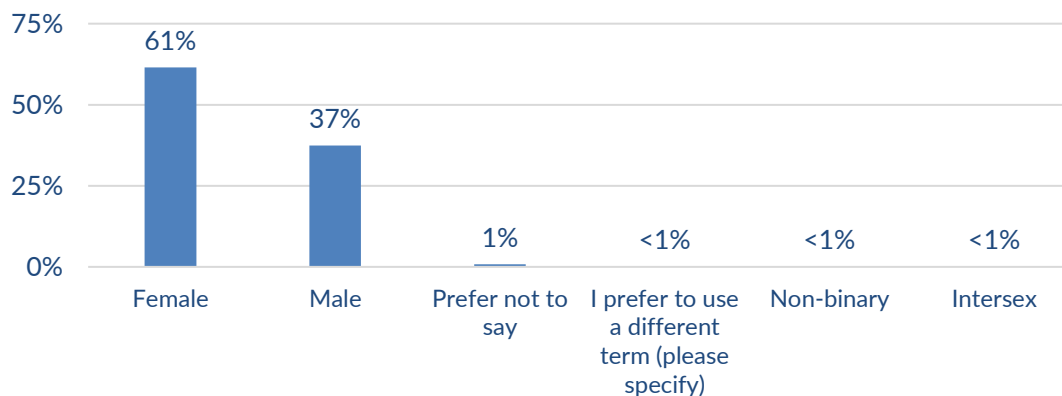
61% of respondents identified as female (n=1,682), 37% identified as male (n=1,024), 1% (n=23) stated that they would prefer not to say their gender identity, and less than 1% identified as intersex, non-binary, or a different term (n=2, n=2 and n=3 respectively).

Eight respondents identified as transgender and 25 respondents stated that they would prefer not to say.

In comparison, Registrar data shows that:

- 53% of all solicitors, those retained on the roll and non-practising members identify as female and 47% identify as male
- 94% of Accredited Paralegals and Trainee Accredited Paralegals identify as female and 6% identify as male
- 67% of trainees identify as female and 33% identify as male

Respondents most frequently described their gender identity as female
(n=2,736)



Amongst those respondents who identified as transgender or preferred not to say, and those respondents who described their gender identity as non-binary, intersex, a different term or preferred not to say:

- 33% stated that they were, or would be, comfortable being out at work about their gender identity **to all**
- 8% were or would be comfortable being out at work about their gender identity to **a certain amount/limited group of people**
- 54% said that they would **prefer not to say** whether they felt comfortable
- 5% said they would **not at all** be comfortable being out at work about their gender identity

91% of respondents described their sexual orientation as heterosexual or straight (n=2,487), 4% preferred not to say (n=101), 3% as gay man (n=73), 2% as bisexual (n=44) and 1% as lesbian (n=20). Less than 1% of respondents preferred to use a different term or identified as pansexual or asexual.

A lower proportion of respondents identified as heterosexual or straight when compared with 2013:

	2013	2018
Heterosexual/straight	94%	91%
Lesbian, gay man, bisexual or other	3%	5%
Prefer not to answer the question	3%	4%

Amongst those who described their sexual orientation as gay man, lesbian, bisexual, pansexual, asexual, a different term or preferred not to say:

- 40% (n=100) said they were, or would be, comfortable being out at work about their sexual orientation **to all**
- A further 22% (n=54) said they would be comfortable being out to a **certain amount/limited group of people**
- 27% (n=66) stated they would prefer not to answer the question
- 11% (n=28) said that they would **not at all** be comfortable being out at work about their sexual orientation

Ethnicity

Ethnic group

84.6% of respondents described their ethnic group as White – Scottish. Amongst the general population, this figure is 84%². In the 2013 Profile of the Profession, 86% of survey respondents described their ethnic group as White – Scottish.

In addition:

- 7.4% of survey respondents described their ethnic group as White – Other British; this figure is 7.9% amongst the general population³
- 1.2% of the general population is Polish⁴; however, this figure was less than 0.001% amongst survey respondents
- 2.7% of the general population is Asian,⁵ compared to 1.7% amongst survey respondents, suggesting some under-representation of this group in the legal profession.

Respondents most frequently described their ethnic group as the following:

Ethnic group	%, count
White - Scottish	85%, n=2,320
White – Other British	7%, n=204
Other White ethnic group	2%, n=51
White – Irish	1%, n=41
Other ethnic group	1%, n=40
Pakistani, Pakistani Scottish or Pakistani British	1%, n=27
Mixed or multiple ethnic groups	1%, n=27

² <http://www.scotlandscensus.gov.uk/documents/censusresults/release2a/rel2asbfigure2.pdf>

³ Ibid.

⁴ Ibid.

⁵ Ibid.

Less than 1% of respondents identified their ethnic group as:

- Chinese, Chinese Scottish or Chinese British
- Indian, Indian Scottish or Indian British
- Arab, Arab Scottish or Arab British
- White – Polish
- White – Gypsy/Traveller
- African, African Scottish or African British
- Caribbean, Caribbean Scottish or Caribbean British
- Black, Black Scottish or Black British
- Bangladeshi, Bangladeshi Scottish or Bangladeshi British
- Asian, Asian Scottish or Asian British – Other.

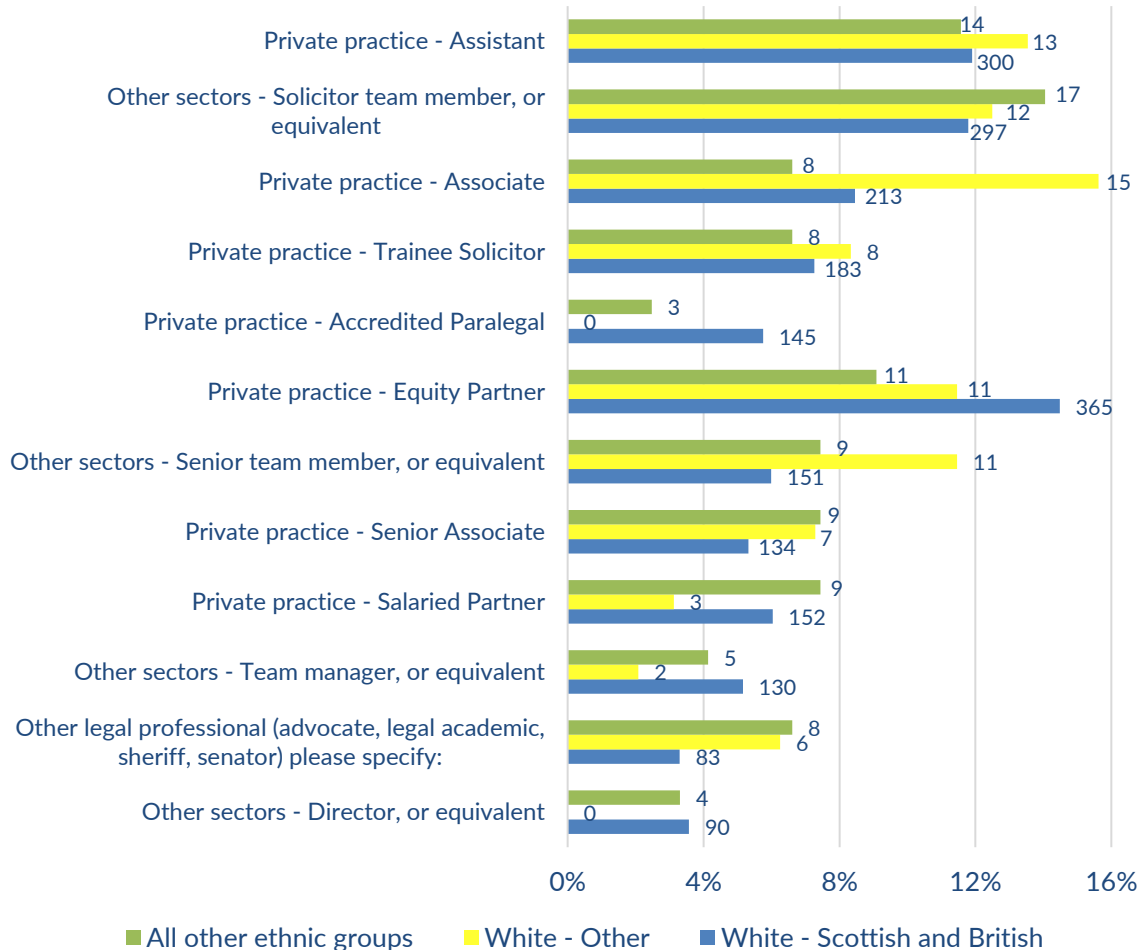
A comparison between 2013 and 2018 data shows similar proportions of white and other ethnic group respondents:

Ethnic group	2013	2018
White - Scottish, British, Irish, Gypsy/Traveller, Polish, Other white ethnic group	96%	96%
Any other ethnic group	2%	4%
Did not specify	1%	N/A

Ethnicity and current position

An analysis of the most frequently described positions by ethnicity highlights:

A higher proportion of White Scottish and British respondents were equity partners when compared with the other two groups



A higher proportion of 'White Scottish and British' respondents were equity partners compared with the other two groups. A higher proportion of 'All other ethnic groups' respondents were salaried partners and solicitor team members in other sectors. Amongst 'White – Other' respondents, a higher proportion were senior team members in other sectors when compared to the other two groups.⁶

⁶ 'White – Other' includes: 'White – Polish', 'White – Irish', 'White – Gypsy/Traveller' and 'Other white ethnic group'.

'All other ethnic groups' includes: 'African, African Scottish or African British', 'Arab, Arab Scottish or Arab British', 'Asian, Asian Scottish or Asian British – Other', 'Bangladeshi, Bangladeshi Scottish or Bangladeshi British', 'Black, Black Scottish or Black British', 'Caribbean, Caribbean Scottish or Caribbean British', 'Chinese, Chinese Scottish or Chinese British', 'Indian, Indian Scottish or Indian British', 'Mixed or multiple ethnic groups', 'Other ethnic group' and 'Pakistani, Pakistani Scottish or Pakistani British'.

Disability

Respondents were provided with the following information:

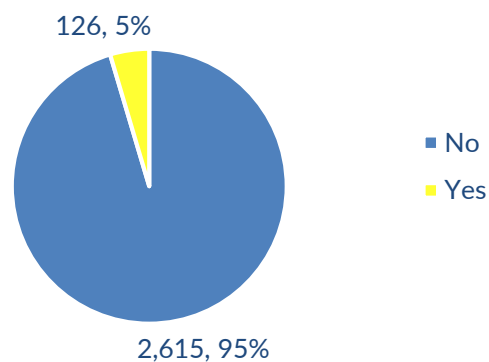
Section 6 of the Equality Act 2010 sets out the circumstances in which a person is considered 'disabled'. It says:

A person (P) has a disability if:

- (a) P has a physical or mental impairment, and
- (b) the impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities

In consideration of the above:

5% of respondents considered themselves to have a disability (n=2,741)



In 2013, 4% of respondents considered themselves to have a disability.

In 2018, of those who considered themselves to have a disability:

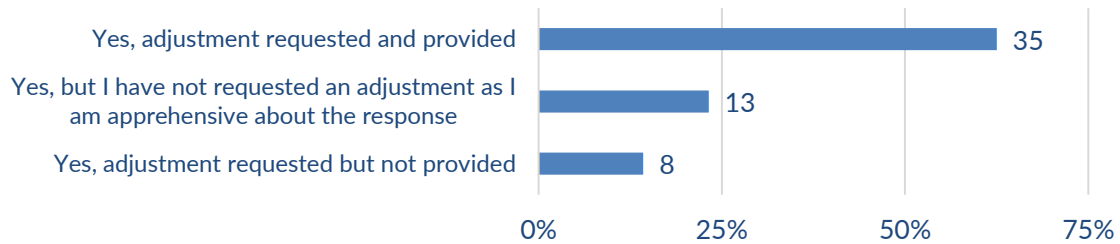
- 37% had a long-term illness, disease or condition (n=46)
- 21% had a physical disability (n=27)
- 13% had stress and anxiety (n=17)
- 13% had deafness or partial hearing loss (n=17)
- 10% had a learning difficulty eg dyslexia (n=12)
- 9% had another mental health condition (n=11)

Fewer than ten respondents identified themselves as having another condition or disability, blindness or partial sight loss, development disorder, learning disability or preferred not to say.

Those who considered themselves to have a disability were asked whether they required reasonable adjustments to be made. 46% (n=57) stated that they **did not** need an adjustment, 45% (n=56) identified that they **did** need an adjustment and a further 9% (n=11) preferred not to say.

Of those who **did** need an adjustment:

Of those who did need an adjustment, 63% requested and were provided with an adjustment (n=56)



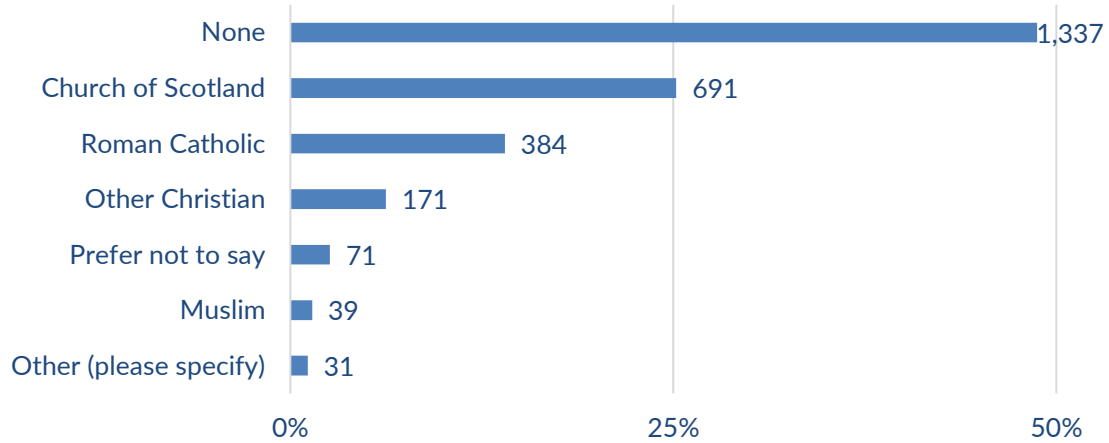
The remaining 37% either requested an adjustment which was not provided, or had not requested an adjustment due to being apprehensive about the response.

Amongst those who requested and were provided with an adjustment, these included:

Changes to working hours, leave or location	Four-day working week
	Additional days of sick leave
	Home working
	Flexible hours
Changes to equipment or facilities	Adapted computer or telephone equipment
	Trolley to move files
	Standing desk
	Allocated parking
	Location of desk or office
	Hearing aids
	Speech recognition or translation software
Changes to role	Reduced roles to relieve anxiety
	Dividing up project work with other colleagues

Religion

Just under half of respondents selected 'none' when asked about belonging to a religion, religious denomination or body (n=2,473)



Less than 1% of respondents described themselves as Jewish, Sikh, Hindu or Buddhist.

49% of respondents indicated that they did not belong to a religion, religious denomination or body, compared to 46% in 2013. In addition, 25% described belonging to the Church of Scotland, compared with 30% in 2013.

Legal marital or civil partnership status

Respondents most frequently indicated that they were married (59%, n=1,627).

Legal marital or civil partnership status	2013	2018
Married	63%	59%
Never married and never registered a same-sex civil partnership	30%	20%
Cohabiting	N/A	12%
Divorced	4%	3%
Separated, but still legally married	2%	2%
Prefer not to say	N/A	2%
Widowed	1%	1%
In registered same-sex civil partnership	1%	<1%
Surviving partner from a same-sex civil partnership	N/A	<1%

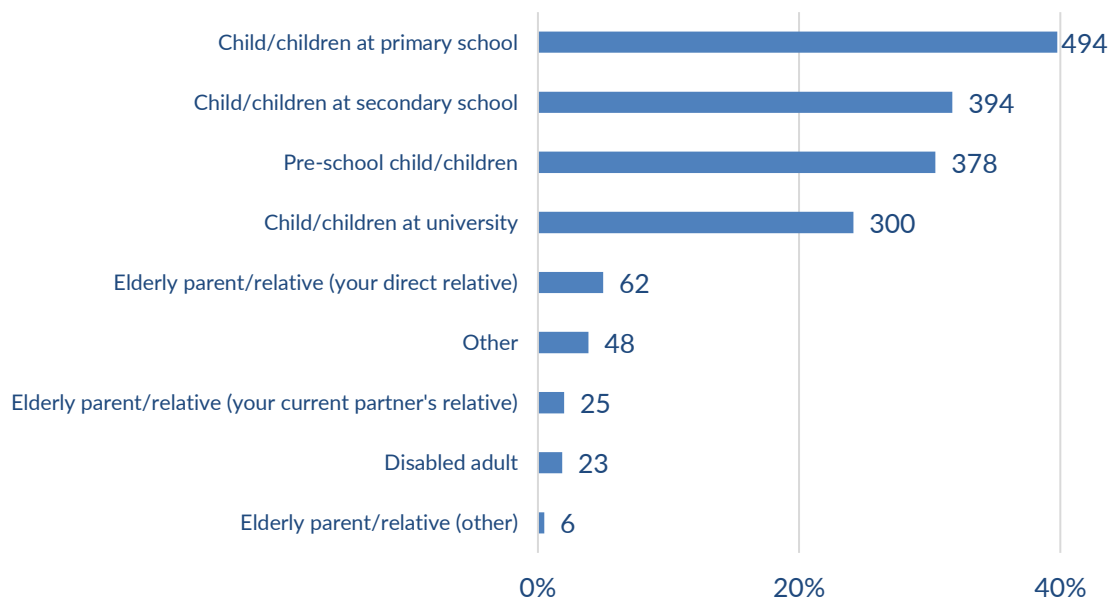
Dependants

45% of respondents stated that they **did** have dependants (n=1,245), while 55% stated that they **did not** (n=1,496).

Types of dependants

Of those who did have dependants, these were most likely to be a child or children:

Dependants were more likely to be a child or children than disabled adult or elderly relative (n=1,242)

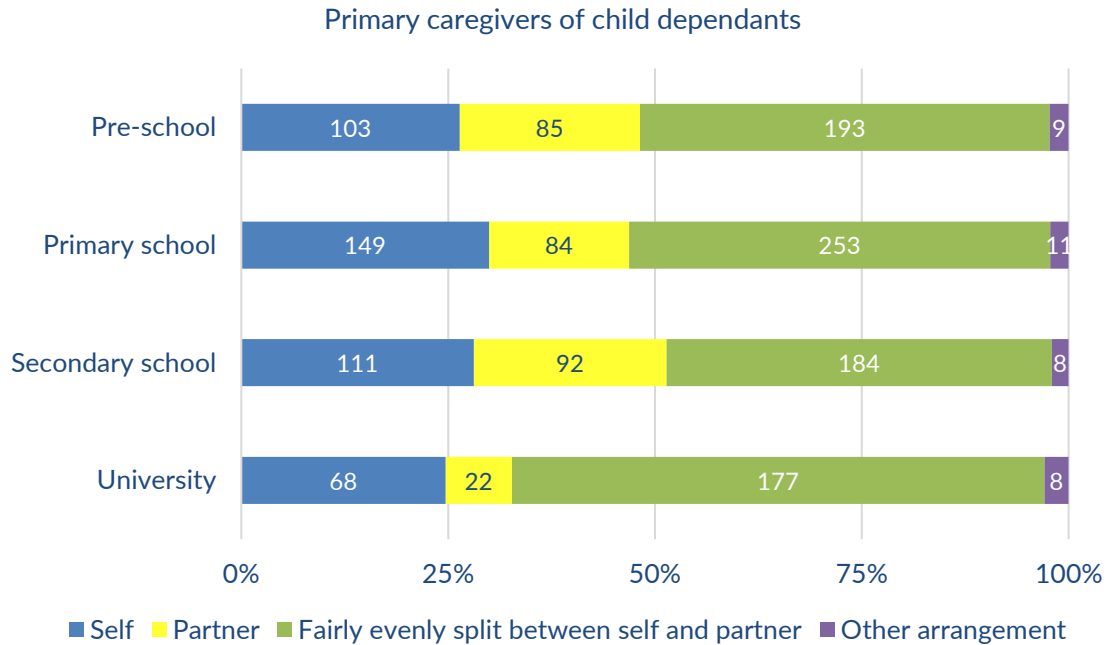


48 respondents stated that they had an 'other' type of dependant; these most frequently were:

- A spouse or partner
- An adult child living at home or requiring support
- A disabled child

Primary caregivers of children

While between 47% and 51% of those respondents who had dependants in pre-school, primary school or secondary school described their primary caregiver to be fairly evenly split between themselves and their partner, this figure was 64% for children at university.

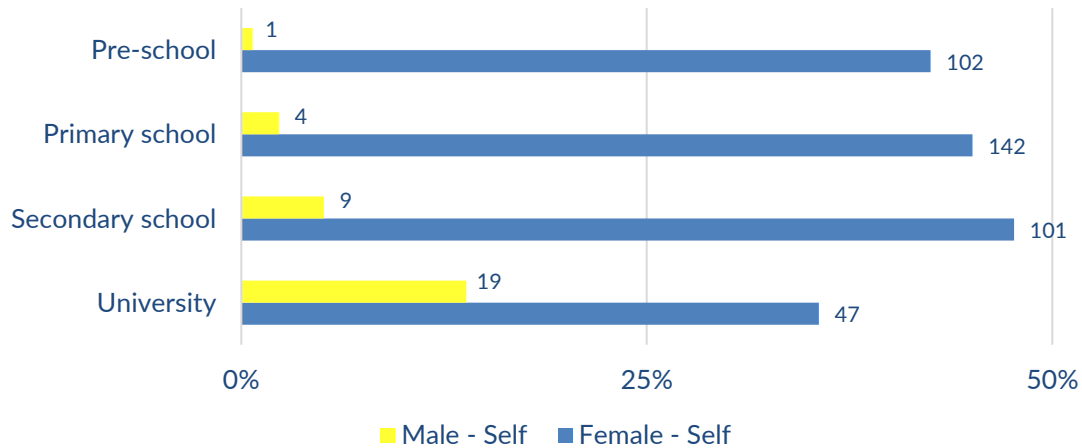


Fewer respondents with a partner who worked full-time described their partner as the primary caregiver of child dependants when compared with those who had a partner who did not work. Specifically:

- 5% or fewer respondents' partners were the primary caregivers of child dependants across all schooling stages, if their partner worked full-time.
- Over 70% of respondents' partners were the primary caregivers of child dependants across schooling stages excluding university, if their partner did not work. At university, this figure dropped to 21%.

