

Assignment 2

Fostering inclusive workplace cultures, supporting diverse hiring practices, supporting mentorship programmes for underrepresented groups, and taking part in outreach initiatives to guarantee legal services are accessible to diverse communities are all ways that legal professionals promote equality and diversity. A more egalitarian profession is also facilitated by knowledge of and action taken against systematic prejudices in the legal system.

Upholding justice and guaranteeing equitable access to legal services are critical roles played by the legal profession. Legislative acts and professional codes in the UK direct practitioners in advancing diversity and equality. In order to promote inclusivity in the legal profession, I will explore the effects of the Legal Services Act of 2007, the Equality Act of 2010, the Solicitors Regulation Authority (SRA) Code of Conduct, the Chartered Institute of Legal Executives (CILEX) Code of Conduct, and the Bar Standards Board (BSB).

[legalserviceboard.org.uk,2020](https://legalserviceboard.org.uk/2020)

In the UK, the main goals of the Legal Services Act 2007 are to liberalise and regulate the provision of legal services. Even while the act doesn't directly address diversity and equality, it does indirectly support these ideas within the legal community. The Legal Services Act of 2007,ay have the following effects on diversity and equality:

Alternative Business Structures (ABS)

With the introduction of Alternative Business Structures under the legislation, legal service providers might be owned and operated by anybody other than attorneys. This invention has the potential to improve diversity in the legal profession by attracting people with different backgrounds and areas of expertise.

Increased Competition and Accessibility

Through increased competition in the legal service industry, the act seeks to increase cost and accessibility. People from a variety of socioeconomic situations who may have previously encountered obstacles in obtaining legal assistance can benefit from this.

Innovation and Client-Centric Services

The act promotes creativity in the provision of legal services. This drive for creativity could result in the creation of services that are more suited to the various demands of clients, encouraging inclusion in legal solutions.

Professional Standards and Regulation

The legislation prioritises liberalisation, but it also upholds the legal profession's commitment to upholding professional standards. By guaranteeing that legal services follow ethical and professional standards regardless of the corporate structure, this commitment subtly supports the values of equality and diversity.

Regulatory Oversight for ABS Entities

To make sure they adhere to the requirements, regulatory scrutiny is applied to ABS businesses. Inadvertently supporting inclusive workplaces, this overlook may take into account policies pertaining to diversity and equality within these organisations.

Potential for Diverse Legal Service Providers

Many groups, especially those that specialise in serving the legal requirements of underprivileged or marginalised communities, can benefit from the act's lax ownership and management regulations governing legal service providers.

It is crucial to remember that although the Legal Service Act of 2007 offers a framework for more diversity and competition, regulatory agencies, specific legal service providers, and legal professionals themselves frequently bear the primary responsibility for advancing equality and diversity. These principles are more clearly addressed by other legislative acts, such as the Equality Act 2010, and the legal community needs to collaborate to ensure that these principles are implemented effectively and that best practices for diversity and equality are followed.

[\(\[legislation.gov.uk, 2007\]\(http://legislation.gov.uk, 2007\)\)](http://legislation.gov.uk, 2007)

A comprehensive piece of law in the UK, the Equality Act 2010 was created to protect people from discrimination based on a range of characteristics and to advance equality. The following are some ways that the Equality Act 2010 Advances diversity and equality:

Protected characteristics

Nine protected characteristics, age, handicap, gender, reassignment, marriage, and civil partnership, pregnancy, and motherhood, race, religion, or belief, sex, and sexual orientation- are identified by the Equality Act 2010 and serve to shield people from discrimination. This extensive list captures the variety of facets that make up human identity.

Prohibition of Discrimination

Direct and indirect discrimination, harassment, and victimisation on the basis of the protected traits are forbidden by the Act. This legal framework promotes inclusion by guaranteeing that people are treated fairly and equally.

Equality Duty for Public Authorities

The Public Sector Equality Duty, as stipulated in the Equality Act of 2010, applies to public bodies. Public entities have an obligation to actively evaluate the effects of their policies and practices on individuals with respect to the protected characteristics and to strive towards the abolition of discrimination and the advancement of equality.

Equality in Employment

The Act forbids discrimination in hiring, employment, and termination procedures, thereby promoting equal chances in the workplace. It tackles concerns of fair pay and has provisions for appropriate modifications for those with disabilities.

