

2021-2022 EQUALITY, DIVERSITY, AND INCLUSION SURVEY

Final Report

SLS EDI Committee Members:

Dr Lucy-Ann Buckley

Mrs Rachel Nir

Mr Michael Connolly

Professor Fiona De Londras

Dr Elisabeth Griffiths (Chair)

Dr Clare Frances Moran

Professor Lucy Vickers

Professor Sara Fovargue

Ms Samira Hussain

Professor Debra Morris

NUI Galway

UCLan

University of Portsmouth

University of Birmingham

Northumbria University

Edinburgh Napier University

Oxford Brookes University

Lancaster University

Arden University

University of Liverpool

The Society of Legal Scholars

PO Box 3017

Bristol, BS6 9HJ

England

UK

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I. EXECUTIVE SUMMARY

The current research builds on the 2020 EDI committee study (baseline/benchmark research) on the demographic composition of the SLS by exploring the participation of members in the Society and any barriers to that participation. Important questions added to the current study include the following: whether the SLS members have ever been committee members or run for office; whether members have ever attended the annual conference; the most valuable aspects of the SLS as perceived by members; other/additional valuable aspects for the SLS to develop; and the barriers to members' participation in the Society's activities and events. For the purpose of this research, 10 potentially disadvantaged subgroups were identified/selected (Table 4), and analysis of the new questions were also done by comparing the results for each disadvantaged subgroup vs. their counterpart – either quantitatively or qualitatively.

A. Demographic Profile of the SLS Members

The gender split for this study is significantly higher for females (52%) than males (41%), whereas the 2020 benchmark/comparator study had an almost equal split between genders (50% females and 48% males). A possible implication for this shift is that the EDI committee was successful in their campaign to broaden the SLS membership to include more of the disadvantaged subgroups, in this case, the female gender. Throughout the report, implications such as the preceding one for the increase in the number of female members, along with suggestions for future surveys – where applicable – are presented for each survey question being analysed.

For sexual orientation, there is a significant decline between the 2020 baseline study and this current one for the heterosexual category: from 79% in 2020 to 73% now. This could imply that the LGBTQ+ membership may have increased; however, the data do not show this. It is likely because of the greater percentage of non-responders/'prefer not to say' for this survey, at about 15%, compared to only around 6% for the 2020 study. And this is also the case for the religion or belief variable: the proportion of non-responders for this research (14%) is likewise significantly higher than for the 2020 benchmark study (8%). Since the same question wording and response choices were used for both surveys, explanations for the increase of non-responders might be gained through one-on-one depth interviews with some of the respondents who chose not to respond to the sexual orientation and religion or belief questions for this current survey.

The first generation to go to university question was used as an indicator of socio-economic status. Current data reveal that Society members who are the first generation to go to university (43%) are significantly fewer than their counterpart (55%). In the 2020 study, these two (2) categories were similar: that is, for the first generation to go to university, it was about 47%, and roughly 51% for those who were not first generation to go to university. In this case, the decrease in the percentage of Society members who are first generation to go to university is an important action item for the EDI committee. Similarly, one-on-one/depth interviews is suggested among some members who are the first generation to go to university, asking them a projection question as to what reasons their peers could possibly have for dropping out.

Except for the gender, sexual orientation, and first generation to go to university variables, the remaining demographic variables – including gender identity matching sex at birth, disability status, ethnicity, religion or belief, primary carer, location – yield similar results for this study and the 2020 baseline research.

B. Committee Membership/Run for Office and Attendance at the SLS Annual Conference

These are two (2) new questions for this study: (1.) Q3. *Have you ever been a committee member or run for office with the SLS; and (2.) Q4. Have you ever attended the SLS annual conference?*

For the committee membership/run for office question, the vast majority (four out of five, or 80%) of respondents have never been a part of any of the SLS committees or have never run for office. In questions 5 and 5a, respondents were asked, 'What barriers, if any, have you experienced in relation to participating in SLS events or committees?' Some respondents answered with the following related barriers: Lack of awareness/information (14%); I'm too far away/it's too hard to get there (13%); I don't feel I would fit in (13%); I don't have time (12%); I have difficulties with childcare (9%); I don't feel I am at the right career stage (8%); I don't feel they are relevant to me (7%); and Events or committees are not accessible (5%).