Male respondents seemed to be increasingly likely to see themselves as the primary caregiver of child dependants as the child progressed through schooling stages:

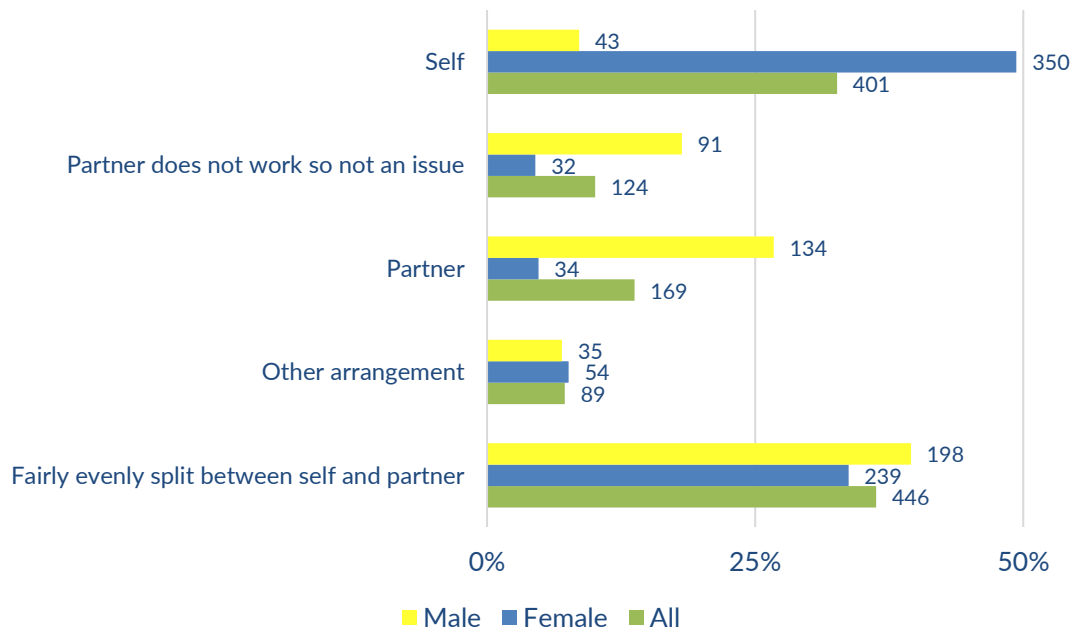
Across all stages, a larger proportion of female respondents described themselves as the primary caregiver of child dependants



Time taken off when a child or other dependant is ill

While 9% of male respondents (n=43) stated that they would primarily take time off work when a child or other dependant is ill, this figure was 49% (n=350) for female respondents. This represents a drop since 2013, where 59% of female respondents stated they would primarily take time off work if a dependant was ill.

A higher proportion of female respondents felt that they would primarily take time off when a child or other dependant is ill



English as a first language

98% of respondents stated that English was their first language (n=2,699). Amongst the 2% (n=43) whose first language was not English, these most frequently included:

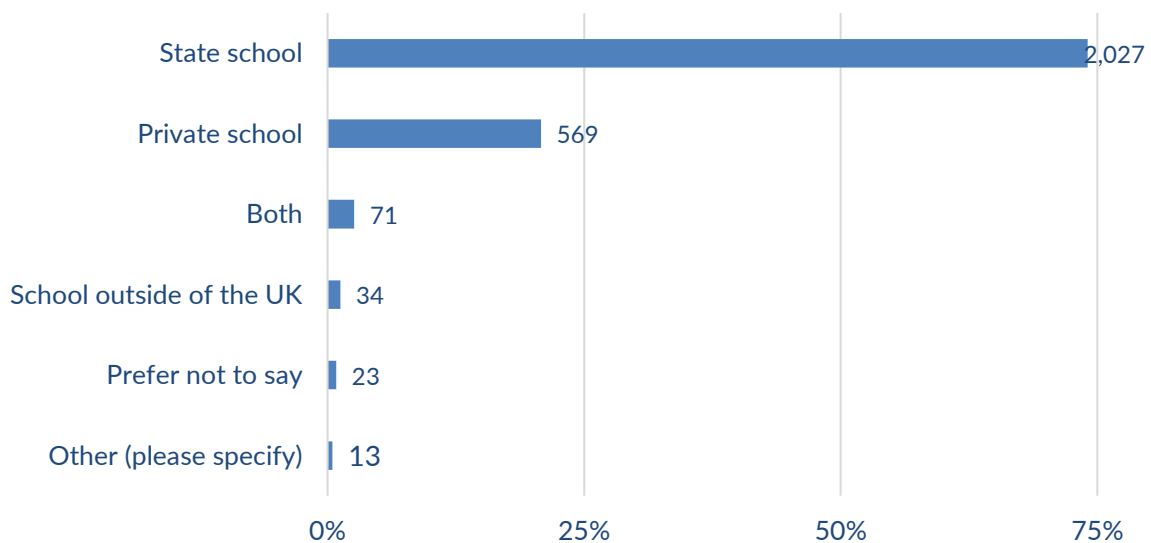
- German
- Gaelic
- Italian
- Punjabi

Type of school attended

Just under three-quarters of respondents attended state schools.

21% of respondents attended private schools; this compares to around 4.1% of pupils in Scotland currently attending an independent school,⁷ suggesting that those who have attended private school are over-represented in the legal profession.

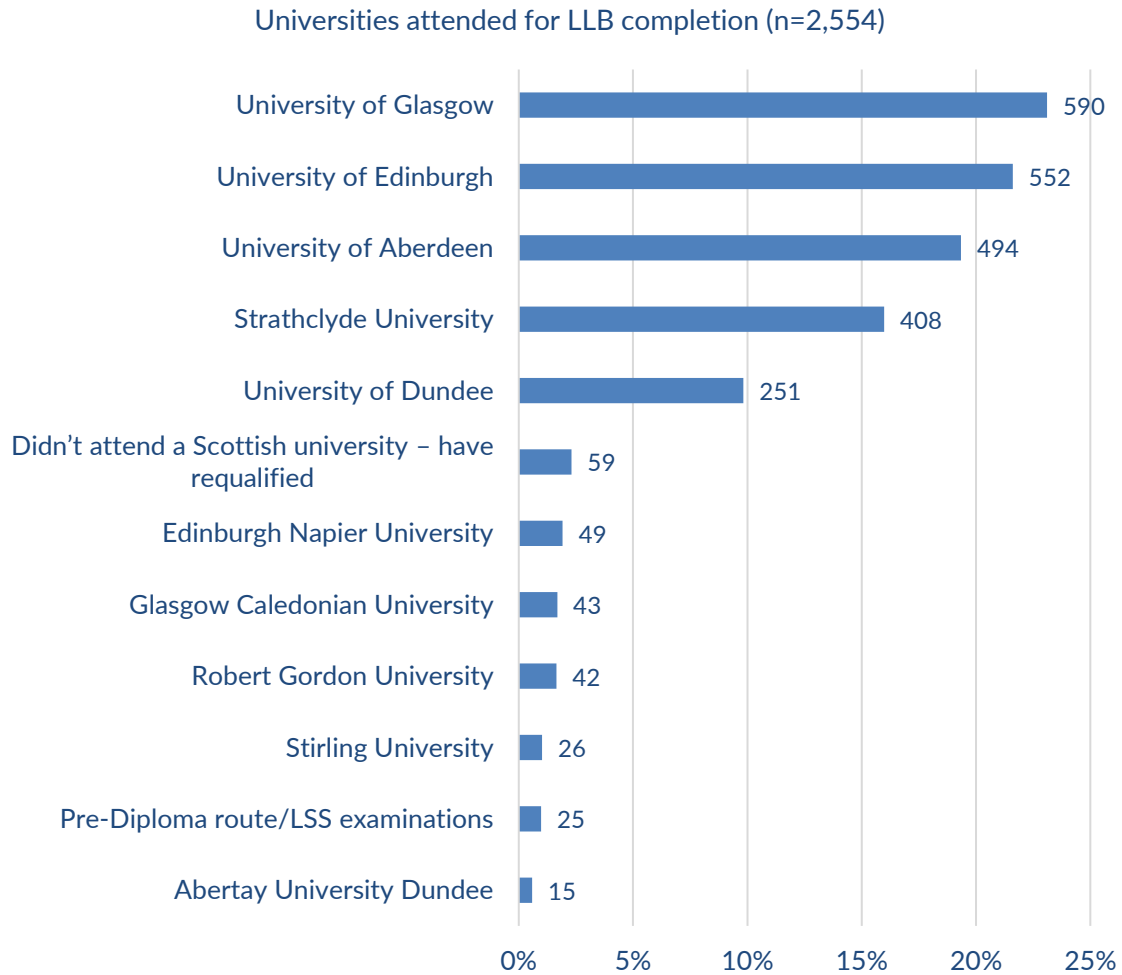
74% of respondents went to state school and 21% went to private school
(n=2,737)



⁷ <http://www.scis.org.uk/assets/Uploads/Facts-Figures/Annual-Census-2017.jpg>

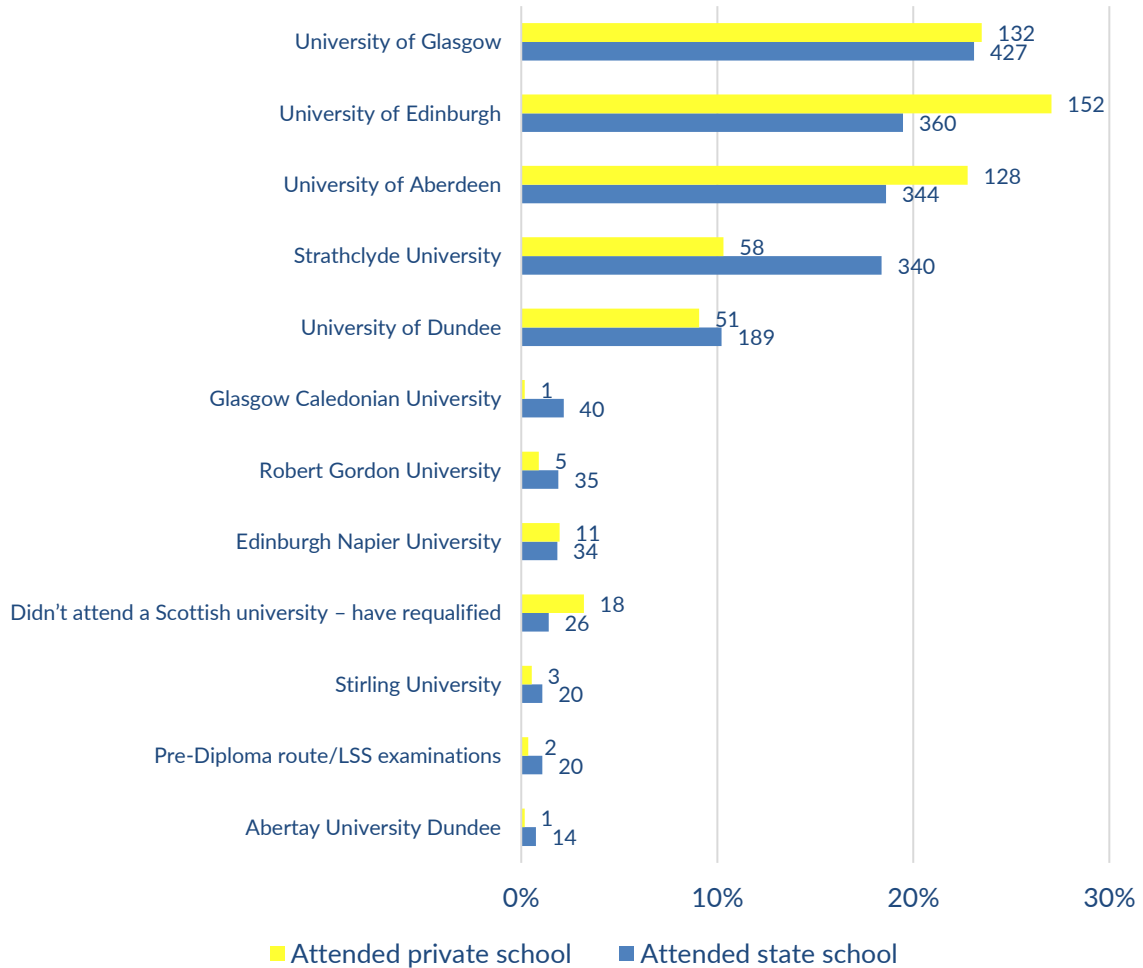
University attendance for LLB completion

The most frequently attended universities for undertaking an LLB were:



University attendance for LLB completion by type of school attended

University attendance for LLB completion by type of school attended



While a higher proportion of those who had attended private school completed their LLB at the University of Edinburgh and the University of Aberdeen, a higher proportion of those who had attended state school completed their LLB at Strathclyde University and Glasgow Caledonian University. Roughly similar proportions of respondents who attended state and private schools completed their LLB at the University of Glasgow.

Profile of parents or carers

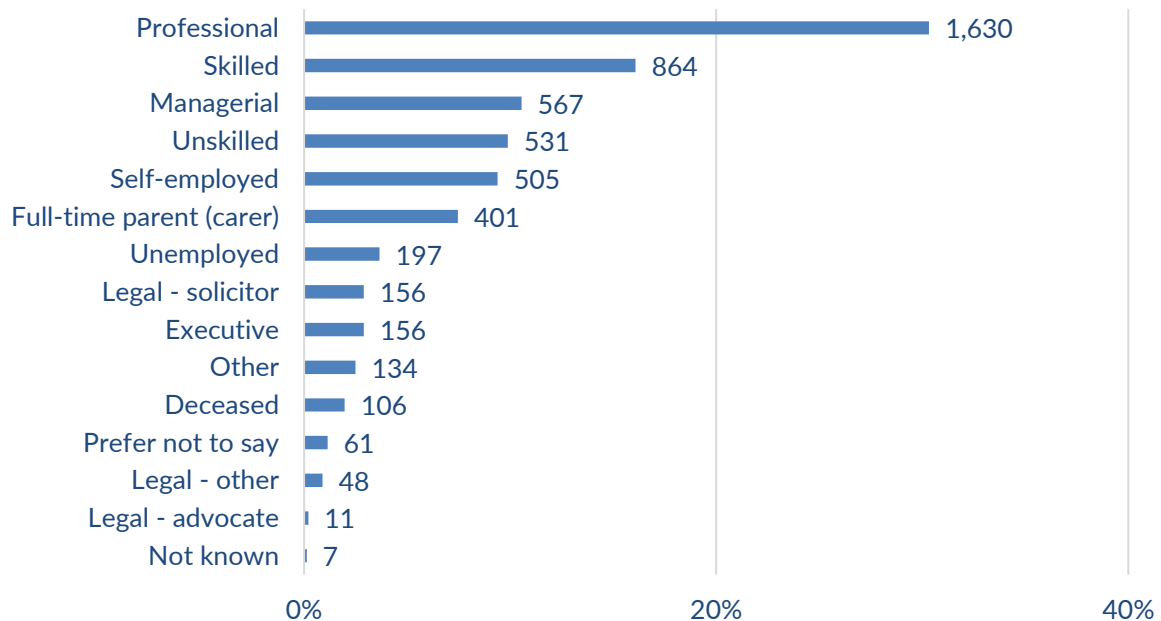
Occupations

Respondents were asked what the occupations or most recent occupations of their parents or main carers were at the time they started studying for their degree.

If a respondent had one main parent or carer, they were asked to select 'not applicable' for their second parent or carer. 210 respondents selected not applicable for their second parent or carer.

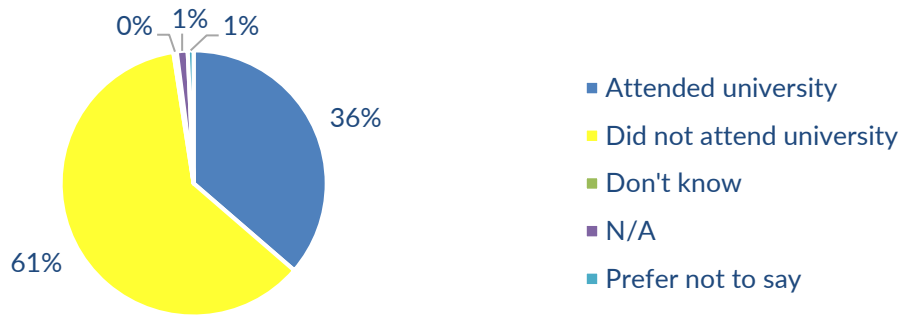
Of those respondents who provided information on the occupations of their parents, the most frequent response was 'professional' – 30% of parents or main carers had this occupation at the time respondents started studying for their degree:

30% of all parents or main carers had professional occupations at the time respondents started studying for their degree (n=5,374)



University attendance

61% of all parents or main carers did not attend university (n=5,435)



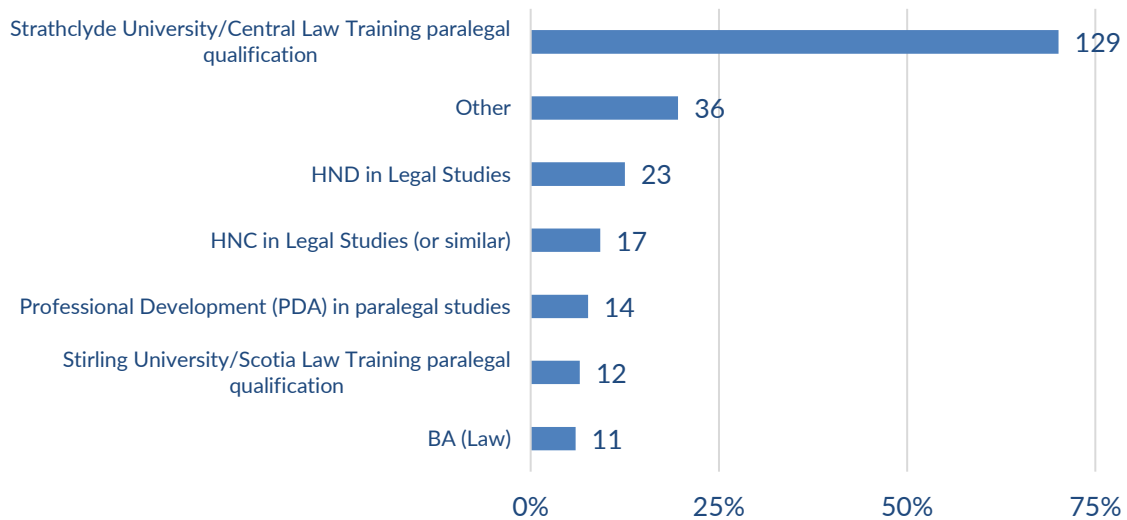
Profile of Accredited Paralegals

Accredited Paralegals working in Private practice and Accredited Paralegals working in other sectors were asked about their qualifications, the areas of practice which they were accredited in and their long-term career aspirations.

Qualifications

Strathclyde University/Central Law Training paralegal qualifications were the most frequently held type of qualification for Accredited Paralegals:

70% of Accredited Paralegals held a Strathclyde University/Central Law Training paralegal qualification (n=184)

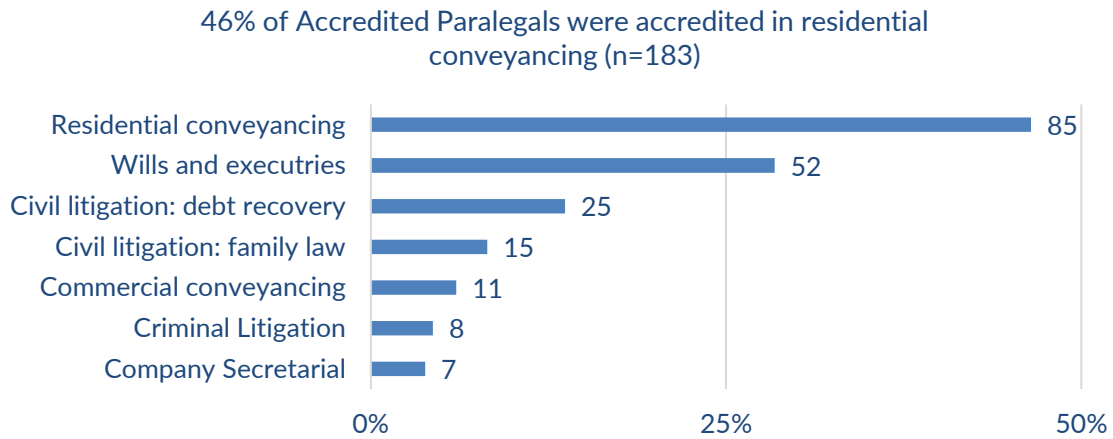


Less than 5% of Accredited Paralegals:

- Did not have any formal qualifications
- Had an LLB and a Diploma in Professional Legal Practice
- Had an LLB from a Scottish university

Accreditation in areas of practice

Accredited Paralegals were most frequently accredited in residential conveyancing (46%) or wills and executries (28%):



Less than 5% of Accredited Paralegals were accredited in employment law, liquor licensing, re-mortgage, civil litigation: reparation law, or civil litigation: repossession litigation.

Aspirations

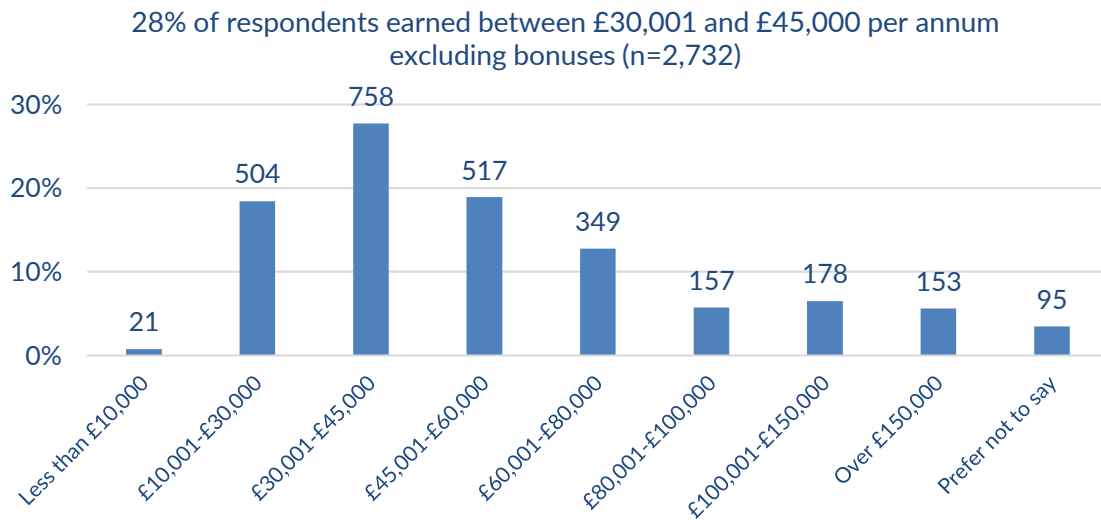
Accredited Paralegals were asked to select their **most important** long-term career aspiration. This group most frequently identified an 'improved work-life balance' (25%, n=46), or 'promotion or progression' (23%, n=41) as their most important aspiration:

Aspiration	Frequency	Percentage
Improved work-life balance	46	25%
Promotion or progression	41	23%
Increased salary	27	15%
Qualify as a solicitor	18	10%
Help others	16	9%
Upskill or specialise	13	7%
Other (please specify)	13	7%
Become an Accredited Paralegal in a different area of law	7	4%
Total	181	100%

3. Earnings and bonuses

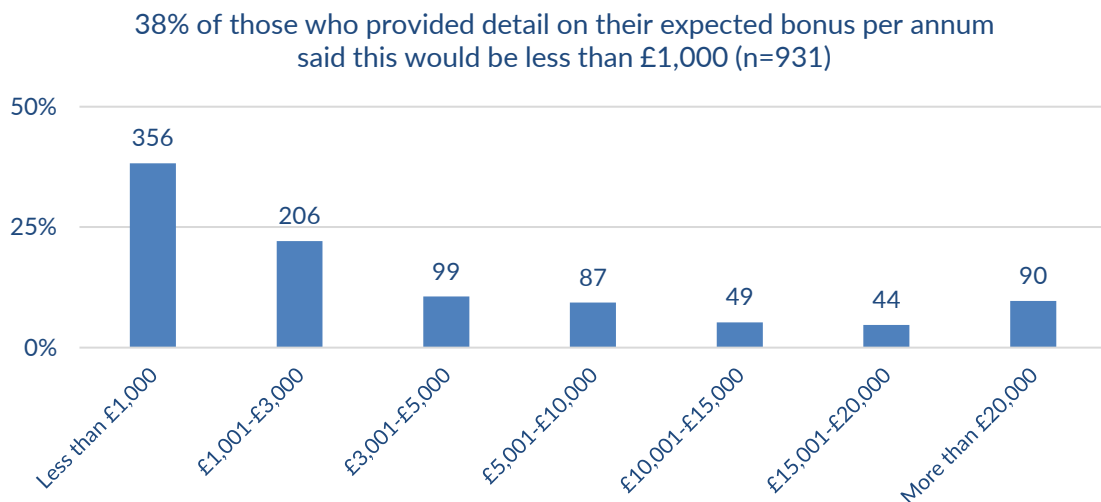
Full-time or full-time equivalent earnings excluding bonuses

Across all respondents, 66% earned up to £60,000 per annum excluding bonuses, while 18% earned £80,001 or above. 12% earned over £100,000 and 6% earned more than £150,000.



