

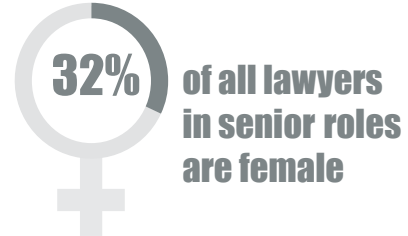
Main findings – England and Wales



The IBA has received responses across the four sectors of the legal profession (private practice, including barristers' chambers, in-house legal teams, the public sector, and the judiciary).



Gender representation across the legal profession:



There is a 19% point drop between female representation at all levels and female representation at senior levels.

Gender initiatives

95% of respondents reported monitoring gender balance in senior positions and overall.

The 3 most popular initiatives across the legal profession are:

- Flexible working arrangements
- Coaching/mentoring
- Unconscious bias training

Quota setting is the least popular.

Flexible working is the most popular initiative, the one perceived to be the most effective and the one in place the longest (6.6 years on average).



The public sector has the strongest female representation. The public sector has been implementing gender initiatives for the longest period of time.

64%

64% of all lawyers in the public sector are female.

57%

57% of all lawyers in a senior role in the public sector are female.



Quota setting is the least popular initiative but is perceived to be 'somewhat' or 'very effective'.



Unconscious bias training is widely used but perceived to be the least effective of all the initiatives.