From the analysis of the disadvantaged subgroups, these three (3) subgroups were discovered to be less likely than their counterparts to have been committee members or run for office: (1.) members who consider themselves to have a disability; (2.) members who belong to the youngest age band (26-35 year olds) or Early Career Researchers (as a proxy variable); and (3.) members who are primary carers. The sample sizes for the barriers question are too small for subgroup analysis. Thus, a future enquiry/investigation is recommended to identify the key factors that are driving the lesser involvement by these three (3) disadvantaged subgroups.

When it comes to the SLS annual conference question, three (3) out of four (4) members (or around 76%) have attended the annual conference/seminar. The annual conference is perceived as the most valuable aspect by Society members, with roughly 60% of respondents reporting it to be the case. Hence, this annual gathering is very important to members, as it offers a venue for large-scale networking.

Based on the findings from the barriers question (Q5/Q5a) as described earlier, some respondents mentioned these annual conference attendance related barriers, which overlap with the barriers to committee membership and running for office questions: Events are too expensive for me (14%); Lack of awareness/information (14%); I'm too far away/it's too hard to get there (13%); I don't feel I would fit in (13%); I don't have time (12%); I have difficulties with childcare (9%); I don't feel I am at the right career stage (8%); I don't feel they are relevant to me (7%); and Events or committees are not accessible (5%).

The comparative analysis between the disadvantaged subgroups for this SLS annual conference question yields only a single difference. This has to do with the age band variable, where the data show that the youngest age group – the 26 to 35 year olds (35%) are more likely than the older age band of 36 or older (20%) – to not have attended this event. As previously noted, the sample sizes for the barriers questions are too small for analysis by subgroups.

Therefore, a future investigation by means of a focus group discussion, especially among the 26-35 year old members, or Early Career Researchers, could possibly provide further insight on the challenges confronting this subgroup. This youngest age band/group is at a disadvantage with respect to both engagement variables: committee membership participation and running for office; and attendance in the SLS annual conference.

C. Most Valuable Aspects of SLS and Barriers to Participation in Activities/Events

These two (2) new questions are very important for this study: (1.) Q1. What are the most valuable aspects of the SLS to you? (2.) Q5. What barriers, if any, have you experienced in relation to participating in SLS events or committees?

The annual conference/seminar (previously noted) is the most valuable aspect of the SLS as perceived by around 60% of the respondents. The Legal Studies journal (44%) comes in second, while academic networking (39%) is ranked third. The research activities fund and small projects and events fund are tied as the fourth most valuable aspects of the SLS, with an average of about 32% of respondents citing these two (2) funding sources. The least valuable aspects include The Law School and Climate Crisis, Centenary lectures, and Career mentoring. Only a handful of respondents selected these as the most valuable aspects of the SLS. The comparative analysis between the disadvantaged subgroups reveals very small differences in percentages. As such, these may be interpreted qualitatively, and as directional/minor differences only. The 'small projects and events fund' shows up as having the most minor subgroup differences (at only at around 5% mentions) among the disadvantaged subgroups. It is perceived as only slightly more important/valuable by females (5%) vs. males (3%), by those of BAME* ethnicities (5%) vs. Whites (3%), by Christians (4%) vs. those with other religions (2%), and those who are 'not first generation to university' (4%) vs. those who are first generation to university (3%).

For the question regarding the barriers faced in participating at Society activities and events (including the annual conference), the responses are quite fragmented. As a result, the proportions for the response choices are relatively small, with approximately 14% of respondents mentioning two (2) answer choices as their main barriers. The two (2) answer choices are: 'events are too expensive for me' and 'lack of awareness/information' (each at 14%). These are closely followed by 'I'm too far away/it's too hard to get there' and 'I don't feel I would fit in' (each at 13%); and 'I don't have time' (12%). Categories with less than 10% mentions from respondents include: 'I have difficulties with childcare' (9%); 'I don't feel I am at the right career stage' (8%); 'I don't feel they are relevant to me' (7%); and 'events or committees are not accessible' (5%). The fragmented results for the barriers question imply that the first five (5) response choices are virtually of equal importance to respondents, as these are within the error margin of +/-5%; that is, from 9% to 14%. Perhaps the response choices did not capture all potential barriers, so an exploratory qualitative study is suggested in this case to understand the actual/real barriers faced by members, along with the interventions that the SLS may be able to implement.

It is noted that for these questions on valuable aspects and barriers to participation, the response choices were MR by way of 'tick all that apply.' A possible issue with this is that the respondents' answers are assumed to be of equal importance, when it could be possible that they have only one (1) answer they consider as most important. So, this might be reconsidered in future surveys by changing the questions to SR choices or asking the respondents to rank their first three (3) most important answers.