Bonuses

43% (n=1,169) of respondents stated that the organisation they worked for **does not** offer bonuses. An additional 18% (n=492) selected that their organisation does offer bonuses but that they did not expect to be paid a bonus. 5% (n=141) preferred not to say whether they expected to be paid a bonus. The remaining 34% provided detail about how much they would normally expect to be paid in bonuses per annum (n=931):



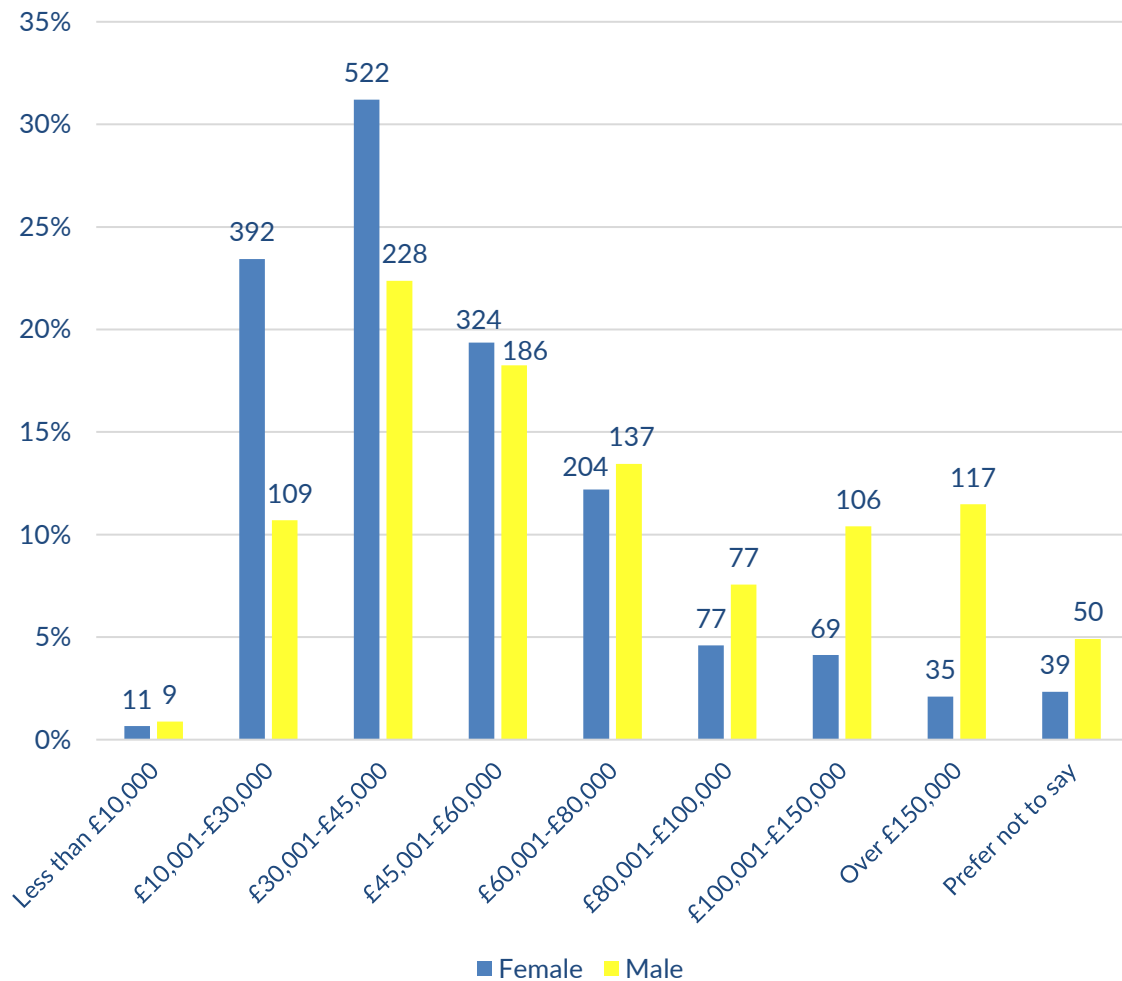
Relationship between earnings and bonuses

A higher proportion of those with incomes of £100,001-£150,000 or over £150,000 expected bonuses of more than £10,000. However, 39% of those with incomes of over £150,000 stated that they did not expect to be paid a bonus even though their organisation does offer them.

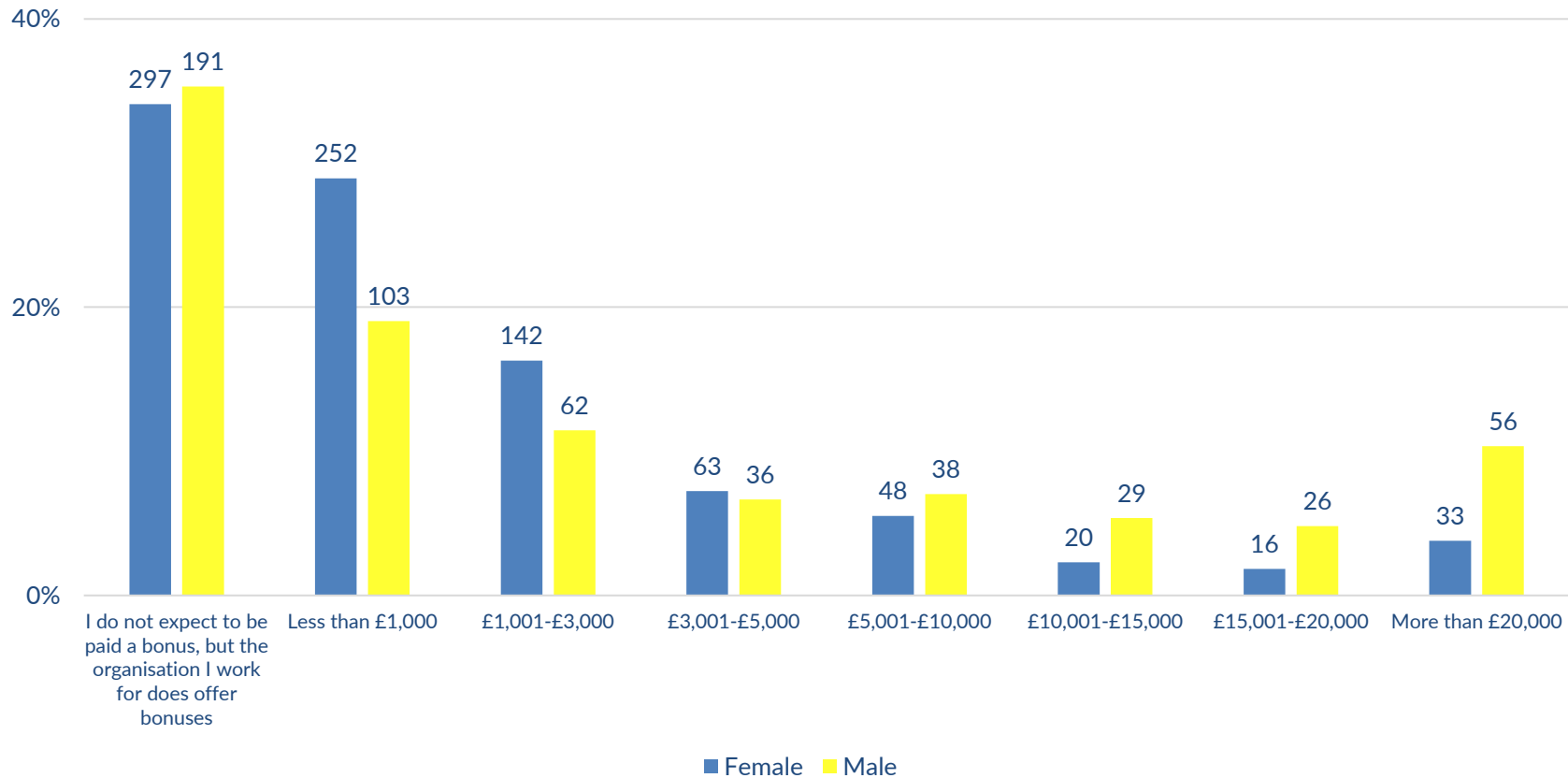
Full-time or full-time equivalent earnings and bonuses by gender

For both annual earnings and expected bonuses, a higher proportion of male than female respondents earn higher incomes:

Current salary excluding bonuses - A higher proportion of female respondents earn up to £60,000 compared to male respondents, and this trend reverses for salaries above £60,001



Expected bonus per annum - Of those who work in organisations which do offer bonuses, male respondents are more likely than female respondents to expect to be paid bonuses of more than £5,000



While the 2013 Profile of the Profession survey did not include a question on bonuses, data on salaries by gender in 2013 showed similar trends to 2018 in terms of male respondents receiving higher salaries than female respondents. The 2013 survey data demonstrated that a higher proportion of female than male respondents earned between £15,000 and £45,000, a trend which is also evident in the 2018 survey results.

Gender pay gap

Earnings

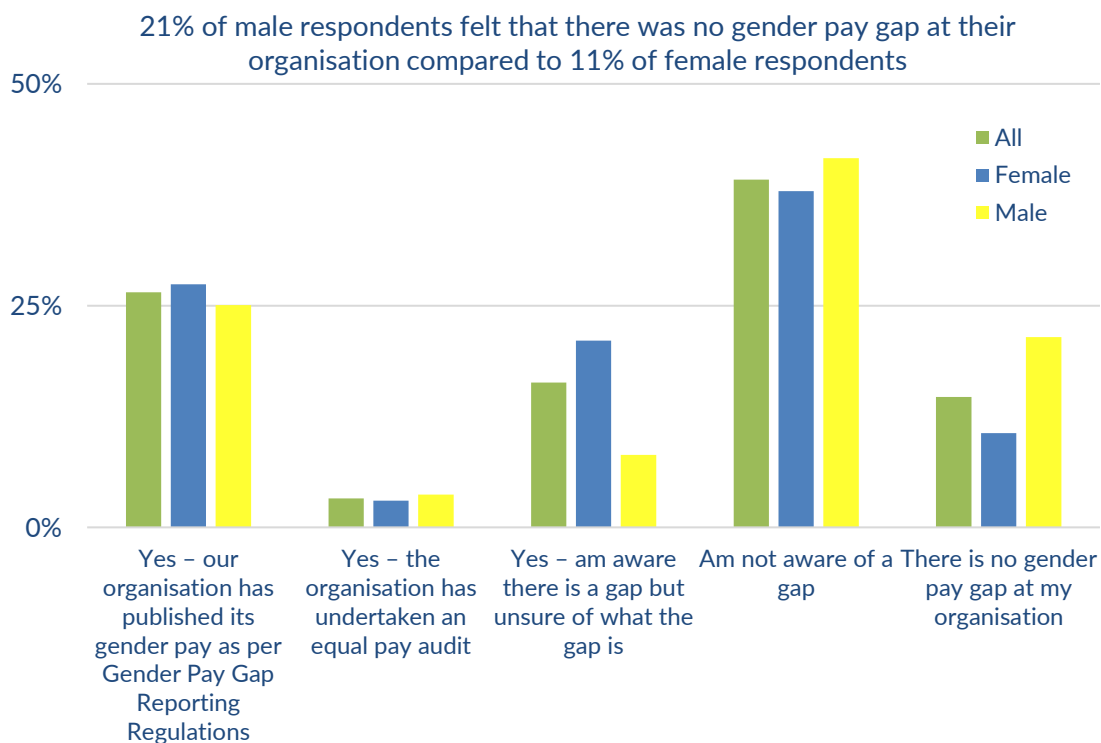
Amongst solicitors working in the profession, female respondents earned on average **77%** of what male respondents earned. The gender pay gap was calculated by finding the median category of earnings for male and female respondents and taking the midpoint of this category. For female respondents, this was £42,500.50 and for male respondents, this was £55,000.50.

Bonuses

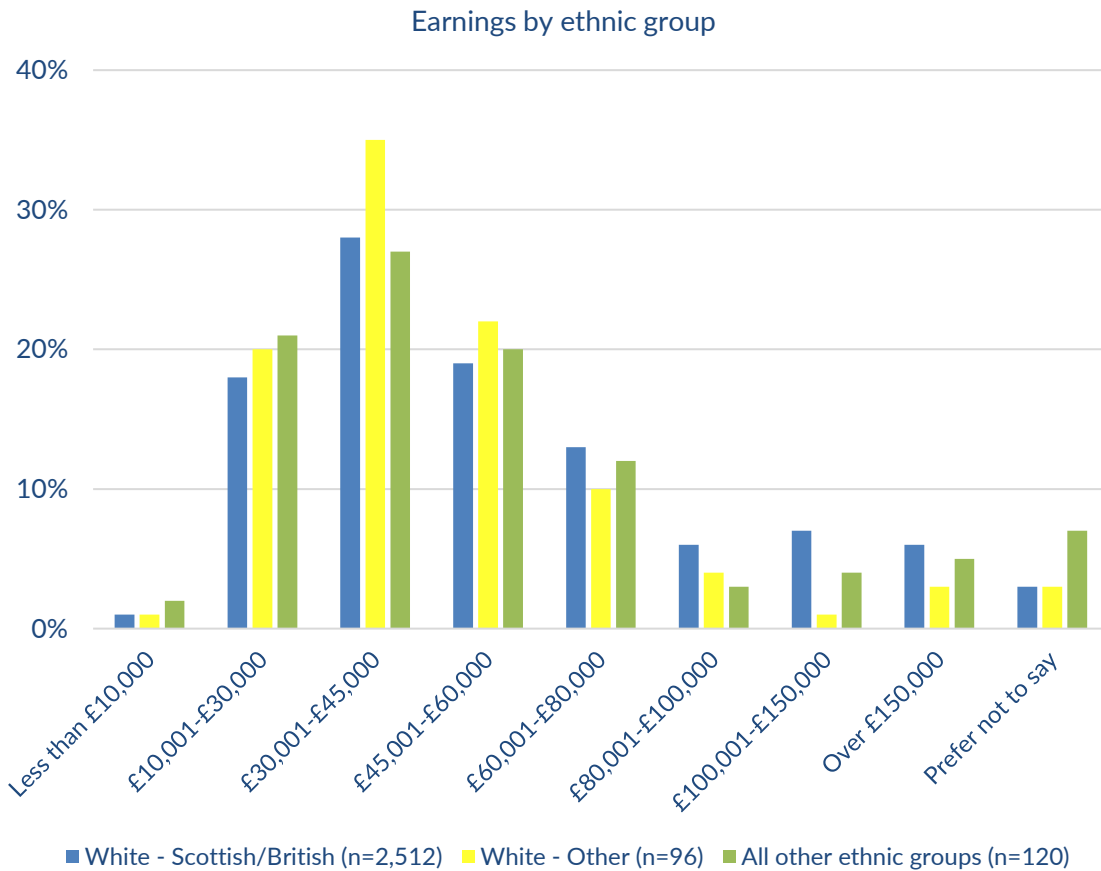
Amongst respondents who indicated that they expected to **receive a bonus**, the bonus gap was **50%**. This means that female respondents on average expected a bonus that was 50% of what male respondents expected. The bonus gap was calculated by finding the median category of expected bonus earnings for male and female respondents who expected to receive a bonus and taking the midpoint of this category. For female respondents, this was £2,000.50 and for male respondents this was £4,000.50.

Awareness about gender pay gap

Respondents were most frequently **not aware** of a gender pay gap in their organisation. 21% of female respondents were aware that there was a gap but were unsure of what it was (n=351), compared to 8% of male respondents (n=82). While 21% of male respondents felt that there was no gender pay gap at their organisation (n=215), this figure was 11% for female respondents (n=177):

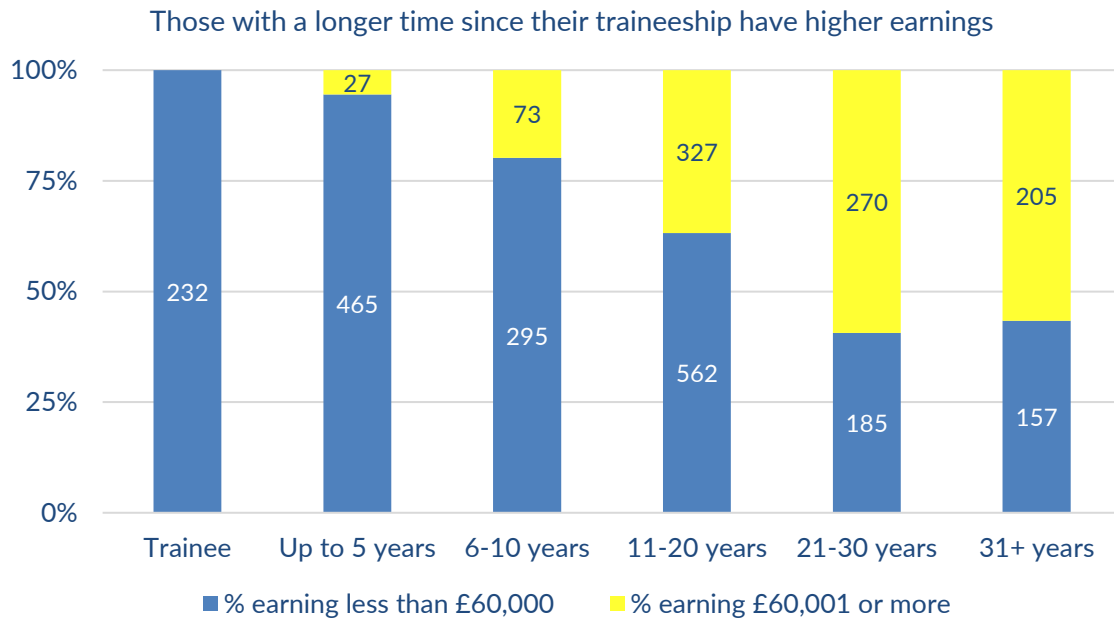


Earnings by ethnic group



A higher proportion of 'White – Scottish/British' respondents were earning over £60,000 when compared with the other two groups. This might reflect the higher proportion of this group working as equity partners or directors.

Time since traineeship and earnings



The earnings of trainees appear to have increased since 2013. In 2013, 97% of trainees stated their income as up to £25,000, whereas in 2018, this was 94%, while 6% earned between £25,001 and £45,000.

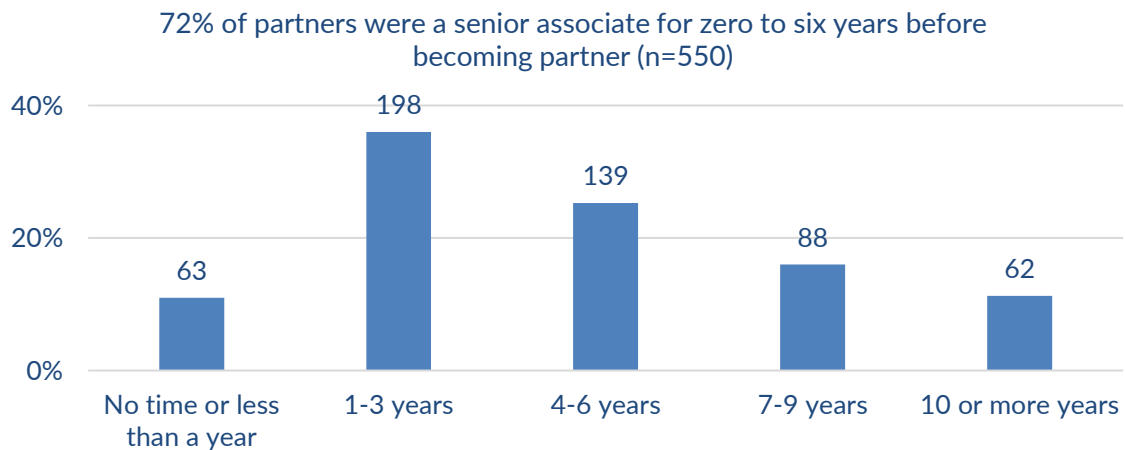
The same proportion of those with up to five years of experience earned between £25,001 and £45,000 (77%) in 2013 and 2018; however, for this group, earnings also appear to have increased as 14% earned between £45,001 and £80,000 in 2018, whereas this figure was 11% in 2013.

