

REPORT ON ACTIVITIES
AND SURVEY DATA

EQUALITY, DIVERSITY
AND INCLUSION
COMMITTEE

THIS SESSION

1. Who we are, our vision and objectives
2. Update on activities in 2019-2020
3. Report on Equality Survey of the Membership
4. Action Plan

MEMBERSHIP OF THE COMMITTEE

- Michael Connolly (University of Portsmouth)
- Navraj Singh Ghaleigh (University of Edinburgh)
- Elisabeth Griffiths (Northumbria University)*
- Fiona de Londras (University of Birmingham)
- Clare Frances Moran (Edinburgh Napier University)
- Lucy Vickers (Oxford Brookes University)
- New members
- New convenor* 2020

MISSION STATEMENT

OUR VISION

- The SLS aims to promote equality, diversity and inclusion across legal academia... ensure that legal academia is a profession representative of all and for all... promoting an environment that welcomes and values diverse backgrounds, thinking, skills and experience, and which allows everyone...to thrive and fulfil their potential, is vital for the long-term success of the SLS and the profession of legal academia.

OBJECTIVES AND ACTIONS

OBJECTIVES

- To promote access to all areas of legal academia, irrespective of background....work with law schools to embed good practices of recruitment, retention, and progression.

SPECIFIC ACTIONS

- To monitor, scrutinise, and report regularly on the SLS's commitment to equality, diversity and inclusion; to celebrate equality, diversity and inclusion on an annual basis.

UPDATE ON ACTIVITIES

Scrutinising the EDI characteristics of: Committee memberships; prize short-listings; grants and awards; Annual Conference, i.e. subject sector convenors; keynote speakers; plenary speakers; paper givers

Disability Statement – guidelines for conference, seminar sessions and workshops and drafting disability protocols – See website

Questionnaire Survey of membership April-May 2020

Report on Survey (forthcoming)