**BAME: The SLS EDI committee recognises that terminology around race and ethnicity can fail properly to capture the varied and particular experiences and identities of People of Colour. Our use of this term aims to be inclusive of all disadvantaged groups.*

D. Other Aspects to be Developed by the SLS (Q2. Are there other aspects that you would like to see the SLS develop?)

For this question about other aspects that Society members would like the SLS to develop, the results among the total respondents are: career mentoring (59%); communities – for example, for BAME* or LGBTQ+ members – (32%); Other – unspecified (5%); and No Response/Prefer Not to Say (4%).

Noteworthy here is that career mentoring is one of the least valuable aspects as perceived by members/respondents, with only a handful saying they find it to be the most valuable aspect of the SLS. However, career mentoring is mentioned by almost six (6) out of 10 respondents as an aspect that they would like the SLS to develop.

This implies that these two (2) aspects are of importance to members and should be explored/probed by way of a future qualitative study (focus group discussion) to clarify what respondents actually/really mean by and need from career mentoring and communities. For instance, should the communities be online communities/online networks, or a mixture of both in-person and online, and what needs are being met by these communities?

Likewise, it appears that only the above two (2) aspects were included in the response choices, and for the respondents who marked 'other – specify,' practically no answers were given. This emphasises the need for some exploratory research, as noted above.

Qualitative differences by gender are noted. For example, a lot more females than males answered career mentoring. As for communities, somewhat more females than males selected this response.

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E. Main Conclusions

1. Demographic Profile: Three (3) variables – gender, sexual orientation, and first generation to go to university – shifted results from the 2020 baseline research. There are significantly more female members now compared to 2020. Fewer members reported as being heterosexual in the current study vs. the 2020 baseline research. This could imply some success by the SLS EDI committee in attracting more of the potentially disadvantaged subgroups such as females and LGBTQ+ members. However, the first generation to go to university went down significantly vs. the 2020 baseline study, implying more work needs to be done to attract this disadvantaged subgroup to join the SLS.

2. Committee Membership/Running for Office: A vast majority of members have never been members of any committees or have never run for office. Gleaning insights from the barriers to participation question, common reasons include lack of awareness/information; geographic and commute barriers; feeling of not belonging; time constraint; childcare responsibility; feeling of not being at the right career stage; feeling that these activities are not relevant; and perceived inaccessibility of events or committees. Three (3) subgroups were identified as being disadvantaged when it comes to committee membership or running for office: members with a disability; members in the 26-35 year age band (or Early Career Researchers); and members who are primary carers. A recommendation via further investigation (using a qualitative method) is to flesh out the perceived meaning of the response choices for the barriers to participation question. For example, what are the members' perception of the answer choice 'I'm too far away/it's too hard to get there?' Would it have to do more with distance (geography) or difficult commute? For the issue of commuting, would it be more of time (too long of a commute) or constraints such as difficulty in navigation? As for the three (3) disadvantaged subgroups, a suggestion is to further understand their underlying reasons for not engaging as much as their counterparts.

3. Annual Conference: Most Society members have attended this event, which is also considered as the most valuable aspect of the SLS. However, based on the findings from the barriers question (Q5/Q5a) as described earlier, some respondents mentioned annual conference attendance related barriers that overlap with the barriers to committee membership and running for office questions, with the inclusion of cost as a barrier: 'events are too expensive for me.' For the subgroup analysis, only the members belonging to the youngest age band (26-35 year olds, or Early Career Researchers) are at a disadvantage when it comes to attendance to this event. Would it be primarily due to cost that this subgroup of members is not as likely to attend the SLS annual conference? As with the committee membership/running for office question, a focus group discussion among members of this subgroup might offer further insight on the underlying challenges this subgroup is facing. Note that this youngest age group is at a disadvantage on both engagement variables: committee membership participation and running for office; and attendance in the SLS annual conference. As such, more work is needed to get this subgroup more engaged with the SLS.

4. Most Valuable Aspects of SLS: The most valuable aspects of the SLS as perceived by the members/respondents, are: the annual conference/seminar, which most members attend; The Legal Studies journal; academic networking; and the funding sources - The research activities fund, and small projects and events fund. The least valuable aspects include The Law School and Climate Crisis, Centenary lectures, and Career mentoring, with very few respondents reporting these as the most valuable aspects of the SLS. In comparing between the disadvantaged subgroups, the results show very small differences in percentages. Hence, these may be interpreted qualitatively and as directional/minor differences only. Nonetheless, the 'small projects and events fund' is found to have the most minor subgroup differences among the disadvantaged subgroups. This funding source for small projects and events is perceived as only slightly more

important/valuable by female than male members, member of BAME* ethnicities vs. Whites, by Christian members vs. members with other religions, and by members who are 'not first generation to go to university' vs. members who are first generation to go to university. Since the differences in percentages are very small, these findings should be interpreted and acted on with caution, as the findings are reported in a qualitative manner.