4. Partnership and career aspirations

Becoming a partner

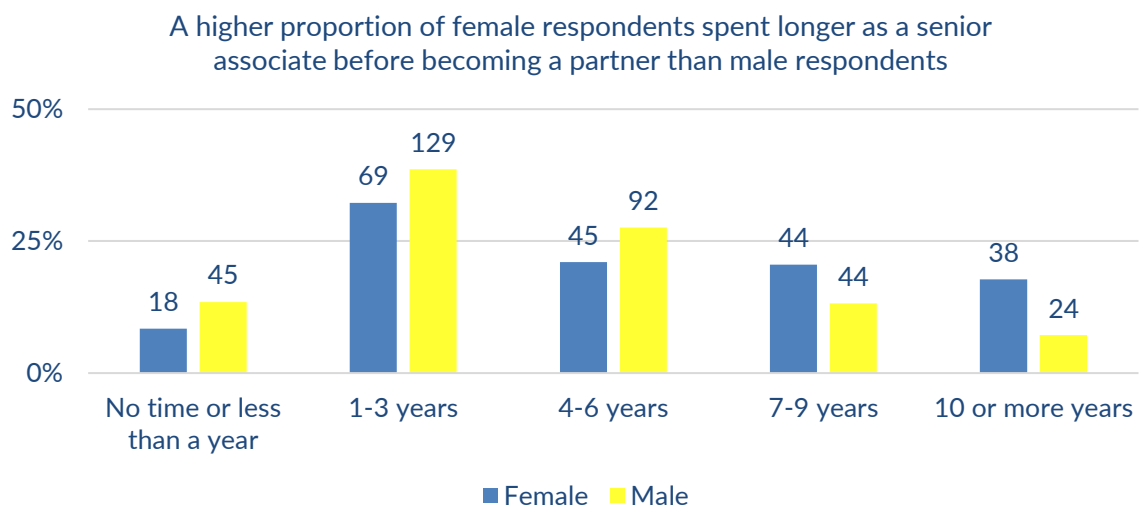
Years as a senior associate or other level below partner

Respondents who were partners had most frequently been a senior associate for between one and three years before becoming a partner (36%, n=198):



An examination of time spent as a senior associate or other level below partner before becoming a partner by gender shows that:

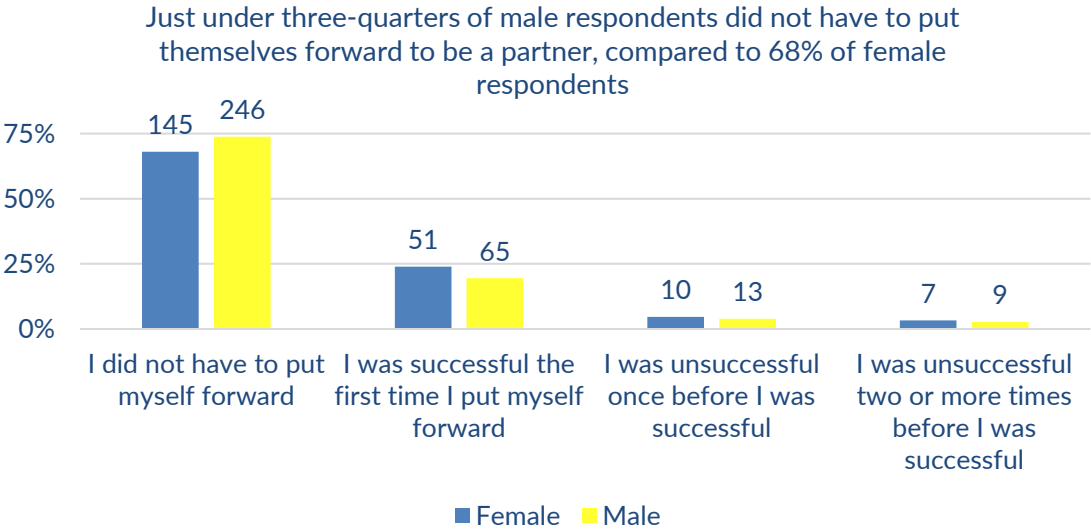
- A higher proportion of male than female respondents spent six years or less as a senior associate before becoming a partner
- Conversely, a higher proportion of female than male respondents spent seven years or more as a senior associate before becoming partner



Putting oneself forward to become a partner

- 72% of partners stated that they did not have to put themselves forward to become a partner (n=392).
- A further 21% were successful the first time they put themselves forward (n=116).
- The remaining 7% unsuccessfully put themselves forward one or more times before they were successful in becoming a partner. Of these, 4% were unsuccessful once before they were successful, while 2% were unsuccessful twice, less than 1% were unsuccessful three times and 1% were unsuccessful four times.

An examination of how many times respondents put themselves forward before becoming partner by gender shows that a higher proportion of male respondents did not have to put themselves forward to be a partner:



Aspirations of partnership

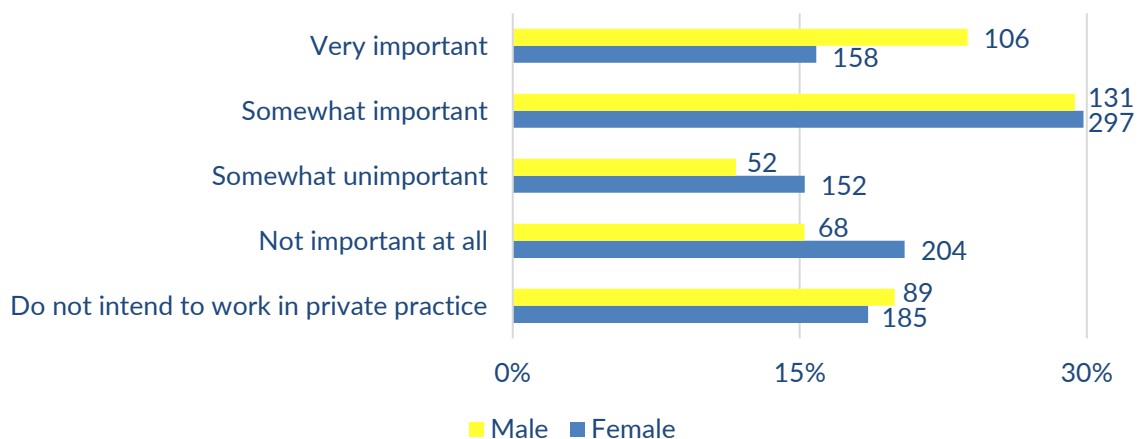
The importance of achieving partner status

Those who were not already partners were asked about the importance of achieving partnership status. Excluding those who selected 'N/A':

- 19% stated that they do not intend to work in Private practice (n=280)
- 33% felt that achieving partner status was either not important at all or somewhat unimportant (n=485)
- 48% felt that achieving partner status was either somewhat or very important (n=701)

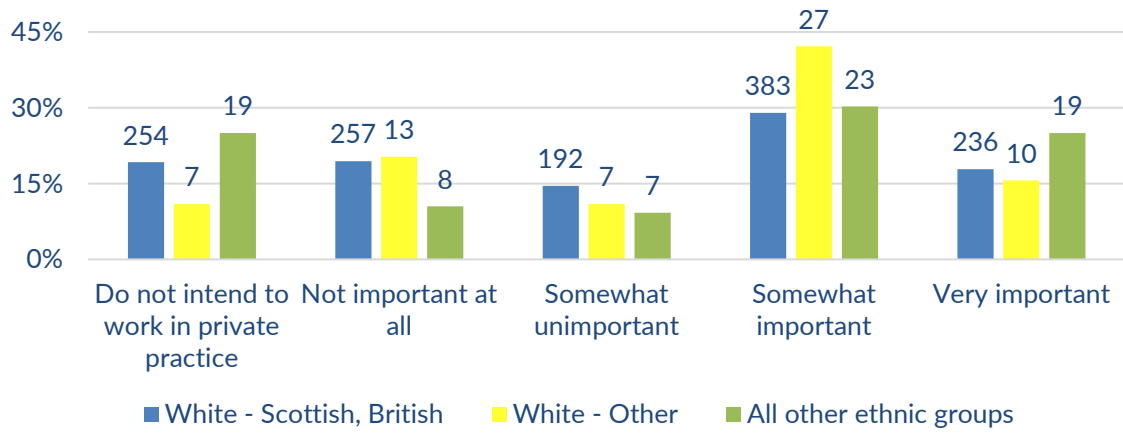
An examination by gender showed that, while roughly similar proportions of male and female respondents felt that achieving partner status was 'somewhat important', a higher proportion of male respondents felt it was 'very important'. In addition, a higher proportion of female respondents described achieving partner status as 'not important at all':

A higher proportion of male respondents felt that achieving partner status was 'very important' than female respondents



By ethnic group, it was evident that a higher proportion of those in the 'all other ethnic group' category felt achieving partner status to be 'very important' when compared with the 'White – Scottish and British', and 'White – Other' groups:

A higher proportion of respondents in all other ethnic groups felt achieving partner status to be 'very important' when compared to the other two groups



Those who expressed that achieving partner status was either not important at all or somewhat unimportant were asked to comment on why they felt this way:

Theme	Examples
Work-life balance	Achieving job satisfaction combined with a healthy work-life balance is more important to me.
	Do not wish to be on call 24/7.
	The work-life balance of a partner is typically poor and therefore not something I am particularly interested in.
Avoiding additional responsibilities and risk	Does not seem a particularly attractive or financially lucrative prospect for the associated risks and responsibilities.
	I do not know whether I would wish to get into debt to potentially not get that money back should the market fall etc.
	I do not wish to be responsible for other people's lives...
Avoiding stress	Being a partner seems to involve too much stress and responsibility.
	It doesn't pay enough for the additional stresses etc.
	For me, this job is already incredibly stressful and reaching partner status only seems to increase that level of stress, which I do not think is healthy.
Focus on family	As I have children, I cannot give the extra hours that being a partner would require.
	Becoming a partner would impact on family life, mainly due to the time involved in being a partner, and I am keen to have as much time with my family as I possibly can.
	I am a mother first before I have a career.
Retirement	At a stage in my career where thinking about retiring.
	Approaching retirement.
	I am now working towards retirement and do not want the additional responsibility at this time in my career.
Becoming a partner can change the types of work undertaken	Actual client work seems to take a back seat in favour of managerial work.
	I like the daily work of a solicitor, so I currently do not aspire to perform the partner role.
	Content to practise law without the burden of management.

Theme	Examples
Have been a partner in the past	Been there, done that, lost sleep during it, enjoy sleeping now.
	I have been a partner in three firms and have no wish to repeat the experience. I feel utterly 'burned out'.
	Have had experience of being a partner and found it to be the worst period of my life and caused incredible stress.
View that being a partner is about 'status'	Being salaried partner is just a status thing; I'm more bothered about getting a good salary.
	Fulfilling work is more important than status.
	I feel the focus on personal status and salary over positive social impact is deeply problematic.
Barriers to partnership for women	Having worked in a previous Private practice firm where bullying of female partners went on, it is something I wouldn't put myself into.
	Whilst it is true that people from all backgrounds do become partners, for people from a state school background who do not come from middle class networks with contacts who can refer work, it is a long road which requires many hours of investment in business development, in addition to top-quality technical work. This road is even longer and more difficult for women who may struggle to be visible to (more often than not) male decision makers.
	I do not think it is a realistic goal for a young female in the legal profession. I want to have a family and a work-life balance is very important to me; as such I have adjusted my goals accordingly.
Do not intend to stay in Private practice or the profession	I do not intend to keep working in the legal profession and am actively looking for other jobs.
	I do not intend to stay in Private practice long enough for it to be relevant.
	Not sure I'll stick around. Private legal practice is not a hugely appealing/fulfilling place to be.
Not at the stage of thinking about partnership yet	I am not currently at a stage in my career where I have 'achieving partner status' as a near-future goal.
	I am still a trainee, so my priority is to qualify and have a successful career; at this time I am not considering achieving partner status.
	I am too junior to consider whether this is really something I would like to achieve.

Theme	Examples
View that benefits would not outweigh additional work	My personal view is that the financial rewards of partnership of the average firm in Scotland would not compensate for the loss of work-life balance involved.
	Have been a partner previously - the financial benefits are outweighed by the burden of managing a business.
	It has massive responsibility and little reward.

Unsuccessful applications for partnership

Legal professionals who were not partners were asked whether they had previously applied for partnership and been rejected or not supported:

- 97% stated that they had not (n=1,921)
- 2% stated that they had (n=34)
- 1% preferred not to say (n=23)

Those who had been rejected or not supported in their application for partnership explained why:

Theme	Examples
Financial reasons	2008 financial crisis.
	Business case not strong enough.
Gender	Female, working part-time, with three children. At that time, no female partners had more than one child!
	I am female, opinionated, (potential) rival from a working-class background.
	It was never really explained but am sure there was an element of male chauvinism at the time.
	Varied reasons. My perception is that it was largely to do with being a woman of child-bearing age. The partnership delays promotion of women compared to men and does not promote women once they have children.
Working part time	Worked part-time because I had young children and a husband who worked long hours.
	Working 'part-time' ... Head of department preferring to be in charge.
	Lack of opportunity to develop business development skills due to part-time role.

Transparency around becoming a partner

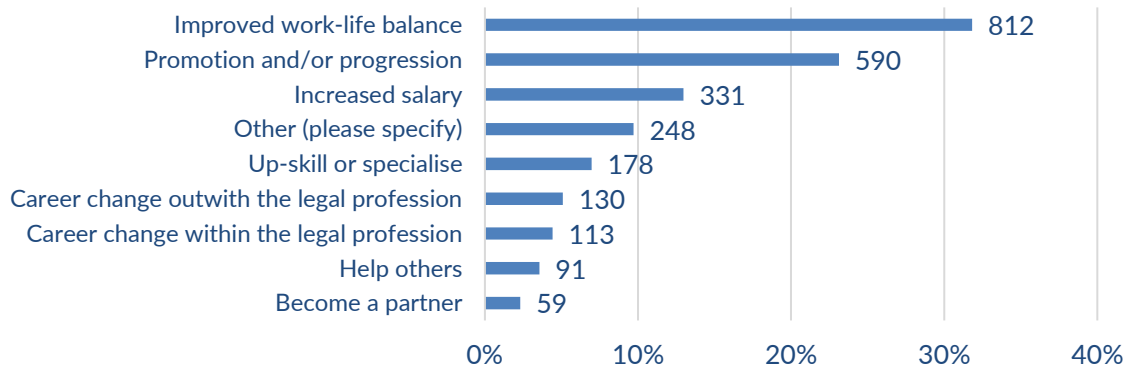
Overall, the same proportions of respondents felt there was transparency around the criteria to become a partner in 2013 and 2018, with male respondents significantly more likely to think there is transparency when compared to female respondents. However, there has been an increase in the proportion of female respondents who feel there is transparency around criteria to become a partner, from 25% in 2013 to 29% in 2018:

	All - 2013	All - 2018	Female - 2013	Female - 2018	Male - 2013	Male - 2018
Yes	37%	37%	25%	29%	48%	48%
No	40%	39%	46%	44%	33%	32%
Do not know	24%	24%	29%	27%	18%	20%

Career aspirations

Respondents most frequently felt that achieving an improved work-life balance was their most important career aspiration over the next five years. This was followed by the aspiration for promotion or progression:

Just under a third of respondents identified an improved work-life balance as their most important career aspiration over the next five years (n=2,552)



Career aspirations by gender

A higher proportion of female respondents identified promotion and/or progression and an increased salary as their most important career aspirations over the next five years.

Aspiration	Female (n=1,507)	Male (n=1,005)
Improved work-life balance	32%	31%
Promotion and/or progression	26%	19%
Increased salary	14%	12%
Other (please specify)	6%	15%
Up-skill or specialise	8%	6%
Career change out-with the legal profession	5%	6%
Career change within the legal profession	5%	3%
Help others	3%	4%
Become a partner	2%	3%

A higher proportion of male respondents selected an 'other' aspiration compared to female respondents. Other aspirations included:

- Retirement – either currently retired, about to retire or hoping to retire in the next five years
- Continuing as at present
- Development of one's practice
- Leave the profession
- Maintain or consolidate position

Career aspirations by length of time in the profession

The top three most important career aspirations for those who were trainees or had been qualified for up to five years, those who had been qualified for between six and 20 years and those who had been qualified for over 20 years were as follows:

Trainees and qualified for up to five years	Qualified for between six and 20 years	Qualified for 21+ years
1. Promotion and/or progression (44%)	1. Improved work-life balance (33%)	1. Improved work-life balance (43%)
2. Improved work-life balance (17%)	2. Promotion and/or progression (23%)	2. Other (23%)
3. Increased salary (16%)	3. Increased salary (16%)	3. Increased salary (8%)

Leaving the profession

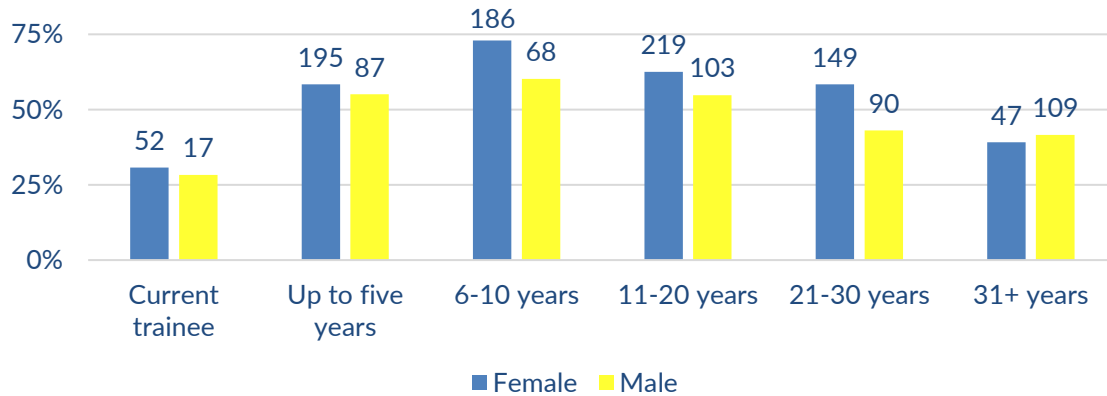
54% of all respondents (n=1,459) have considered leaving the profession in the last five years.

30% of trainees have considered leaving the profession, compared to 69% of those who have been qualified for six to ten years:



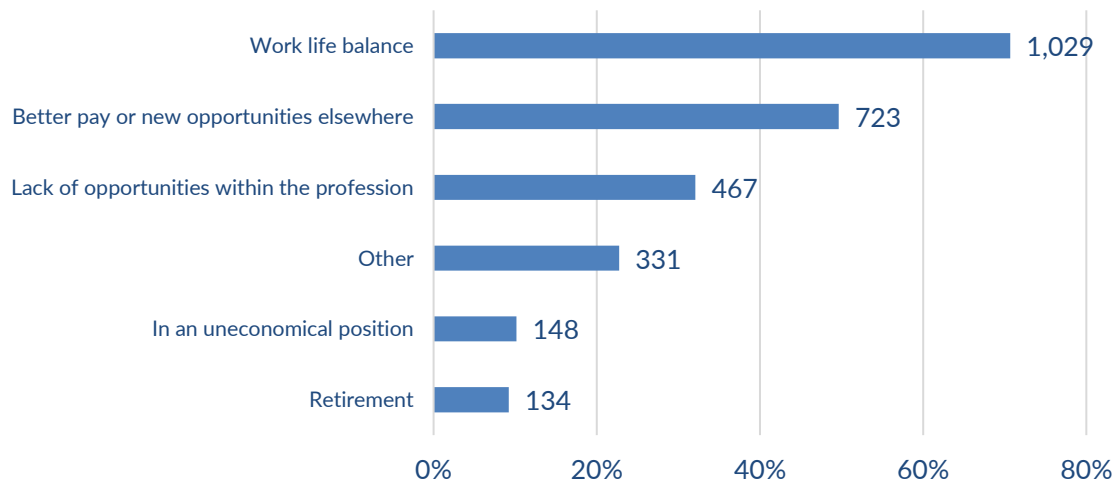
An examination of respondents who have considered leaving the profession in the last five years by length of time since their traineeship or apprenticeship and gender:

While 73% of female respondents who completed their traineeship or apprenticeship between six and ten years ago have considered leaving the profession in the last five years, this figure is 60% for male respondents

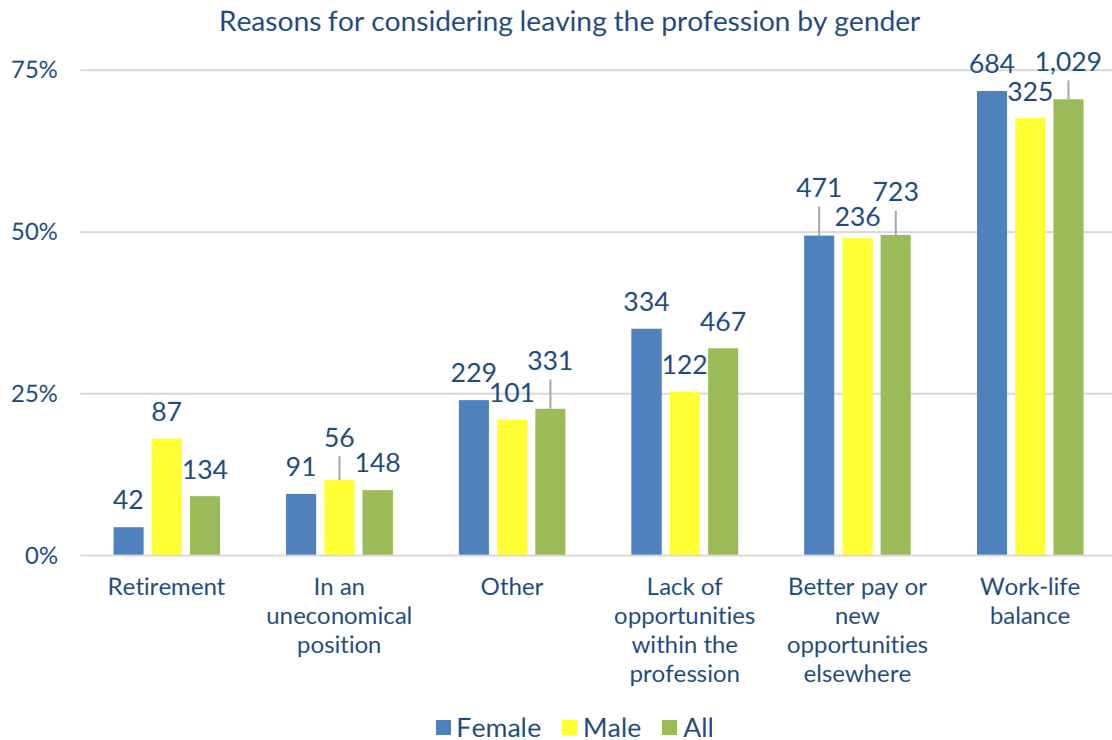


The most frequent factor identified for prompting respondents' consideration to leave the profession was 'work-life balance':

71% of those who have considered leaving the profession were prompted by their work-life balance (n=1,456)



An examination of the reasons for considering leaving the profession by gender shows:



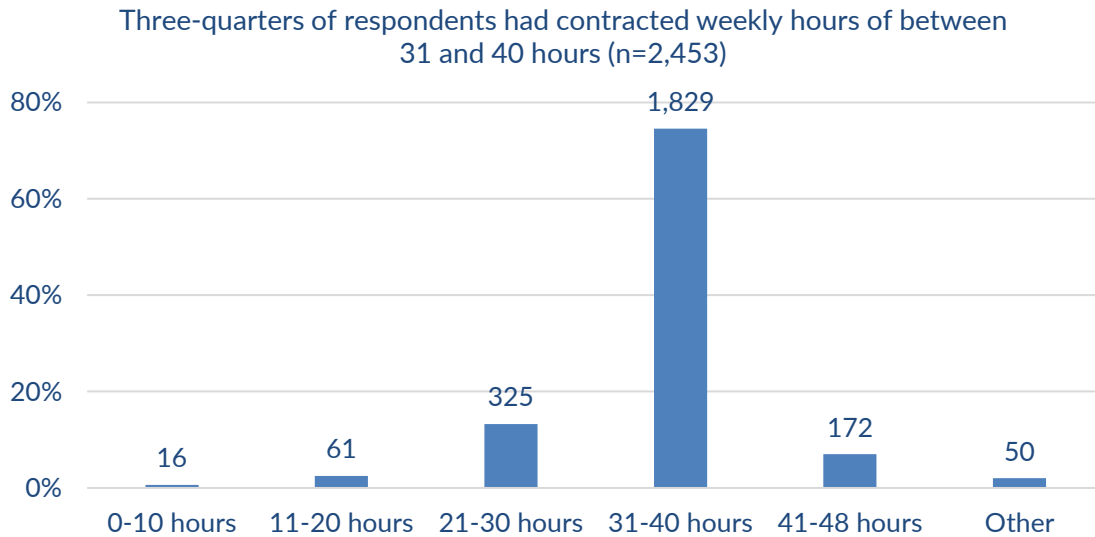
While the same proportion of female and male respondents considered leaving the profession due to better pay or new opportunities elsewhere, a higher proportion of male respondents (18%) considered leaving the profession for retirement compared to female respondents (4%).