Provisions for Positive Action

The Act permits affirmative action under specific conditions. In order to address underrepresentation or disadvantages faced by people with specific protected characteristics, organisations are able to use targeted actions.

Public Awareness and Education

The Equality Act of 2010 helps to increase public knowledge about inequality and prejudice. It promotes knowledge and comprehension of all viewpoints and experiences, building an inclusive and respectful culture.

In summary, the Equality Act 2010 establishes a robust legal framework to prevent discrimination and promote equality and diversity across various facets of life. By addressing multiple protected characteristics and providing mechanisms for accountability, the Act contributes significantly to creating a more inclusive and equitable society. (cipd.org, 1/11/2022)

In the legal profession, the Chartered Institute of Legal Executives (CILEX) is dedicated to advancing diversity and equality. CILEX actively promotes and supports equality and diversity in the following ways:

CILEX Code of Conduct

The Code of Conduct published by CILEX provides members with a set of moral guidelines and professional expectations. Promoting equality, diversity, and inclusion in all facets of legal practice is highly valued by the Code.

Equality and Diversity Policy

CILEX outlines its commitment to fostering an inclusive environment in its clear Equality and Diversity Policy. Staff, members, and the larger legal community connected to CILEX are all covered by this policy.

Diversity Monitoring and Reporting

Members of CILEX are encouraged to take part in diversity reporting and monitoring. This entails gathering and examining data about the diversity of the legal profession in order to advance accountability and openness.

Collaborations with External Organisations

CILEX works with stakeholders and other organisations to address issues related to diversity in the legal industry. To spread best practices and amplify efforts, this involves forming alliances with advocacy organisations that support diversity and inclusion.

Advocacy for Inclusive Leadership

CILEX is a proponent of inclusive leadership in law firms. In order to do this, businesses and legal departments should be urged to cultivate diverse leadership and acknowledge the importance of varied viewpoints during the decision-making process.

By incorporating these strategies and policies, CILEX demonstrates a commitment to promoting equality and diversity within the legal profession. Through education, guidance, and collaborative efforts, CILEX contributes to creating a more inclusive and representative legal community. (Cilex.org.uk, 2022)

The goal of the Bar Standards Board (BSB) is to advance diversity and equality in the legal profession, especially for barristers. The BSB actively supports and promotes diversity and equality in the following ways:

Equality and Diversity Rules

The BSB's regulatory framework includes particular Equality and Diversity Rules. These regulations lay forth the duties that chambers and barristers have to uphold in order to end discrimination and advance equality of opportunity.

Diversity and equality are addressed in the BSB's Code of Conduct for Barristers. Barristers must abide by these rules, which place a strong emphasis on treating people fairly and respecting diversity in their work.

Diversity Data Reporting

Data on diversity must be gathered and reported by barristers and chambers under the BSB regulation. This project encourages openness and assists in identifying areas where the legal profession may enhance inclusiveness and representation.

Support for Underrepresented Groups

The BSB strives to assist underrepresented groups in the legal profession. This includes programmes designed to lower entry barriers, promote inclusivity in the legal community, and increase diversity among barristers.

Through these initiatives, the BSB demonstrates a commitment to fostering equality and diversity within the bar. By promoting inclusive practices, monitoring compliance, and engaging with stakeholders, the BSB plays a crucial role in creating a more diverse and representative legal profession. ([barstandardsboard.org.uk,2022](https://barstandardsboard.org.uk/2022))

In conclusion, important laws and professional standards of conduct support the legal profession's dedication to advancing diversity and equality. Together, the Legal Services Act of 2007, the Equality Act of 2010, the BSB Handbook, the SRA Code of Conduct, the CILEX Code of Conduct, and other laws establish a thorough framework that motivates solicitors to promote inclusivity. Respecting these guidelines not only guarantees adherence but also fosters greater equity in society and public confidence in the legal system.

Reference List

[BSB publishes its Report on Diversity at the Bar 2022 \(barstandardsboard.org.uk\)](https://barstandardsboard.org.uk)

[Equality, diversity and inclusion in the Workplace | Factsheets | CIPD](#)

[Legal Services Act 2007 \(legislation.gov.uk\)](https://legislation.gov.uk)

[Meeting unmet legal need: a focus for reform? Matthew Hill Chief Executive Legal Services Board Westminster Legal Policy Forum, 25 February 2020](#)

[edi_statement_202211.pdf \(cilex.org.uk\)](#)