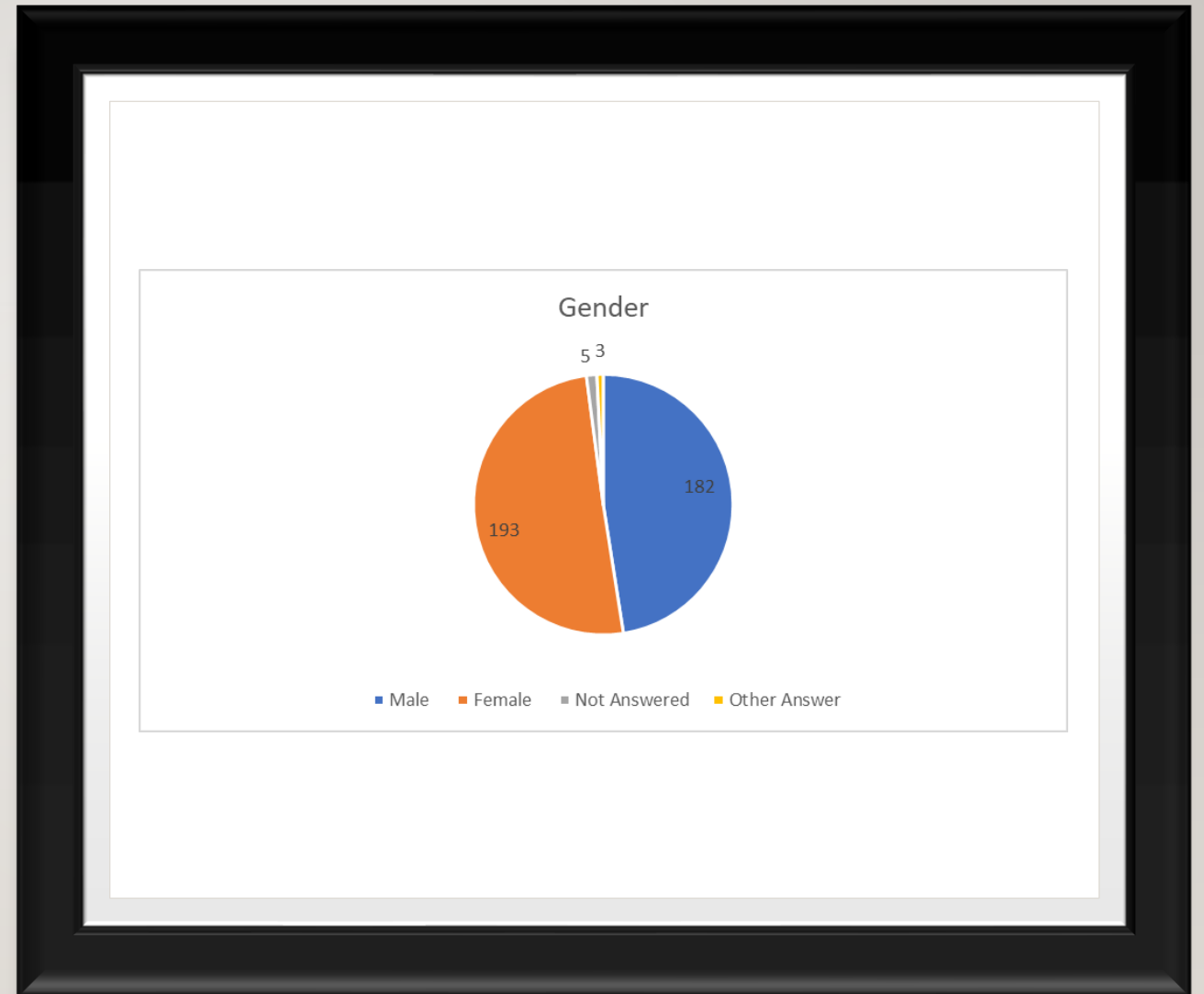
Action Plan – for discussion

SURVEY OF MEMBERSHIP

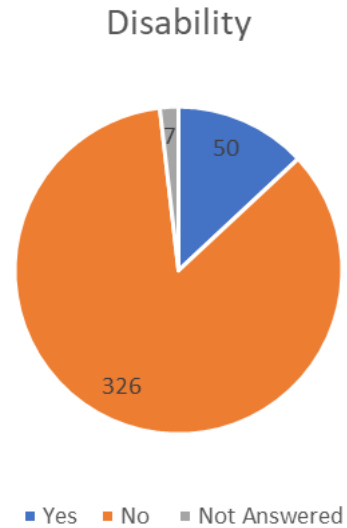
- 383 responses, 13% of membership
- Used HESA / Advance HE data as comparators
- Used data to determine engagement with SLS activities e.g. committees
- Analysis can be used to identify areas in which greater inclusion should be encouraged
 - Broader membership
 - Promotion of mission statement

SEX AND GENDER

- Almost equal balance of those who identify male and female
 - Broadly comparable with the academy in general



DISABILITY

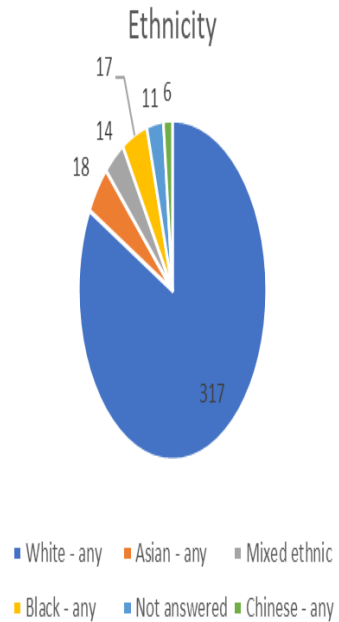


- 85% of our membership consider themselves to live without a disability
- 13% have a disability
- 2% did not answer.