In addition, 35% of female respondents considered leaving the profession due to a lack of opportunities within the profession, compared to 25% of male respondents.

5 Work patterns

Contracted weekly hours

Respondents were asked to provide detail about their contracted weekly hours. Of those for whom the question was applicable⁸, three-quarters indicated that they are contracted to work for 31-40 hours:



Hours worked in addition to contracted hours

83% of respondents stated that they worked some hours in addition to their contracted hours, while 10% did not work any additional hours. A higher proportion of male respondents worked **no** additional hours compared to female respondents. However, 15% of male respondents worked over 16 additional hours per week, compared to 7% of female respondents.

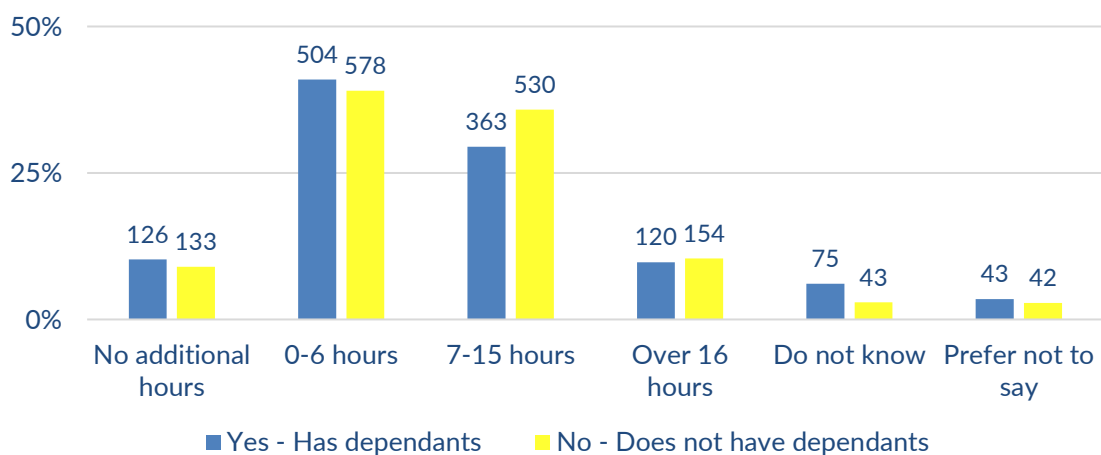
14% of 'White – Other' and 'White – All other ethnic groups' respondents worked on average over 16 hours per week in addition to their contracted hours, compared to 10% of 'White Scottish or British' respondents.

⁸ An additional 285 respondents selected N/A to this question.

	All	Female	Male	White - Scottish/ British	White - Other	All other ethnic groups
No additional hours	10%	8%	12%	9%	9%	11%
0-6 hours	40%	48%	27%	40%	36%	35%
7-15 hours	33%	32%	34%	33%	35%	26%
Over 16 hours	10%	7%	15%	10%	14%	14%
Do not know	4%	3%	7%	4%	2%	8%
Prefer not to say	3%	2%	5%	3%	3%	5%
Sample size (n)	2,716	1,672	1,004	2,497	96	118

While a higher proportion of respondents **without** dependants work between seven and 15 additional hours per week, around 10% of both those with and without dependants work over 16 hours on top of their contracted hours:

Roughly equal proportions of those with and without dependants work no additional hours and over 16 hours on top of their contracted hours



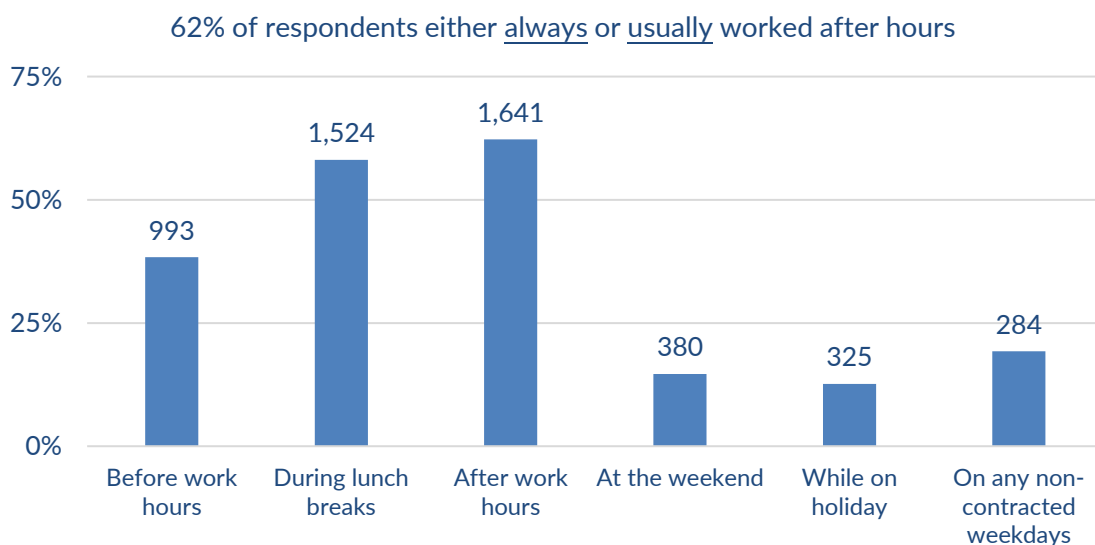
Pay for additional hours worked

92% of those who work on average some additional hours per week are 'never paid overtime' (n=2,236), while 4% are 'sometimes paid overtime' (n=89) and 2% are 'always

paid overtime' (n=41). 3% of respondents indicated that working overtime is rewarded through bonuses (n=72).

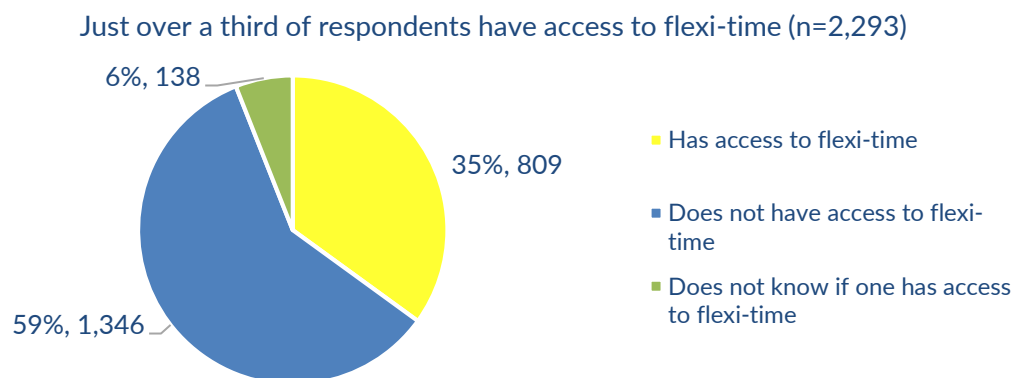
Types of overtime worked

The most frequent type of overtime worked by respondents was after-work hours. Just under a quarter of respondents always worked after-work hours, a further 39% usually did, and 27% sometimes did. Only 10% of respondents rarely or never worked additional hours after work. Similarly, only 10% of respondents rarely or never worked during lunch breaks. While 3% of respondents always worked at the weekends, 38% sometimes did.



Flexi-time

35% of respondents indicated that they have access to flexi-time (n=809):



In comparison, 42% of respondents reported having access to flexi-time in their organisation in 2013, suggesting a decrease in its availability over time.

Of those who did have access to flexi-time:

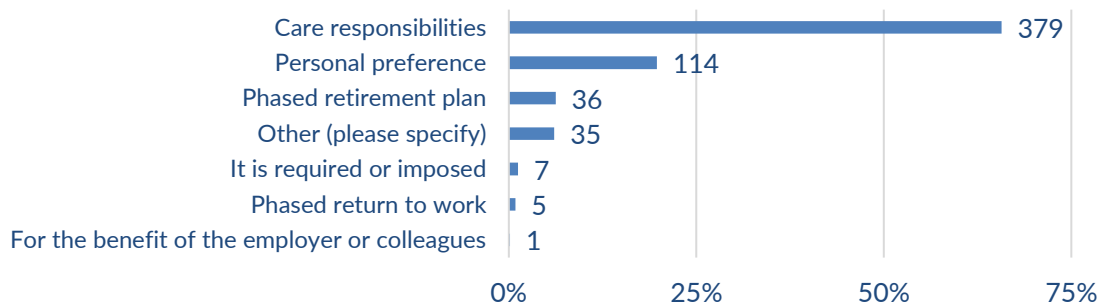
- 82% felt comfortable to use it if they had accrued it (n=665), while 18% did not feel comfortable to use it (n=144).
- 72% said they **would** be able to continue in their job if they did not have access to flexi-time (n=480).
- 17% of all respondents expressed that they **would not** be able to continue in their job if they did not have access to flexi-time (n=116). This compares to 14% of respondents who had this view in 2013.
- 20% of female respondents **would not** be able to continue in their job if they did not have access to flexi-time (n=84); this is similar to 2013 data where 19% of female respondents had this view.
- 12% of male respondents **would not** be able to continue in their job if they did not have access to flexi-time (n=29); this is higher than in 2013 where 9% of male respondents had this view.
- 21% of respondents with a partner who **worked full-time** expressed that they **would not** be able to continue in their job without access to flexi-time (n=83), while 13% of respondents with a partner who **did not work** had this view (n=9).

Working amended hours

Respondents were asked whether they currently worked amended working hours through a contractual change such as part-time or condensed hours. 74% did not work amended hours and had not asked to (n=2,018). 1% did not work amended hours but **had** asked to do so and were refused (n=38). 21% did work amended hours (n=575) and 3% did not know (n=83).

When asked about the main reason for working amended hours, respondents most frequently identified this as being due to care responsibilities:

Two-thirds of those working amended hours cited the main reason for this as having care responsibilities (n=577)



Of those who provided an 'other' reason for working amended hours, these included:

- Physical or mental health
- Disability
- To help with commuting requirements
- Balancing work with other commitments eg another role or studies
- Personal preference or a lifestyle choice

Respondents were asked to comment on whether they would be able to continue in their current role if they were not able to work amended hours:

- 37% stated that they **would not** be able to continue in their current role if they were not able to work amended hours (n=214), while 47% said that they **would** be able to continue (n=271)
- A further 16% stated that they were **not sure** whether they would be able to continue in their current role if it was not possible for them to work amended hours (n=91)

Impact of working amended hours on career progression

Amongst those who were working amended hours, respondents most frequently felt that this had not had a negative impact on their career progression:

Impact of working amended hours	Percentage (n=573)
Yes - lasting negative impact	16%
Yes - temporary but would be partially remedied if I worked full-time again	15%
Yes - temporary but would be fully remedied if I worked full-time again	9%
No	48%
Don't know	13%

Respondents who indicated that working amended hours had had a negative impact on their career progression provided details of these impacts. These included:

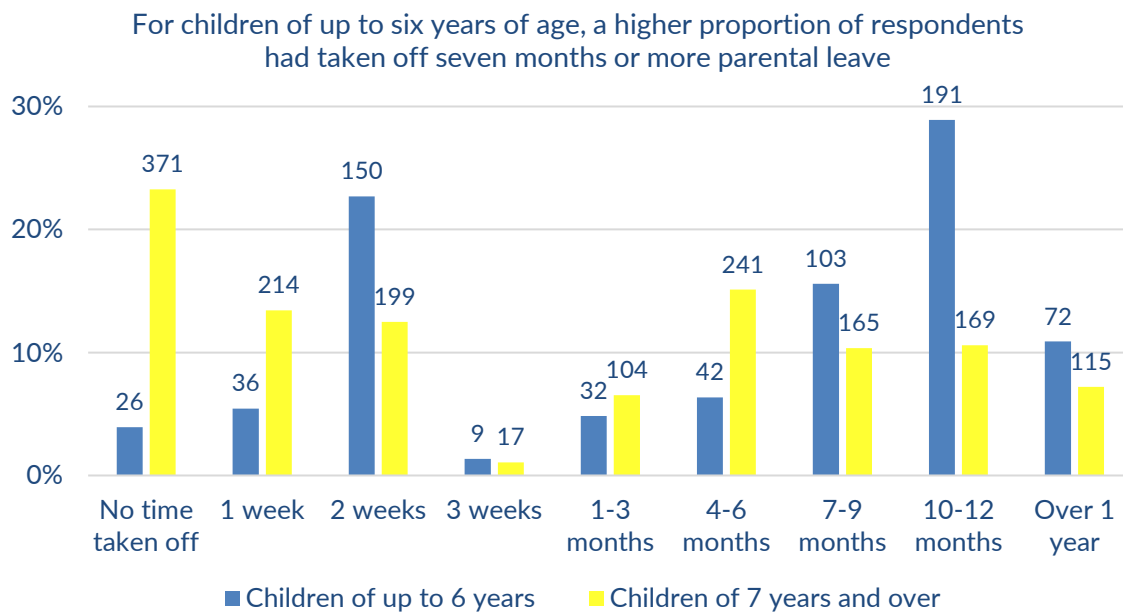
Theme	Examples
Limited access to promotions or more senior positions	Any jobs in the grade above have been for full-time applicants only.
	If I wanted to progress to partner, I would need to work full-time. Not achievable otherwise.
	I have observed less-qualified, but full-time, employees being promoted to senior positions over me.
	I feel that, as a part-time worker, I have no serious prospect of being offered a management/senior role.
	No part-time promoted posts exist in the geographical area in which I work. I would have to return to full-time working or move if I wished to apply for promotion.
Perception that those working amended hours are less dedicated	As a part-time employee I feel I am very much 'parked' career-wise and am not considered as committed to my role as full-time employees.
	General impression that those working less days are less dedicated.
	I don't believe part-time has a negative impact with my current employer, but it certainly did with my previous employer. I wasn't allowed to tell clients I worked part-time, and I was expected to pick up emails/calls on my non-working days. My perception was that working part-time was viewed as demonstrating a lack of commitment.
	I feel as if some members of my team believe I am not as committed to the job/clients because I work a four-day week.
	It changes people's perceptions of you. It affects their view of your dedication to the firm.
	Less respect from colleagues, viewed as less reliable without any justification.
Lack of recognition around hours worked or expectation that full-time work should be completed in part-time hours	I feel that my workload is the same despite me only working three days. I do overtime to try and keep on top of things when I can.
	I work full-time hours which are condensed over four days. This is viewed negatively by management as they perceive me as having a 'day off' rather than working the same amount of hours over four days.
	I work condensed hours but, as I leave earlier (having started earlier), I am considered part-time and am expected to be contactable until 5pm - 7pm despite having worked a full day.



	People expect certain roles to be filled by a full-time person plus would still be expected to do a full-time role in part-time hours.
	Hours worked at home are not recognised.
Limits to income from fees	In a legal role, fee income is all important; any decline in this or a step away from long hours will have a lasting impact.
	As the sole partner in the firm, the responsibility of fee income rests with me and restricted hours limits income.
	Fewer hours mean lower fees, a major role in career progression.
Unable to participate in out-of-hours networking or business development	Overlooked for promotion for many years - I think it was assumed that I was part-time and not interested. When I spoke up I was told I needed to be seen at more social events, which were difficult for me to attend. Even if I worked full-time that would be difficult sometimes.
	The model to achieve partnership is based on someone who gives 100%+ to the business, is always available to do BD, has no other commitments and can get involved in everything. I work part-time and need to leave at 5ish, although I log on a lot at night, I just can't get involved the way I used to. Something has to give!
	Unable to participate in a lot of out-of-hours business development, which is crucial to moving up the ladder.

Parental leave

A higher proportion of respondents with children of up to six years of age had taken longer durations of parental leave (seven to nine months, ten to 12 months or over one year) compared with those who had children of seven years and over. In addition, a significantly higher proportion of those with children aged seven years and over had taken no time off, compared with those who had younger children:



Work-life balance

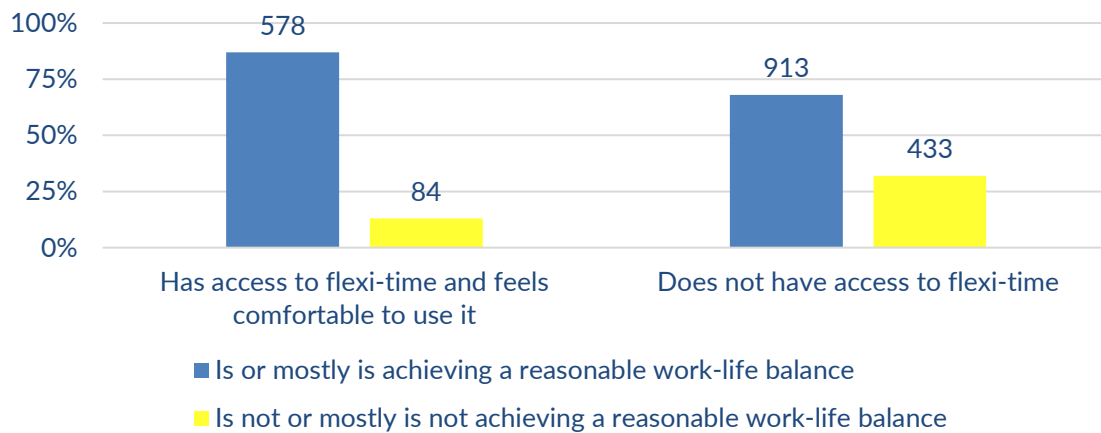
73% of respondents felt that they were or mostly were achieving a 'reasonable work-life balance' (n=1,991), compared to 71% of respondents in 2013.

- Just under a quarter of respondents felt that they **were** achieving a reasonable work-life balance (24%, n=648)
- A further 49% felt that they were **mostly** achieving a reasonable work-life balance (n=1,343), making this the most frequent response

Having access to and feeling comfortable to use, flexi-time appeared to have an impact on the extent to which respondents felt that they were, or mostly were, achieving a reasonable work-life balance.

Amongst those who had access to, and felt comfortable to use, flexi-time, 87% felt they were, or mostly were, achieving a reasonable work-life balance (n=578):

87% of those who have access to flexi-time and feel comfortable to use it feel that they are, or mostly are, achieving a reasonable work-life balance compared to 68% of those who do not have access to flexi-time



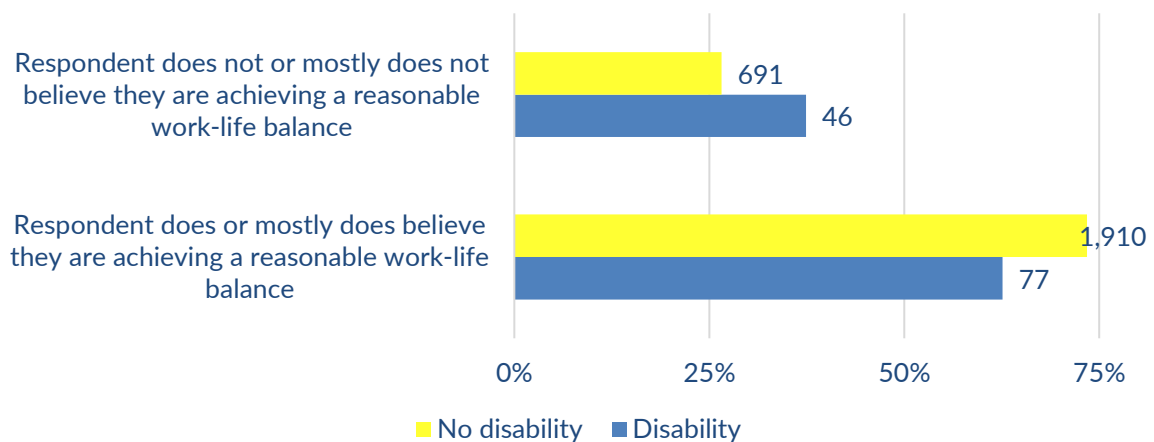
On the other hand, 19% felt that they were **mostly not** and 8% felt that they were **not** achieving a reasonable balance (n=517 and 221 respectively).

A higher proportion of female respondents responded that they were, or mostly were, achieving a reasonable work-life balance (75%, n=1,254) when compared to male respondents (71%, n=717). However, the same proportion of male and female respondents said that they were **not** achieving a reasonable balance (8%).

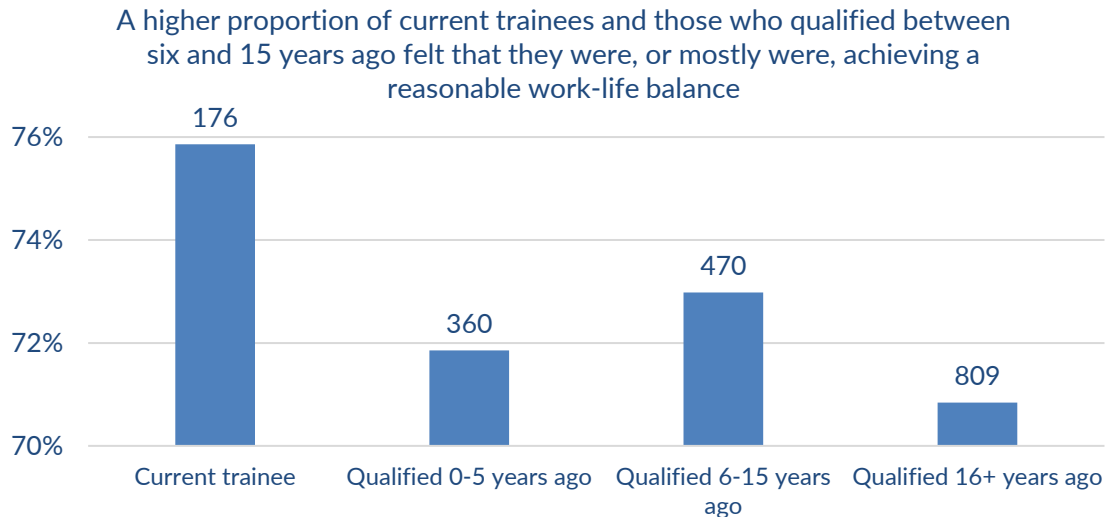
21% of those with dependants said that they were achieving a reasonable work-life balance (n=262), compared to 26% amongst those without dependants (n=384).