5. Other Aspects to be Developed by the SLS: The two (2) main responses are career mentoring (although this was reported as one of the least valuable aspects of the SLS for that question) and communities, such as communities for members of BAME ethnicities and LGBTQ+ members. However, it seems that only these (2) answer choices were included for this question. If so, this points to the need for some exploratory research such as a focus group discussion to clarify exactly what the members/respondents understand and how their needs will be met by both career mentoring and communities. The suggested research should also address the possible interventions that could be implemented (and how) by the SLS in developing these other aspects.

6. Barriers: The results for the barriers question yielded relatively small percentages of respondents, with the highest at less than 15%. Additionally, the proportions for the first five (5) answers are within the +/-5% margin of error, implying they are all similar in terms of importance. These five (5) responses are: (1.) 'events are too expensive for me;' (2.) 'lack of awareness/information;' (3.) 'I'm too far away/it's too hard to get there;' (4.) 'I don't feel I would fit in;' and (5.) 'I don't have time.' It is possible the response choices did not capture all potential barriers, so an exploratory qualitative study is suggested in this case, to understand the actual/real barriers faced by members. For this barriers question, as well as the most valuable aspects question, a suggestion for future surveys is to make these as SR or ranking questions, instead of 'tick all that apply.' And owing to the small sample sizes, an exploratory research is emphasised to clarify what the members understand by the response choices and for the SLS to identify possible interventions (and how to implement them) for those experiencing barriers, by total members as well as by subgroups.

II. INTRODUCTION

A. The Society of Legal Scholars and the Equality, Diversity, and Inclusion Committee

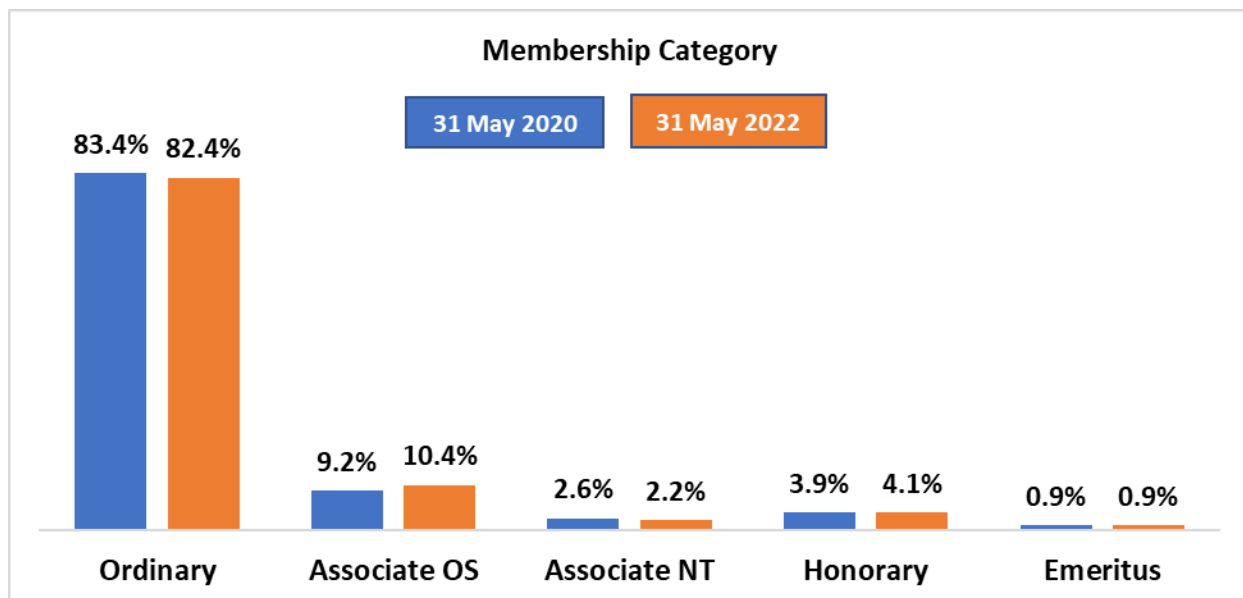
1. The Society of Legal Scholars (SLS):