DISABILITY

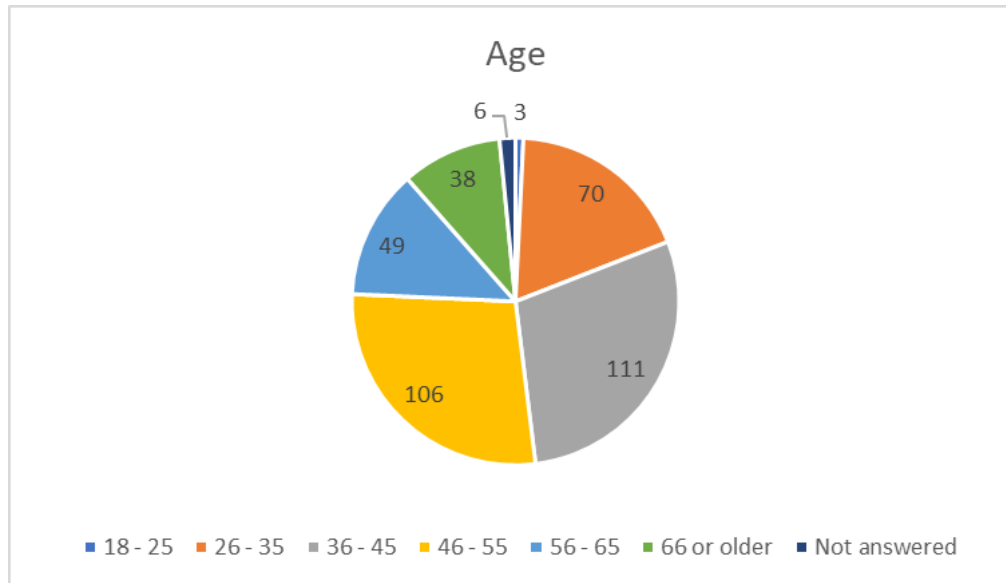
- 19% of working age adults have a disability
 - UK Government's Family Resources Survey
- People with a disability are underrepresented in the SLS compared to the general UK workforce
- 5.8% of staff declared a disability in 2017/18
 - Advance HE
- Mismatch between numbers who have identified as disabled in our survey (13%) and declaration of disability to an employer via HESA/Advance HE
 - Research needed

ETHNICITY



- 83% of the survey respondents reported their ethnicity as White
- 5% identify as Asian
- 4% report their ethnic background as Mixed
- 4% identify as Black
- 2% identified as Chinese
- (total of 14% in a BAME category)
- 3% declined to answer.
 - 17% of academic staff in total are from BAME backgrounds - HESA
 - 89.4% white and 10.6% BAME in Law according to Advance HE

AGE



- The majority of our members who responded to this survey are over 36 years old
- 29% are between 36 and 45
- 28% are between 46 and 55

AGE

- Broadly reflective of the HESA data on the academy
 - 28% are between 36-45
 - 25% are between 46-55
 - 26% are between 26 and 35
 - Our membership who fall into the same age range is just 18%
- According to Advance HE for Law
 - 12% are under 30
 - 29% are between 31-40
 - 27% are between 41-50
 - 21% are between 51-60
 - 10% are 60 and over
- Representative of the legal academy in general

SEXUAL ORIENTATION, RELIGION OR BELIEF

- No comparator with HE or the Academy, in law or more broadly
 - There is no national demographic picture of the HE staff population in relation to gender reassignment, religion and belief or sexual orientation.
- No data obtained from committees

ENGAGEMENT WITH THE SOCIETY

- Good balance between men and women in Society
- Members from BAME backgrounds are significantly underrepresented
- Research required on disability disclosure
- Younger members significantly underrepresented
- Members from post-92 institutions are underrepresented

POSSIBLE ACTIONS



QUESTIONS

- What would an inclusive SLS look like?
- What steps/policies do you want the SLS to take?
- What sort of actions would you like to see happen?