While 73% of those without a disability said that they were, or mostly were, achieving a reasonable work-life balance (n=1,910), this figure was 63% for those with a disability (n=77):

A higher proportion of those with a disability reported not having a reasonable work-life balance



Amongst current trainees, 76% felt that they were, or mostly were, achieving a reasonable work-life balance; however, this figure was 71% for those who qualified 16 or more years ago:



Respondents were asked to comment on why they felt they were, or were not, achieving a reasonable work-life balance:

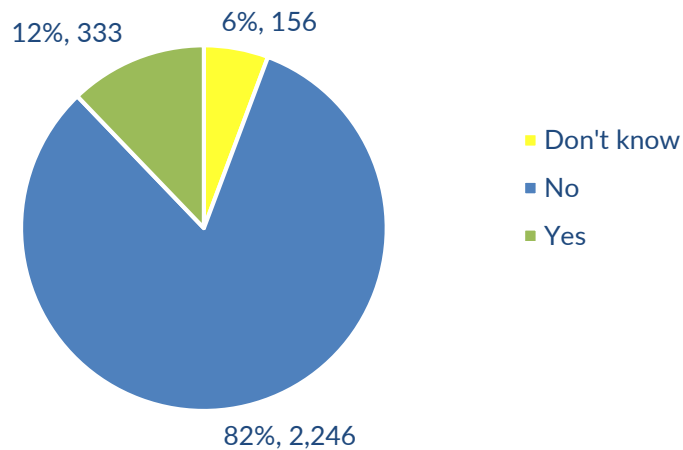
Explanations for feeling one has a reasonable work-life balance	Explanations for feeling one does not have a reasonable work-life balance
Having access to flexi-time or flexible working arrangements.	Being required to work outside of work hours, including on holiday.
Ability to work amended hours.	Challenges in organising or taking time off.
Living locally or being able to cycle to work.	Expectation that personal plans or leave should be cancelled if required by work.
Personally prioritising one's work-life balance.	Feeling continuously 'on duty'.
Feeling satisfied with working additional hours where required.	Volume of work requires long working hours.
Work-life balance fluctuates depending on workload.	Pressures on those working in legal aid.
Having an employer that is considerate or supportive of work-life balance.	Tiredness or stress having an impact even when not working, feeling it is difficult to unwind.
Being able to work from home.	The need to work additional hours to progress or be promoted.

Having interests and hobbies outside work.	Finding it difficult to balance family and work life.
Due to changing one's role or place of work.	Needing to spend time travelling to work.
Not being expected to log on at home or while on holiday.	Lack of flexible working arrangements.
Annual leave – being able to use or arrange leave with short notice or having a reasonable entitlement.	Client demands being prioritised over the work-life balance of staff.

Retirement

12% of respondents stated that they were planning to retire in the next five years, with an additional 6% who did not know whether they would:

12% of respondents are planning to retire in the next five years
(n=2,735)



6. Discrimination, bullying, harassment and sexual harassment

Discrimination

When asked whether they had experienced or witnessed discrimination in the workplace:

	Rate of discrimination experience
Witnessed discrimination	20% (n=561)
Experienced discrimination	20% (n=544)
Neither witnessed nor experienced discrimination	67% (n=1,823)

Personal experience of discrimination

Group	Rate of discrimination experience
All respondents	20%
White – Other	32%
All other ethnic groups	27%
Female	26%
Aged 36-55	25%
Asexual, bisexual, gay man, lesbian, pansexual, prefer to use a different term	22%
Attended state school	20%
White Scottish or British	19%
Heterosexual/straight	19%
Attended private school	18%
Aged 56 and older	16%
Aged up to 35	15%
Male	10%

Respondents were asked if they had personally experienced discrimination in the workplace. They were able to answer if this discrimination was within the last five years; more than five years ago (NB more than five years could have been a six years ago or 26 years ago); or both. Of the 544 respondents who had personally experienced discrimination, 72% had experience of discrimination in the last five years and 44% had experience more than five years ago.

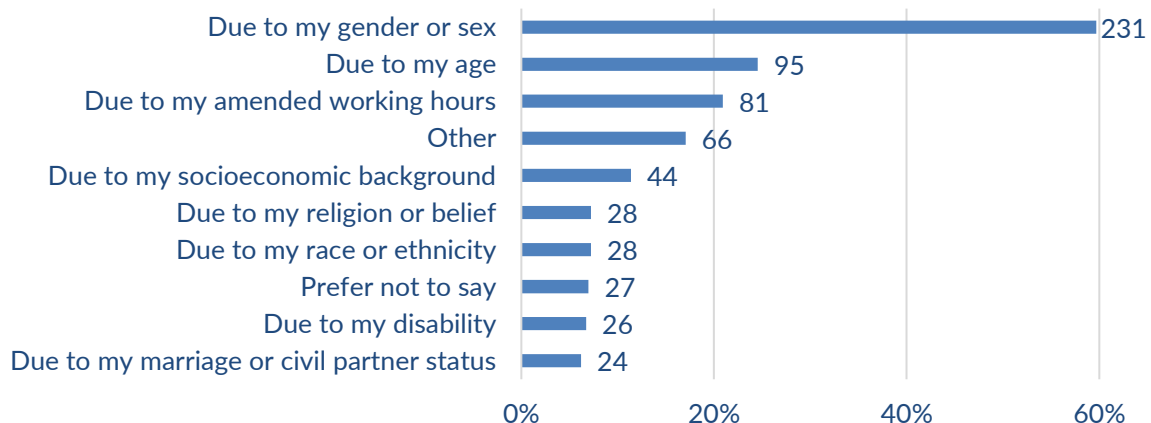
20% of respondents had at some stage personally experienced discrimination in the workplace (n=544). A higher proportion of female respondents described personal experience of discrimination (26%, n=431) than male respondents (10%, n=99).

While 19% of 'White – Scottish or British' respondents said they had personally experienced discrimination (n=479), this figure was 27% for 'All other ethnic groups' (n=33) and 32% for 'White – Other' respondents (n=31).

Types of discrimination

The most frequently identified type of discrimination which was personally experienced by respondents in the past five years was due to their gender or sex:

60% of those who had experienced discrimination in the past five years identified this as being due to their gender or sex



In addition, 5% or fewer respondents experienced discrimination in the past five years due to their sexual orientation or due to being transgender.

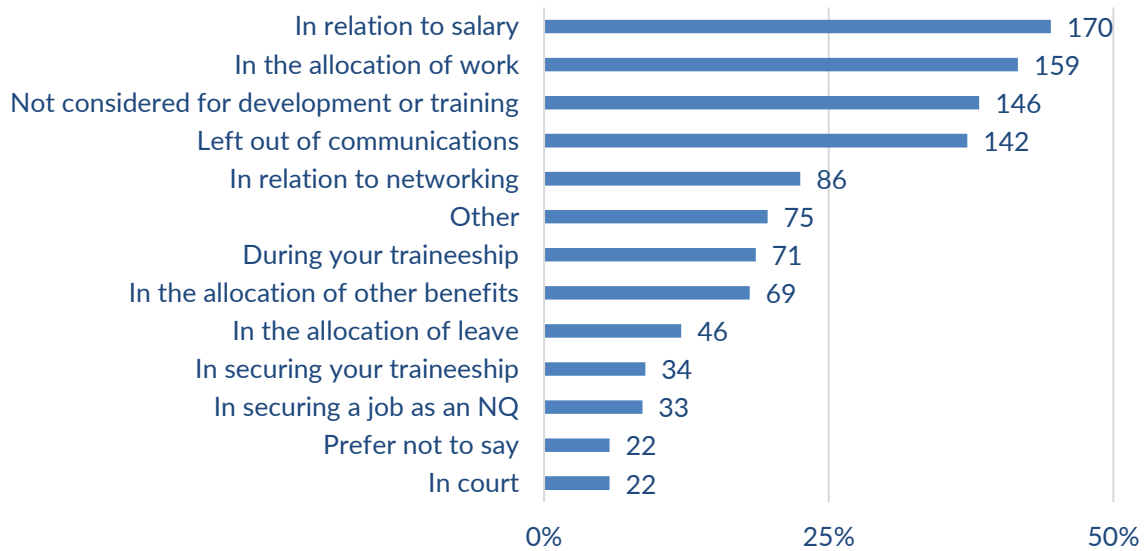
66 respondents described an 'other' type of discrimination, including:

- Due to one's position eg Accredited Paralegal or trainee
- Due to being a mother or parent
- Due to being pregnant
- Due to one's health or mental health
- Due to one's level of qualification eg not having a degree.

Ways of being discriminated against

Respondents identified the ways in which they had been discriminated against in the past five years:

Respondents most frequently felt they were discriminated against in relation to salary



In addition, 5% or fewer respondents felt they were discriminated against in the past five years in the allocation of flexi-time, during their undergraduate study or during their study for their Diploma. No respondents felt that they were discriminated against when instructing an advocate.

75 respondents identified an 'other' way in which they were discriminated against. These included:

- Being demoted or refused amended hours on return from maternity leave
- In relation to promotion or progression
- Receiving offensive or patronising comments
- Bullying.

Witnessing discrimination

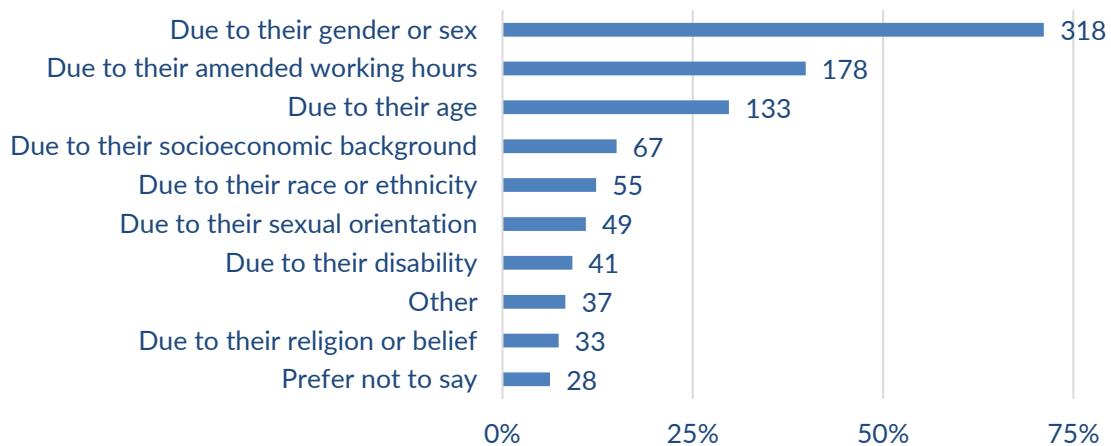
20% of respondents had witnessed discrimination in the workplace (n=561).

Amongst those who said they had witnessed discrimination, 80% said this had happened in the last five years (n=451) and 34% said this was more than five years ago (n=190).⁹

Types of witnessed discrimination

Respondents were asked to identify which types of discrimination they had witnessed within the past five years. The most frequently identified type of discrimination which was witnessed by respondents was due to a person's gender or sex:

71% of those who witnessed discrimination in the past five years identified this as being due to a person's gender or sex



In addition, 5% or fewer respondents witnessed discrimination in the past five years due to a person's marriage or civil partner status or due to being transgender.

37 respondents described an 'other' type of discrimination which they had witnessed. These included:

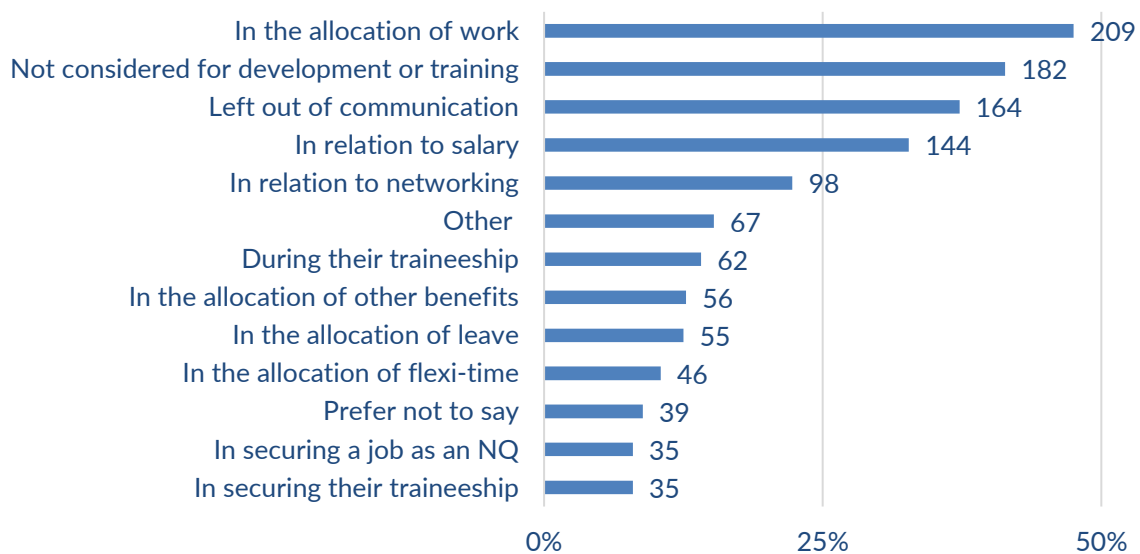
- Due to one's position eg as a trainee or junior worker
- Due to being pregnant
- Due to having children or other caring responsibilities
- Due to one's mental health

⁹ Respondents were able to answer that they had witnessed discrimination both within the last five years and more than five years ago.

Ways in which others have been discriminated against

Respondents were asked to identify the ways in which they had witnessed discrimination in the past five years. The most frequent way in which someone was identified as having been discriminated against was in the allocation of work, followed by not being considered for development or training. In comparison, the most frequent way in which respondents identified **personally experiencing** discrimination was in relation to salary (see above).

Respondents most frequently stated that they had witnessed discrimination in the allocation of work



In addition, 5% or fewer respondents witnessed discrimination in the past five years in court, during a person's study for their Diploma, during a person's undergraduate study or when instructing an advocate.

67 respondents identified an 'other' way in which they had witnessed a person or people be discriminated against in the past five years. These included:

- In relation to promotion or progression
- Losing one's job unfairly
- Bullying, harassment or sexual harassment
- Discriminatory or racist comments
- General or day-to-day environments eg 'people speaking over and judging more junior or female members of staff'
- In relation to requests for flexible working or amended hours

Bullying, harassment and sexual harassment

Respondents were provided with the following information about bullying and harassment:

Bullying is often described as the process whereby an employee is intimidated, mistreated or humiliated. It can be characterised by offensive, malicious or insulting behaviour which is designed to undermine the confidence and capability of the victim.

Harassment can be described as unwanted behaviour which affects the dignity of people at work. It may be persistent or an isolated incident. Either way, the key is that the actions or comments are seen as demeaning or humiliating and are unacceptable to the recipient.

Harassment which is related to 'a protected characteristic' is a form of conduct expressly prohibited by the Equality Act. S26 of the Equality Act 2010 provides that 'A person (A) harasses another (B) if A engages in unwanted conduct related to a relevant protected characteristic, and the conduct has the purpose or effect of violating B's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for B.'

In consideration of the above:

51% of respondents stated that they had neither experienced nor witnessed bullying, harassment or sexual harassment in the workplace (n=1,399). However, 34% stated that they had witnessed bullying, harassment or sexual harassment (n=939) and 28% said they had personal experience of bullying, harassment or sexual harassment (n=779).

Personal experience of bullying, harassment or sexual harassment

28% of respondents had personally experienced bullying, harassment or sexual harassment in the workplace.

A significantly higher proportion of female respondents reported having experienced bullying, harassment or sexual harassment compared to male respondents. A third of female respondents stated that they had personal experience of bullying, harassment or sexual harassment (33%, n=550), while this figure was 21% for male respondents (n=214).

34% of those who identified as asexual, bisexual, gay man, lesbian, pansexual or preferred to use a different term described personal experience of bullying, harassment or sexual harassment in the workplace (n=51), compared to 27% for heterosexual/straight respondents (n=683).

Just under half of those in the 'White – Other' group described having personally experienced bullying, harassment or sexual harassment in the workplace (49%, n=47). Over a third of those in 'All other ethnic groups' had personal experience of bullying, harassment or sexual harassment (34%, n=41), while this figure was 27% for 'White – Scottish and British' respondents (n=691).

Amongst those who said they had personally experienced bullying, harassment or sexual harassment in the workplace, 66% said that this occurred within the past five years (n=514), while 48% had experience of bullying, harassment or sexual harassment from over five years ago (n=375). Amongst all respondents, 19% had experienced bullying, harassment or sexual harassment within the past five years.

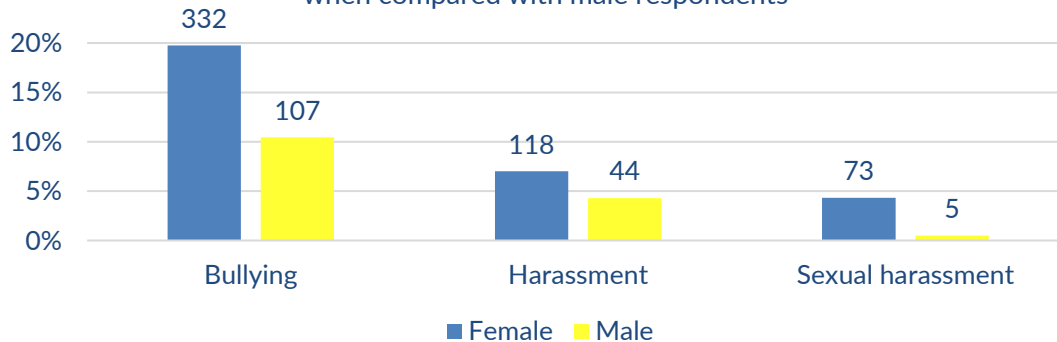
Personal experiences of bullying, harassment or sexual harassment

Respondents were asked to identify whether they had personally experienced bullying, harassment, sexual harassment or an 'other' type of harassment. Respondents most frequently expressed that they had experienced bullying in the workplace:

Experience	Frequency	Percentage of all respondents (n=2,746)
Bullying	450	16%
Harassment	167	6%
Sexual harassment	79	3%
Other	13	<1%

A higher proportion of female respondents had personal experience of bullying, harassment and sexual harassment over the past five years compared with male respondents. While 20% of female respondents had experienced bullying, this figure was 10% for male respondents. While 73 female respondents reported experience of sexual harassment in the workplace, this figure was five for male respondents:

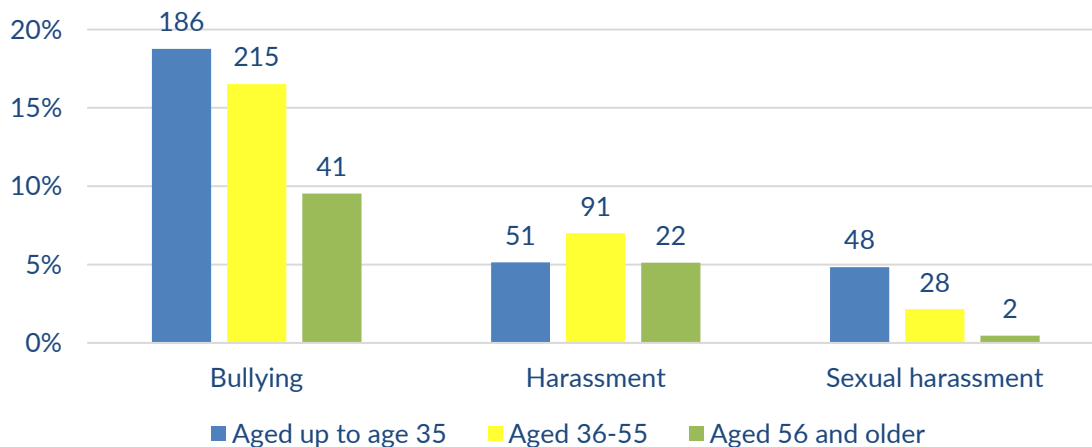
A higher proportion of female respondents reported experience of bullying, harassment and sexual harassment over the past five years when compared with male respondents



Relationship between respondent age and experience of bullying, harassment or sexual harassment

While experiences of bullying and sexual harassment appear to be less frequent amongst older age groups, the rate of experience of harassment is higher for those aged 36-55:

A higher proportion of those aged up to 35 have experienced bullying or sexual harassment within the past five years when compared to other age groups



Witnessing bullying, harassment or sexual harassment

Over a third of respondents stated that they had witnessed bullying, harassment or sexual harassment in the workplace (34%, n=939).

Of those who had witnessed bullying, harassment or sexual harassment in the workplace, 71% stated that this had happened within the past five years (n=672), while 44% said this happened more than five years ago (n=416).