The SLS is a 'is a learned society' that aims to 'advance legal education and scholarship in the United Kingdom and Ireland.' The SLS has a charity status and is registered with the 'Charity Commission for England and Wales.' Society members are professionals and scholars 'engaged in law teaching and/or legal scholarship.' The SLS is 'legal education's principal representative body to the professional bodies and the Government.' Among the Society's main activities/events include their annual conference as well as seminars and workshops held throughout every year. Additional information about SLS can be found on their website (www.legalscholars.ac.uk), and they can be reached through this link: <https://www.legalscholars.ac.uk/contact-us>.

2. Society Membership:

As of 31 May 2022, SLS had approximately 2,935 active members. The vast majority of members are 'Ordinary' members (about 82%), distantly followed by either 'Associate Overseas' (10%) or 'Associate Non-Teaching' members (2%), 'Honorary' (4%), and Emeritus' (1%) members. On 31 May 2020, the SLS had around 2,957 members, which translates to 22 members who had left the Society by 31 May 2022. Figure 1 below displays the comparable distribution (in percent) of membership categories between 2020 and 2022.

Figure 1-b. Membership Composition



3. The SLS Equality, Diversity, and Inclusion (EDI) committee:

The EDI committee of the SLS is tasked, among other things, to broaden the Society's membership to ensure inclusion of disadvantaged groups. These groups include those who consider themselves to have a disability, belong to the LGBTQ+ or ethnic minority communities, for example. To further broaden inclusivity of their membership, the EDI conducted an online baseline/benchmark/pilot research among their members in 2020. One of the aims of the study was to understand the Society's membership demographic profile. This study was done in line with the SLS' EDI committee's 'mission statement – overarching vision' described below.

The Society of Legal Scholars aims to promote equality, diversity and inclusion across legal academia. Our overarching aspiration is to ensure that legal academia is a profession representative of all and for all. We recognise that promoting an environment that welcomes and values diverse backgrounds, thinking, skills and experience, and which allows everyone - regardless of race, religion, sex, sexual orientation, gender identity, age, disability, marriage and civil partnership, pregnancy and maternity, and social and economic backgrounds - to thrive and fulfil their potential, is vital for the long-term success of the SLS and the profession of legal academia.

B. New EDI Committee 2021-2022 Research

1. Sample/Base Sizes and Implications:

Again, in alignment with the SLS' EDI committee's 'mission statement – overarching vision,' the EDI committee conducted a new online survey among their members at the end of 2021. Survey dates were from 5 to 26 November – a total of three (3) weeks. The survey yielded a total random sample size of 312, representing roughly 11% of the Society's membership population size. This sample size is sufficient for analysis at the 95% confidence level, which means that if the survey were implemented a second, third, or more times, the results will be similar 95% of the time.

Additionally, with this sample size, the margin of error is +/- 5%, meaning, for instance, an outcome of 50% is not significantly different than 45% up to 55%. The error margin increases as the sample size decreases and vice versa. Given this information, interpretation of the findings made use of not only statistical significance but also of managerial significance. Managerial significance involves subjective or qualitative assessment of the findings for the subgroup analysis of the multiple response type of questions, where, instead of the respondent sample size of 312, the number of multiple responses of these 312 respondents – much higher than 312 (which translates to a lower than +/-5% margin of error) – was used.

2. Current research objectives include the following:

As with the 2020 study, the first objective of this new research was to understand the demographics of the SLS membership. The second objective was to ascertain the members' priorities in relation to society activities; that is, the most valuable aspects of the SLS as perceived by the respondents. The third and last objective was to determine whether sub-groups of members were experiencing any barriers in being involved in the society, for example, financial or geographical, as well as limitations due to being a part of certain disadvantaged sub-groups such as the examples previously mentioned.