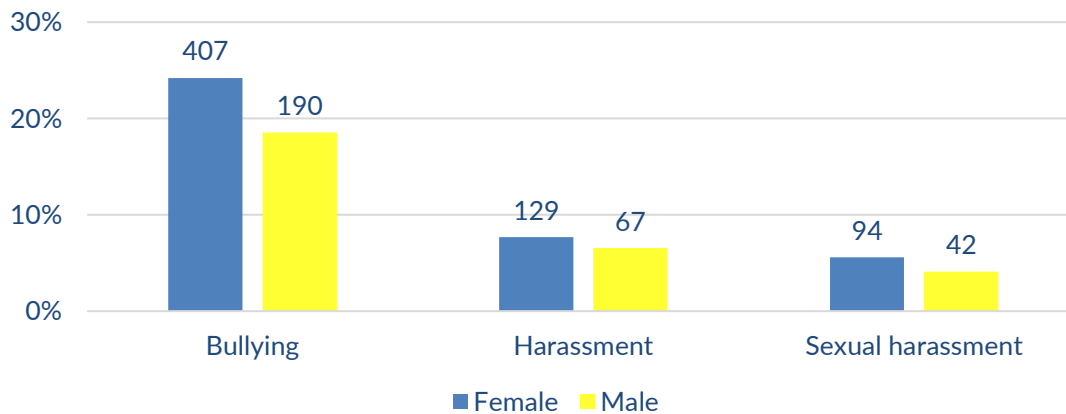
Types of witnessed bullying, harassment and sexual harassment

Respondents were asked to identify which types of bullying, harassment or sexual harassment they had witnessed within the past five years. Bullying was most frequently identified by respondents:

Witnessed	Frequency	Percentage of all respondents (n=2,746)
Bullying	607	22%
Harassment	199	7%
Sexual harassment	139	5%
Other	6	0%

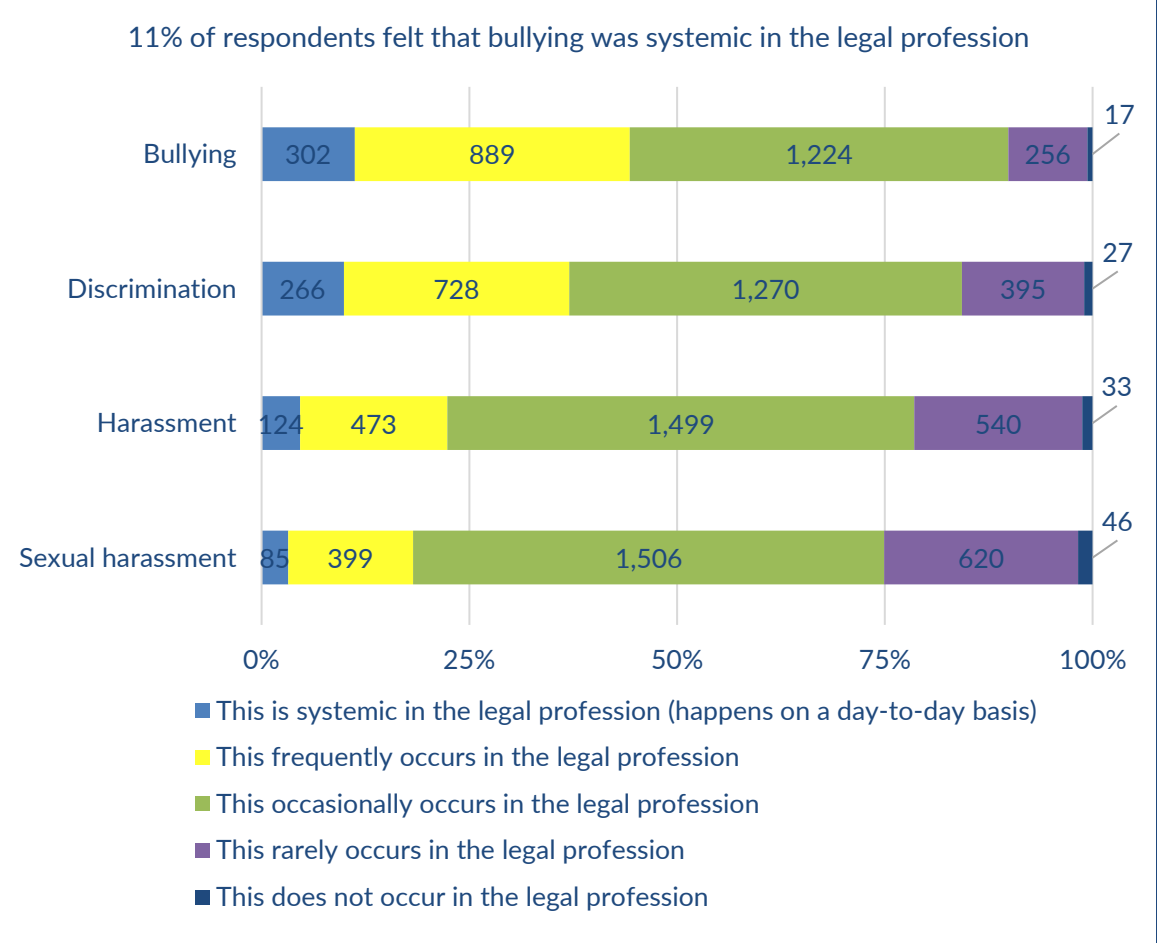
While a higher proportion of female respondents reported **personal experience** of bullying, harassment and sexual harassment, a higher proportion also reported **witnessing** bullying, harassment and sexual harassment when compared with male respondents:

A higher proportion of all female respondents identified different types of bullying and harassment when compared with male respondents



Perceptions of the frequency with which discrimination, bullying, harassment and sexual harassment occur in the Scottish legal profession

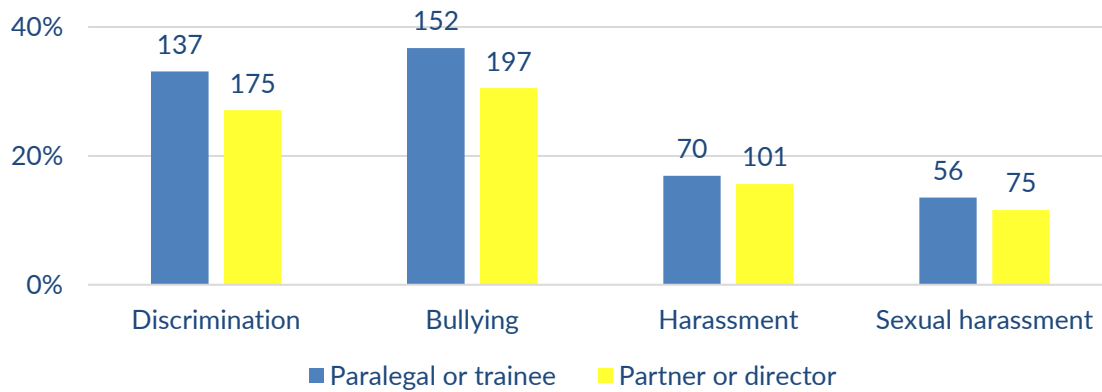
All respondents (regardless of whether they had personally experienced or witnessed discrimination or harassment in the workplace) were asked to comment on how widespread they thought discrimination, harassment, sexual harassment and bullying were within the Scottish legal profession:



Bullying and discrimination were seen to be more widespread in the legal profession than harassment and sexual harassment.

Perception of discrimination, bullying, harassment and sexual harassment by position

Across all categories, a higher proportion of Accredited Paralegals and trainees felt that discrimination, bullying, harassment or sexual harassment were systemic or frequent in the legal profession when compared with partners and directors

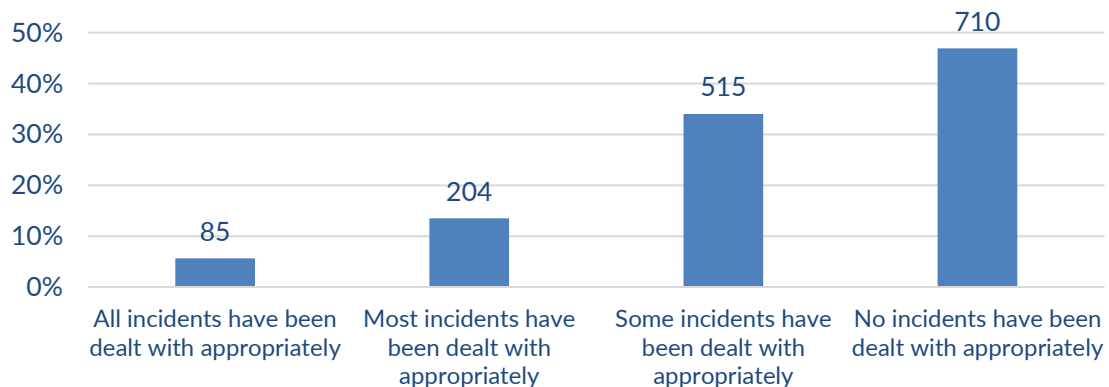


Addressing discrimination, bullying, harassment and sexual harassment

Dealing with past incidents

Respondents who had indicated that they had at any point experienced or witnessed discrimination, bullying, harassment and sexual harassment were asked about whether they felt incidents had been dealt with appropriately. Less than 20% of respondents felt that all or most incidents had been dealt with appropriately:

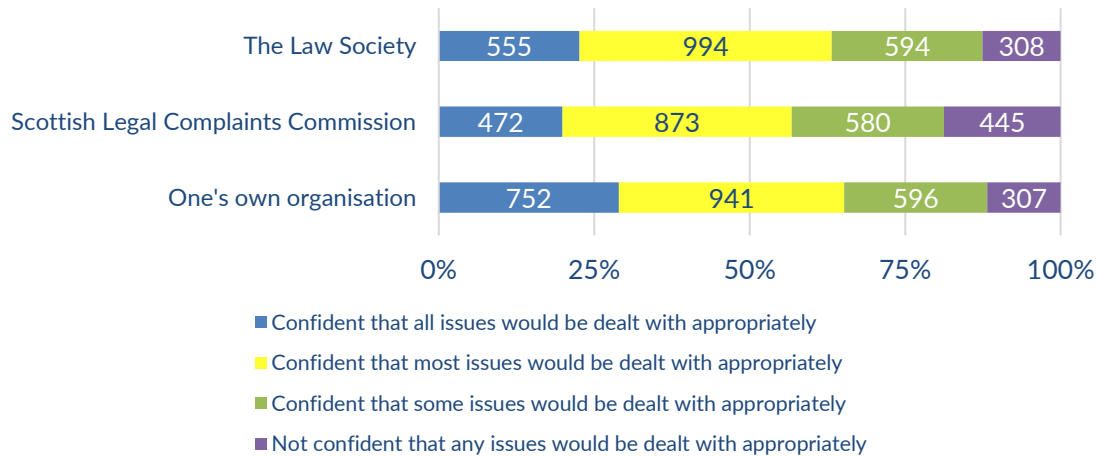
Just under half of respondents felt that no incidents of discrimination, bullying, harassment or sexual harassment had been dealt with appropriately (n=1,514)



Organisational responses to incidents

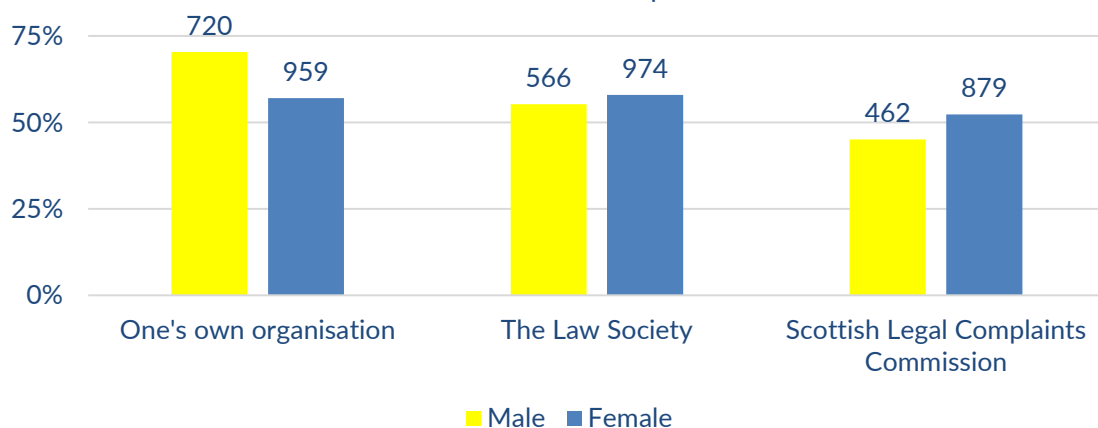
All respondents were asked about the extent to which they were confident that allegations of discrimination, bullying, harassment or sexual harassment would be dealt with appropriately if reported to their organisation, the Scottish Legal Complaints Commission or the Law Society:

65% of respondents were confident that all or most issues would be dealt with by their organisation



An examination of levels of confidence that all or most issues would be dealt with appropriately by the Law Society, Scottish Legal Complaints Commission and one's own organisation by gender shows the following:

While 70% of male respondents were confident that all or most issues would be dealt with appropriately by their own organisation, this figure was 57% for female respondents



Comments relating to discrimination, bullying, harassment or sexual harassment

Respondents were invited to provide accounts and information on discrimination, bullying, harassment or sexual harassment. The responses ranged from a respondent having not seen or experienced this behaviour, to unwanted or inappropriate comments to allegations of serious sexual assault. The comments also covered incidents or accounts from within the last five years, and over a longer period of more than five years.

A summary of some of the accounts received are outlined below in order to protect the anonymity of respondents and any other individuals who may have been identifiable from the accounts provided:

Accounts of discrimination, bullying, harassment or sexual harassment

Theme	Comments included accounts of:
Sexual harassment	<ul style="list-style-type: none"> • Inappropriate comments • Unwanted physical contact • A colleague being reported for inappropriate behaviour with no resulting action at an HR level • Sexual harassment and bullying during traineeships • Threat of sexual violence
Discrimination based on gender	<ul style="list-style-type: none"> • Discrimination in promotions • Women being left out of meetings etc because of the perception they will potentially take time off in the future to have a baby • Reduced salary prospects for women • Judges talking down to women in court • Uncomfortable comments towards women about 'going off to have children' • Male lawyers talking in communal spaces about sexual activity in a way which is derogatory to women • Refusal to use gender neutral language



Bullying and harassment	<ul style="list-style-type: none">• The prevalence of bullying and aggression in the legal profession• Bullying and harassment in high street firms• Bullying of trainees as ‘standard practice’ as well as casual racism and sexism
Discrimination based on race or ethnicity	<ul style="list-style-type: none">• Systemic discrimination against ethnic minorities• Use of racist language• Racial prejudice• Differences in the way that the Law Society reviews and responds to traineeship applications made by people from ethnic minority backgrounds
‘Boys’ club’ or problems with elitism	<ul style="list-style-type: none">• A view that the ‘old boys’ network’ is alive in the legal profession, with males being treated better and given better caseloads• Unconscious bias towards those who have attended public school, are middle or upper class or ‘well-spoken’ white people• Discrimination in recruitment against those who do not have family in the profession or are not part of the ‘elite’• Discrimination by employers against people who went to college before attending university

Bullying and harassment of those in more junior positions or trainees by those in more senior positions or partners

Theme	Comments included accounts of:
Treatment of those in more junior positions eg trainees, NQs and Accredited Paralegals	<ul style="list-style-type: none"> • Bullying of trainees and NQs by partners in small Private practice • Bullying or harassment of trainees and junior female members of staff • Acceptance across staff members around trainees not being treated with respect • Abuse of power by partners or very senior associates towards junior members of staff

Views that the occurrence of discrimination, bullying, harassment and sexual harassment is decreasing or not a problem unique to the legal profession

Theme	Comments included accounts of:
Issues are not necessarily more widespread in the legal profession than in other sectors	<ul style="list-style-type: none"> • Incidents relating to discrimination, bullying, harassment or sexual harassment do not happen more frequently in the legal profession than in other fields • Incidents will inevitably occur across sectors, not necessarily more so in the legal profession • Expression that one has not witnessed any such behaviour
There has been progress in this area	<ul style="list-style-type: none"> • While casual sexual harassment was previously common, this has decreased over time • Feeling that most law firms are more committed and better at tackling these issues now than they were in the past



Views that discrimination and harassment can be subtle or unconscious

Theme	Comments included accounts of:
Subtle or unconscious discrimination or harassment	<ul style="list-style-type: none"><li data-bbox="555 371 1246 434">• Discrimination is not overt or even conscious in some instances<li data-bbox="555 477 1246 539">• Individuals who bully or harass others may see their behaviour as normal<li data-bbox="555 582 1246 685">• Discrimination can be subtle, such as partners assisting male rather than female assistants in their careers<li data-bbox="555 728 842 759">• Unconscious sexism<li data-bbox="555 801 1246 936">• Existence of behaviours which are 'milder' forms of discrimination, bullying, harassment or sexual harassment which are difficult to call out but are nevertheless damaging or undermining to the victim

Problems with raising issues or complaints

Theme	Comments included accounts of:
<p>Fear or resistance to speaking up about discrimination or harassment</p>	<ul style="list-style-type: none"> • A fear that speaking up will cost one their job or career • A need to move jobs rather than report one's discomfort with an atmosphere of sexualised discussion and jokes • Concern about the 'blacklisting' of those who complain about discrimination or harassment • Worry that one will be considered a 'trouble-maker' or 'soft' for reporting incidents • A view that reporting sexual harassment is 'not worth it' and individuals should instead use strategies to keep themselves safe
<p>Unsuccessful attempts to raise issues</p>	<ul style="list-style-type: none"> • Inadequate and indifferent responses from the Law Society and LawCare around incidents of bullying towards junior staff • Failure to address bullying by an employer leading to an individual leaving this place of work • Experience of senior management protecting an individual accused of bullying rather than addressing the issue • Reporting sexual assault, with no action taken by the employing organisation

Discrimination and harassment in Private practice, amongst sheriffs and clients

Theme	Comments included accounts of:
Private practice	<ul style="list-style-type: none"> • Changing place of employment to avoid the discrimination, harassment, bullying and sexual harassment that are seen to be common in Private practice • A prevailing culture and acceptance around the bullying of trainees and junior solicitors in Private practice • View that Private practice is not a welcoming environment for gay lawyers
Sheriffs	<ul style="list-style-type: none"> • Sheriffs bullying junior, mainly female, members of staff • Bullying in court by sheriffs viewed as a feature of legal careers which is rarely and inadequately addressed • View that the way in which sheriffs speak to solicitors would not be tolerated in other professions
Clients	<ul style="list-style-type: none"> • Harassment and bullying coming from clients in circumstances where partners are not willing to challenge their behaviour • View that sexual harassment involving clients or contacts would not be dealt with appropriately by employers • Employers can encourage sexual harassment by clients or seek to encourage the victim to tolerate it

Actions to address discrimination, bullying, harassment and sexual harassment

Respondents provided suggestions of actions which could address discrimination and harassment in the legal profession, eg:

Anonymous surveys within an organisation – people can be honest, and problems can be dealt with appropriately
Training and insight into personal behaviour
Easier whistle-blowing
Education on the 'grey area of banter', harassment and unconscious bias
Better advertising of help sources such as helplines
The Law Society to engage in 'proactive work to educate and prevent unwanted comments, behaviour and sexual harassment'
Better resources more readily available to help those affected by sexual harassment deal with the 'emotional and mental impacts'
Compliance work of the Law Society – 'Compliance with equalities legislation and efforts to reduce discrimination, harassment, sexual harassment and bullying should become as prominent in the compliance work of the Law Society as AML and peer review'

7. Views on future actions by the Law Society of Scotland and others

Respondents were provided with the following information:

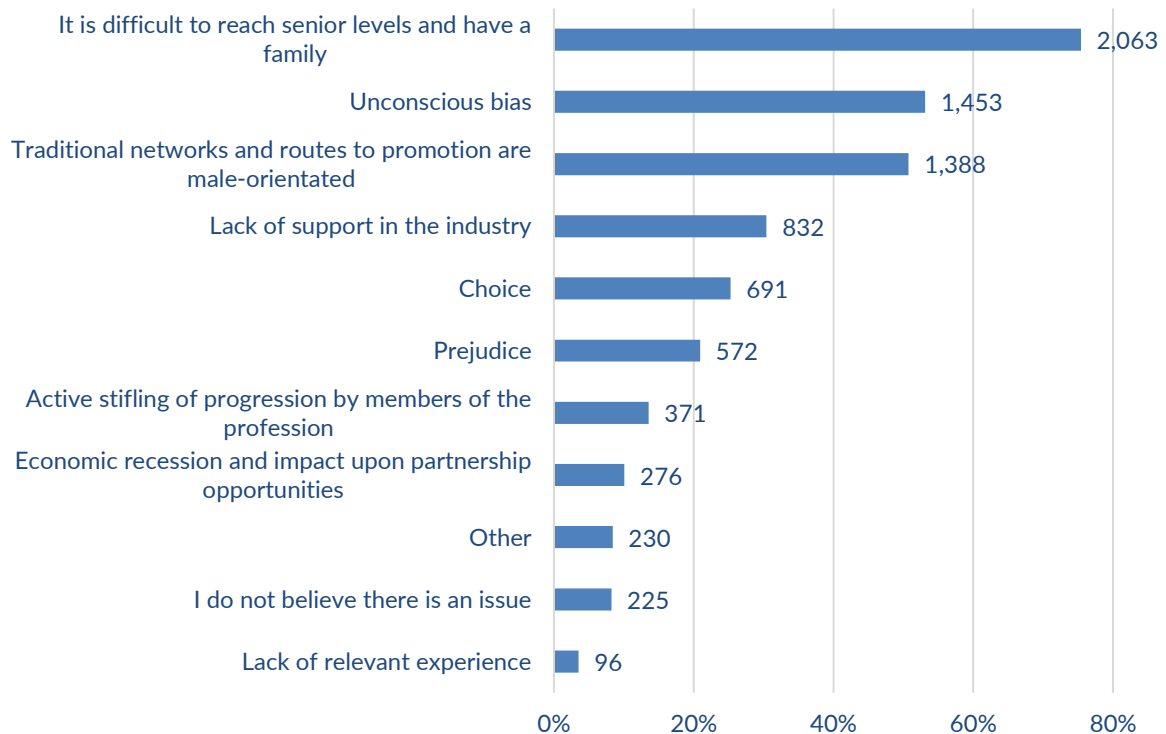
Women now make up a majority of the solicitor profession. The gender distribution within the profession, though, is uneven. The route to qualification – LLB, DPLP, traineeship – are now disproportionately female.

At the higher end of the profession, this imbalance inverts. Women make up fewer than 30% of partners in the Scottish legal profession and fewer than 30% of solicitor advocates. We know from our own research that this issue occurs in other legal professions in Scotland (under 30% of advocates are female; under 30% of Senators of the College of Justice are female). Similar imbalances exist in other UK jurisdictions.

Equally, we know that students from Black, Asian and Minority Ethnic (BAME) communities are disproportionately over-represented on the LLB per head of population. We are aware though that there is a perception that comparatively few BAME solicitors make partner or take up judicial appointments.

Reasons for comparatively few women reaching senior positions

The most frequent reason identified for why comparatively few women reach senior positions was that it is difficult to reach senior levels and have a family (n=2,735)



75% of respondents felt that fewer women reaching senior positions was due to it being difficult to reach senior levels and have a family (n=2,063). 8% did not believe that there was an issue with comparatively few women reaching senior positions (n=225).

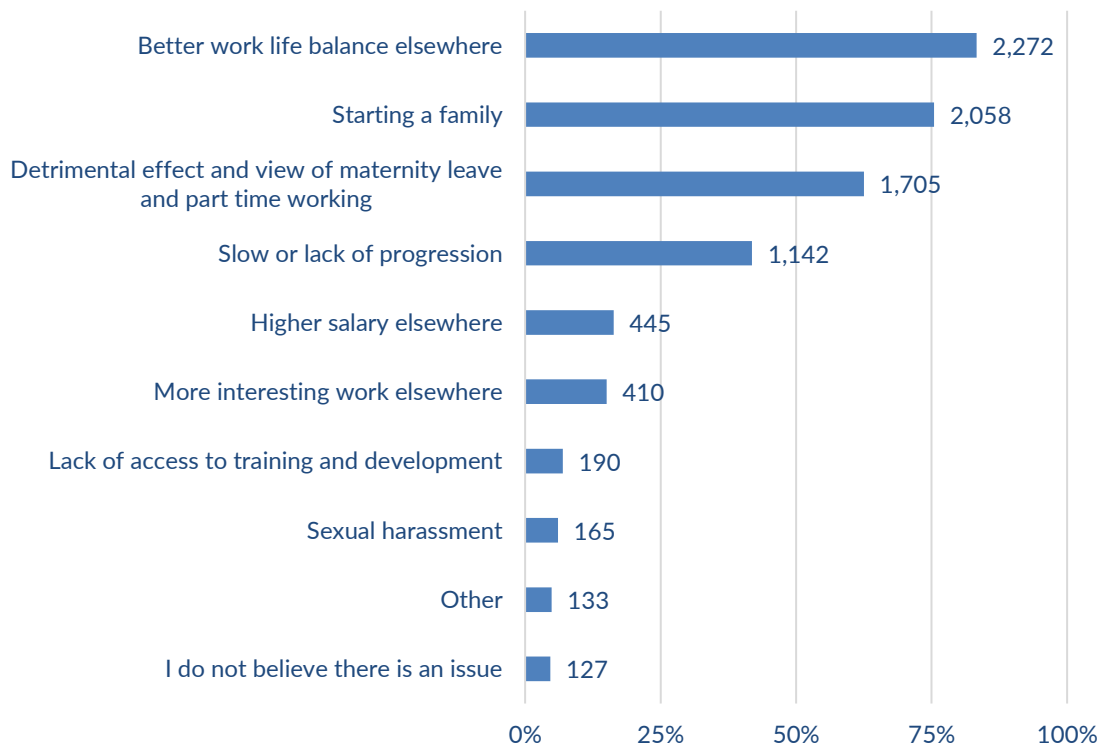
230 respondents identified an 'other' reason why comparatively few women reach senior positions. These included:

- It is a matter of time – the high proportion of females entering the profession in the present will lead to balance or their disproportionate representation in the make-up of senior roles in the future
- Men are more confident, assertive or entitled
- Organisations do not offer flexible working arrangements or, where women are able to work amended hours they are disadvantaged
- Continuation of an 'old boys' club' mentality

Women leaving the legal profession in their 30s and 40s

Respondents were asked why they felt so many women leave the legal profession in their 30s and 40s:

83% of respondents felt that women leave the legal profession in their 30s and 40s because of a better work-life balance elsewhere (n=2,727)



130 respondents described an ‘other’ reason for women leaving the profession in their 30s and 40s, these included:

- Women becoming demotivated, disillusioned or frustrated
- Respondents unsure why women leave the profession, or unaware that this was the case
- Lack of support for flexible working

Encouraging female solicitors to reach senior levels

Organisations

Respondents were asked about changes that **organisations** could make to working practices to encourage more female solicitors to reach senior levels:

90% of respondents felt that greater acceptance of flexible working would encourage more female solicitors to reach senior levels (n=2,566)



205 respondents provided an ‘other’ change which organisations could make to working practices. These included:

- Support for women during and following maternity leave
- Better provision of flexible working and parental leave for men
- Improved childcare provision eg a creche
- Encouragement of cultural changes
- Encouragement of job sharing

Law Society of Scotland

Respondents were asked about changes that the **Law Society** could make to working practices to encourage more female solicitors to reach senior levels:

Over half of respondents felt that the Law Society providing unconscious bias training would help to encourage more women solicitors to reach senior levels (n=2,423)



211 respondents provided an 'other' change which the Law Society could make to working practices. These included:

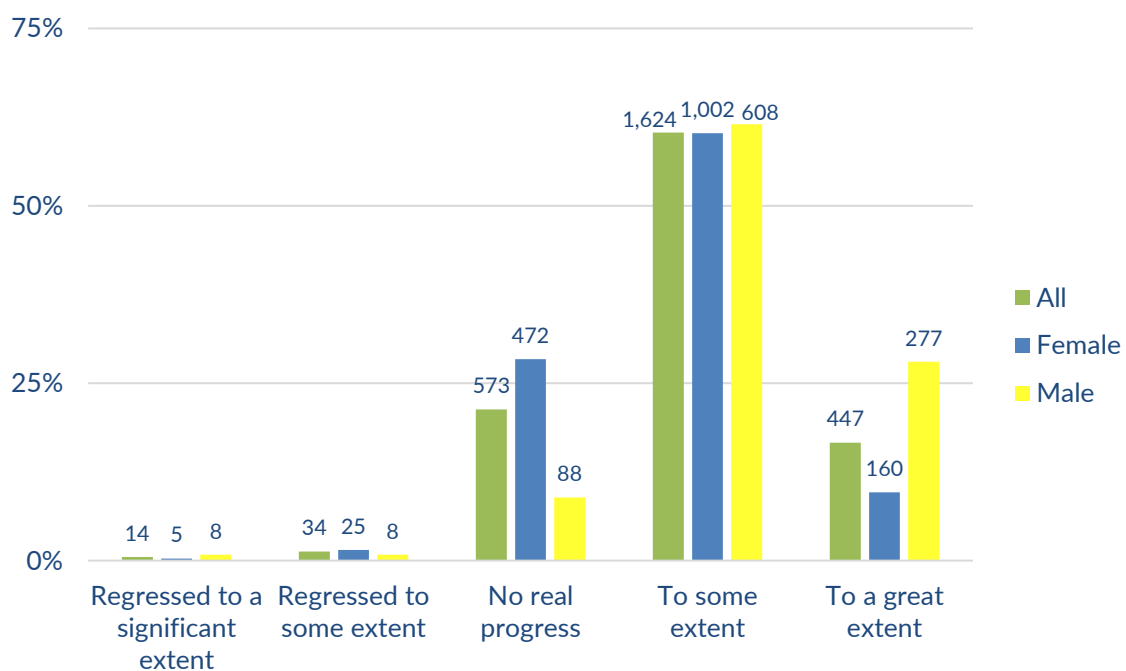
- Improve complaints procedures
- Provide assistance with returns to work after maternity leave or career breaks
- Other forms of training eg identifying and preventing bullying and harassment or awareness training for male solicitors
- Confidential support for those experiencing discrimination
- Encourage organisations to offer flexible working, amended hours, job sharing and equal access to parental leave
- Opposition to female-specific events or training
- Require organisations to disclose their gender pay gap and diversity statistics
- The Law Society should not act on this issue
- Opposition to partnership quotas

Gender equality

Improvements in gender equality in the legal profession over the past five years

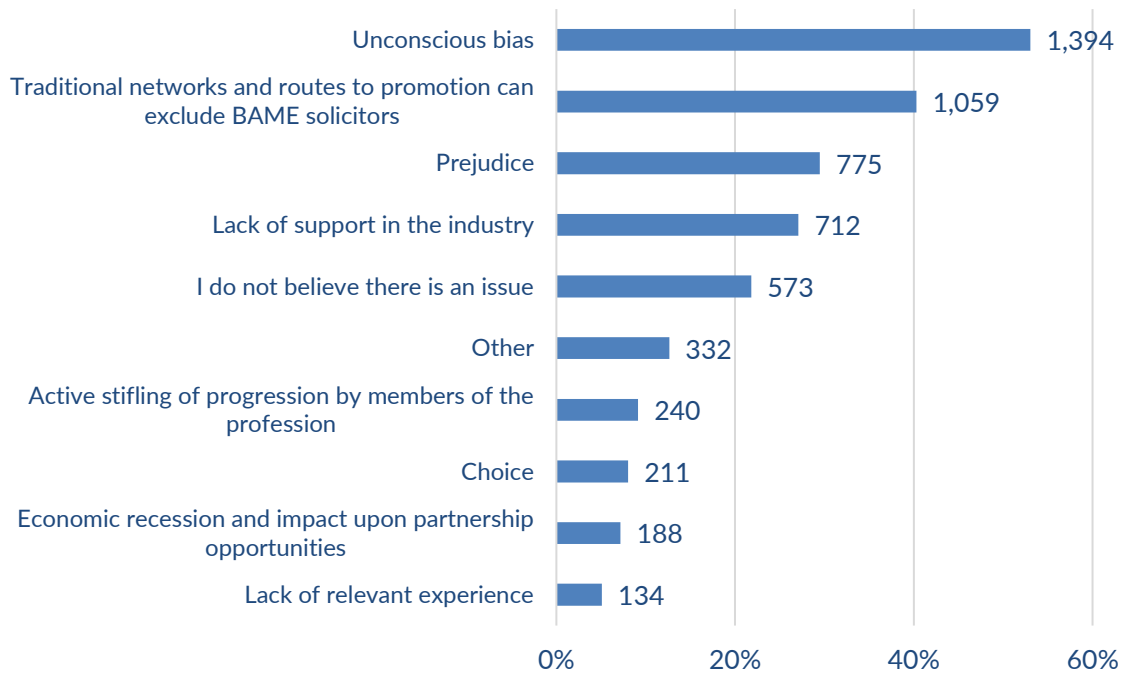
Respondents most frequently felt that gender equality had improved **to some extent** over the past five years. However, while 28% of male respondents felt that gender equality had improved **to a great extent**, only 10% of female respondents had this view. In addition, while 28% of female respondents felt there had been **no real progress** in gender equality, only 9% of male respondents had this view:

While 28% of male respondents felt that gender equality had improved 'to a great extent' over the past five years, this figure was 10% for female respondents



Reasons for comparatively few Black, Asian and Minority Ethnic (BAME) solicitors reaching senior positions in the legal profession

Respondents most frequently felt that comparatively few BAME solicitors reach senior positions because of unconscious bias (n=2,628)



53% of respondents felt that fewer BAME solicitors reaching senior positions was due to unconscious bias (n=1,394). 22% did not believe that there was an issue with comparatively few BAME solicitors reaching senior positions (n=573). 5% felt that it was due to a lack of relevant experience (n=134).

332 respondents identified an 'other' reason why comparatively few BAME solicitors reach senior positions. These included:

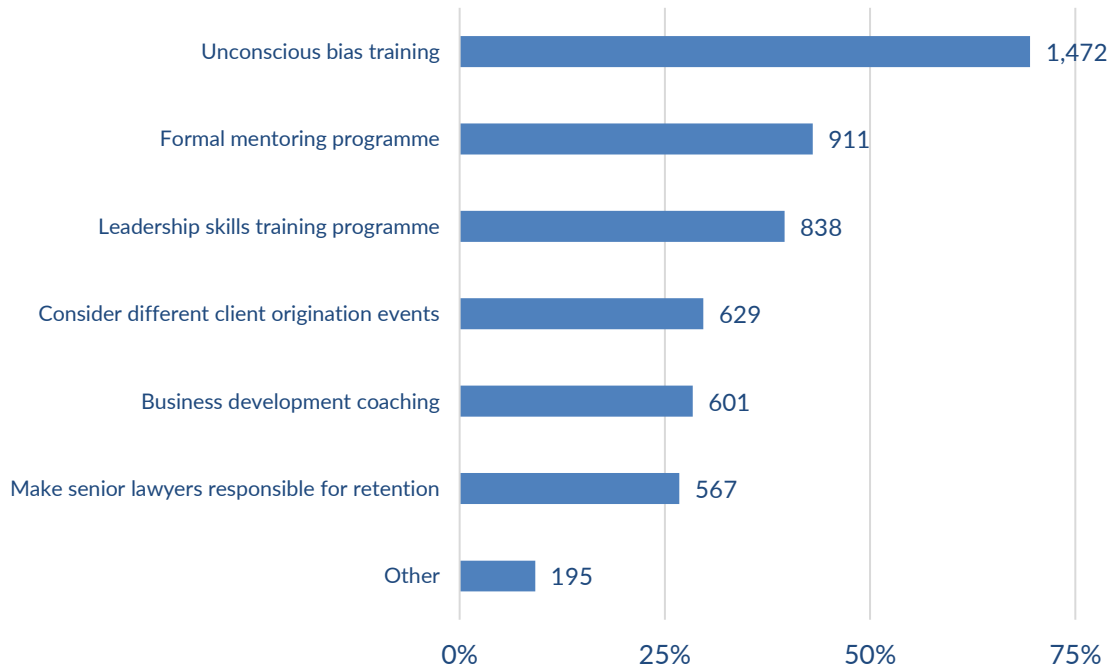
- A view that the Scottish population as a whole was not diverse
- A view that BAME solicitors will reach senior positions with time as it is relatively recent that a higher proportion of BAME solicitors have entered the profession
- Respondents saying that they were not sure or felt unable to comment
- A view that the problem is at school or university level, where BAME young people are not encouraged or supported to study law
- A lack of role models in the profession

Encouraging BAME solicitors to reach senior levels

Organisations

Respondents were asked about changes that **organisations** could make to working practices to encourage more BAME solicitors to reach senior levels:

69% of respondents felt that unconscious bias training would help to encourage more BAME solicitors to reach senior levels (n=2,118)



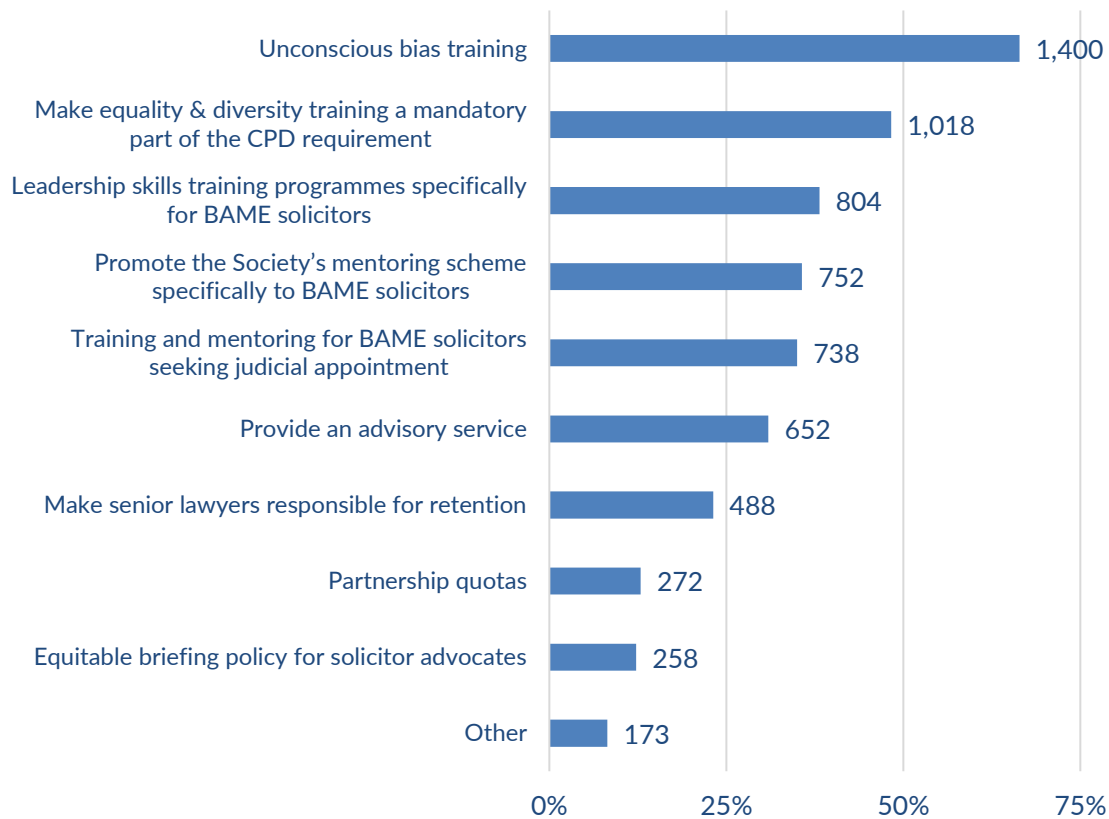
195 respondents provided an 'other' change which organisations could make to working practices. These included:

- Initiatives which support BAME individuals to study law
- Improve access to the profession for BAME graduates
- Respondents saying that they were not sure or felt unable to comment
- Provide and promote grants or funding
- Address racism in the profession

Law Society of Scotland

Respondents were asked about changes that the **Law Society** could make to working practices to encourage more BAME solicitors to reach senior levels:

66% felt that unconscious bias training by the Law Society would encourage more BAME solicitors to reach senior levels (n=2,108)



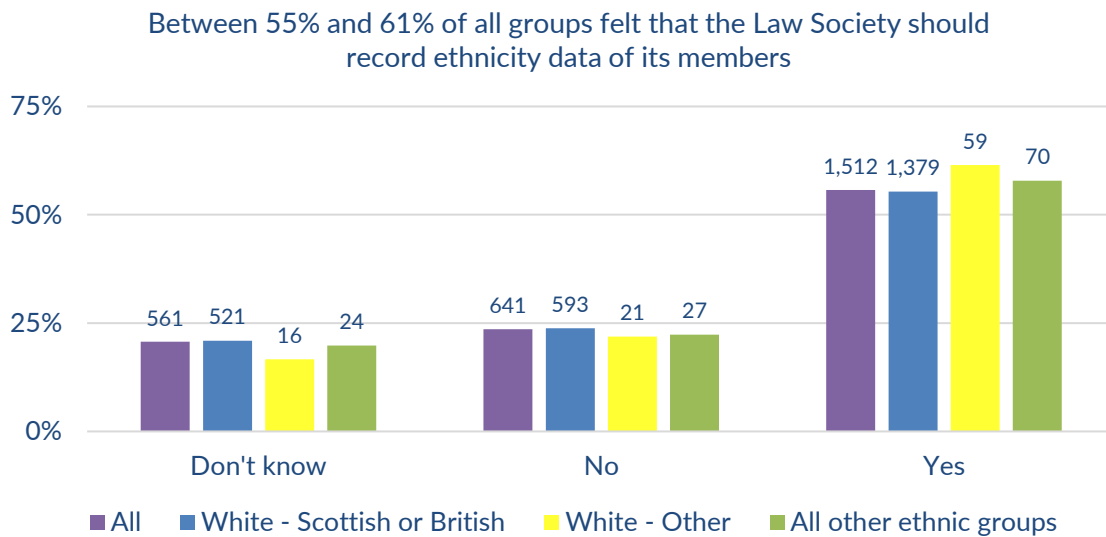
For both **organisations** and the **Law Society**, the provision of unconscious bias training was most frequently selected as a way to encourage more BAME solicitors to reach senior levels.

173 respondents provided an 'other' change which the Law Society could make to working practices. These included:

- Initiatives which support BAME individuals to study law and pursue a career in the profession
- Talks from successful BAME professionals to children and law students
- Training for those in the profession to make appointments based on merit rather than school attended or parents' professions

Recording of ethnicity data of Law Society members

Respondents were asked whether the Law Society should record the ethnicity data of its members to be able to track progression rates:

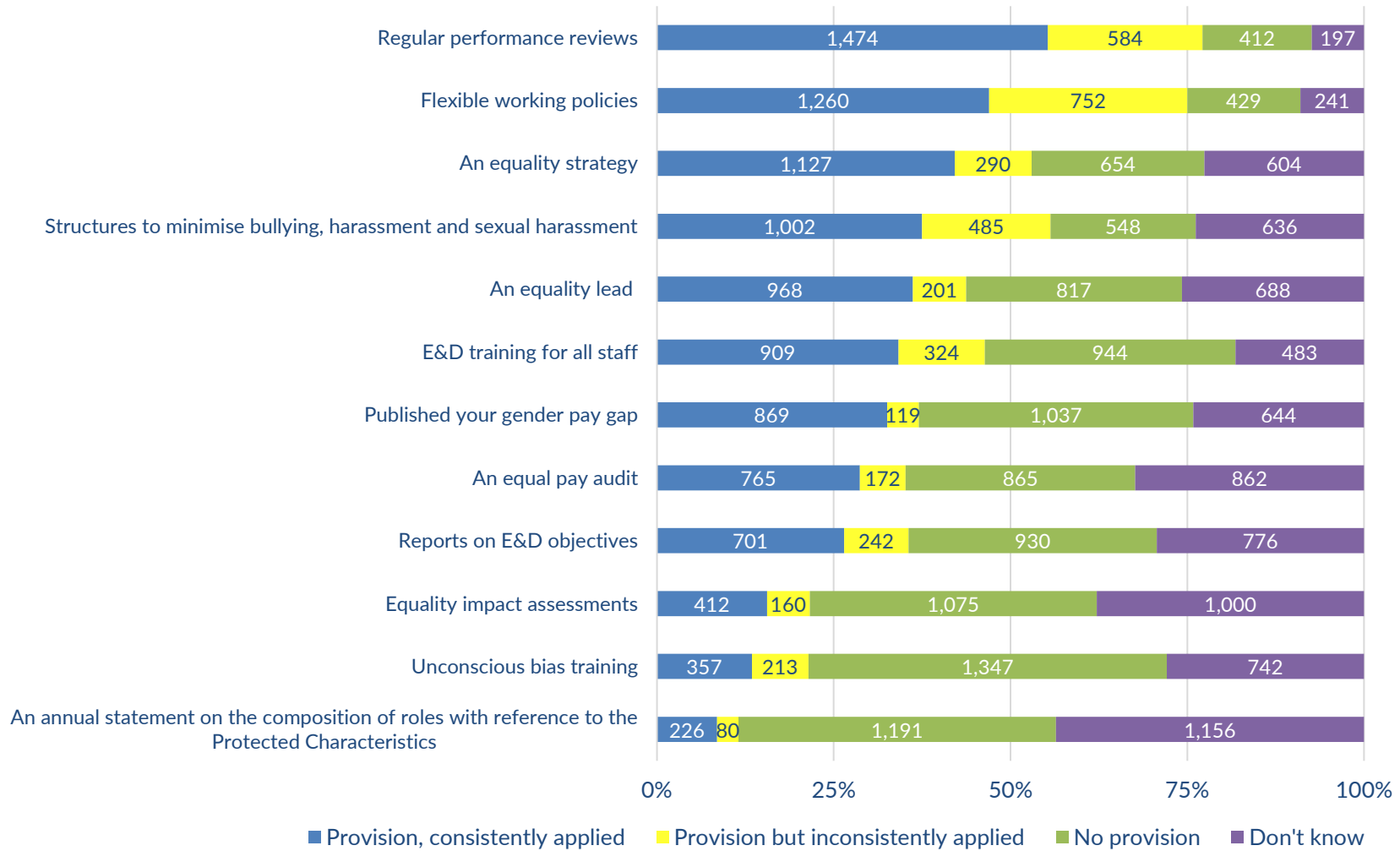


Policies and initiatives

Respondents were asked: 'Thinking about your own (or most recent) employer or, if you are a sole practitioner, your own firm – which of the following policies or initiatives are in place?'

Regular performance reviews were most frequently identified as being in place and consistently applied (55%, n=1,474). The least frequently identified, provided and consistently applied policy was an annual statement on the composition of roles with reference to the Protected Characteristics (9%, n=226):

Regular performance reviews were most frequently identified by respondents as provided and consistently applied



Transparency and fairness of pay and reward structures

Transparency of pay and reward structures within organisations

Respondents most frequently felt that pay and reward structures were **not** transparent. 41% said that structures **were not** transparent (n=1,121), while 32% felt they were transparent to **some extent** (n=880) and 26% felt they **were** transparent (n=710).

Fairness of pay and reward structures within organisations

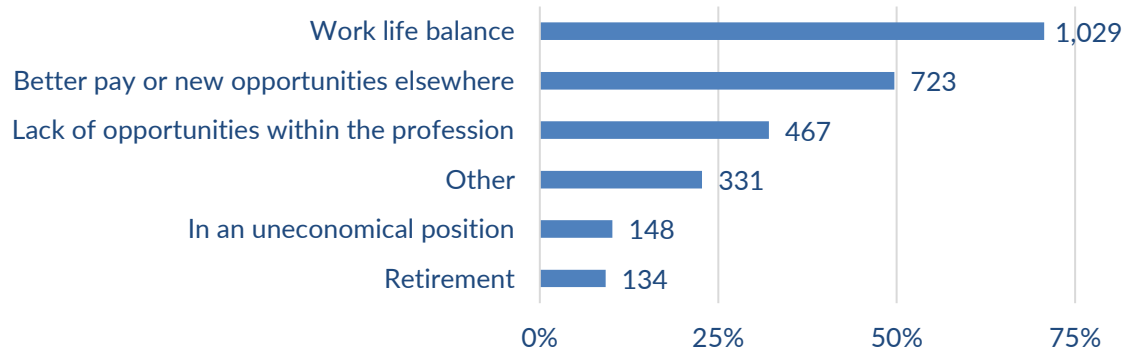
43% of respondents felt that pay and reward structures were fair **to some extent** (n=1,160). 33% felt structures **were** fair (n=878), while 25% felt pay and reward structures **were not** fair (n=662).

Leaving the profession

54% of respondents had considered leaving the profession in the past five years (n=1,459).

Respondents most frequently stated 'work-life balance' as a reason for considering leaving the profession, followed by 'better pay or new opportunities' elsewhere:

71% of respondents identified work-life balance as a reason for considering leaving the profession (n=1,456)



331 respondents provided an 'other' factor which had prompted them to consider leaving the profession. These included:

- Bullying, harassment or sexual harassment
- Poor treatment from employers or management
- Pressure of work and stress
- Discrimination
- Health reasons
- More interesting or fulfilling work elsewhere.