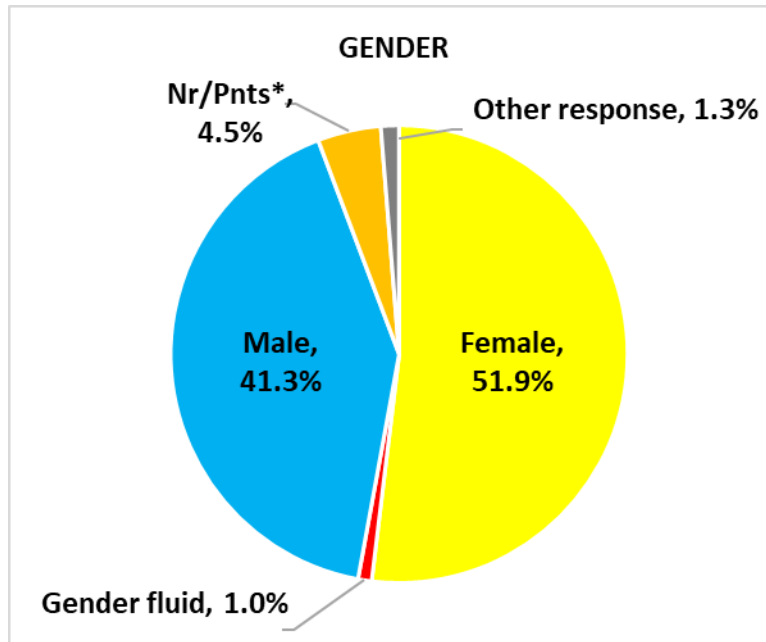
This document presents the research findings, along with data-driven implications/recommendations.

III. KEY FINDINGS

Note 1: In the analysis of results, specifically for Single-Response (SR) questions, the base/sample size used was the number of respondents = 312. For the Multiple-Response (MR) questions, sub-analysis used the numbers of responses. These are noted in the charts and tables; however, and unless otherwise indicated, the base/sample size used = 312 survey respondents.

A. Demographic Profile of SLS Members

Figure 2. Gender Preference – Single-Response (SR), Open-End (OE) (Q6. In terms of gender, I prefer to describe myself as:)

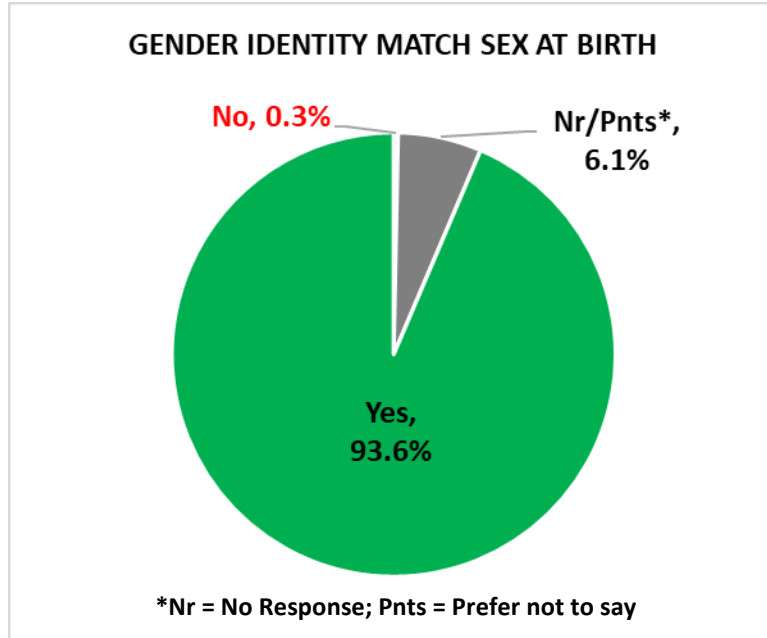


*Nr = No Response; Pnts = Prefer not to say

The results do not corroborate those of the 2020 baseline study, where there were only slightly more female than male respondents (only 11 more, in fact). This new survey engaged significantly more female respondents than males. A possible explanation for the discrepancy is that the number of female Society members has substantially increased since 2020. This could imply that the EDI committee achieved their goal of increasing the number of female members for the SLS, or simply that male members were more reluctant to participate in this study.

Suggestions for Future Surveys: Although this gender question was a SR question, it was also an open-end question, where respondents filled in the answer box with their own individual response. This resulted in having several responses that were eventually assigned – after data cleaning – to the same category. For example, the category ‘Male,’ has answers such as ‘dude’ and ‘man’ included, along with the ‘male’ response. So, it may be more respondent-friendly to put in SR categories for this question, including ‘Male,’ and ‘Female.’ Likewise, putting in response categories for the LGBTQ+ subgroup to click on such as ‘gay man,’ ‘gay woman/lesbian,’ and so on, might encourage more members of this subgroup to provide an immediate/ready and easy response as opposed to them hesitating or skipping because they have to write down their own.

Figure 3. Gender Identity Match Sex as Registered at Birth – SR (Q7. Does your gender identity match your sex as registered at birth?)

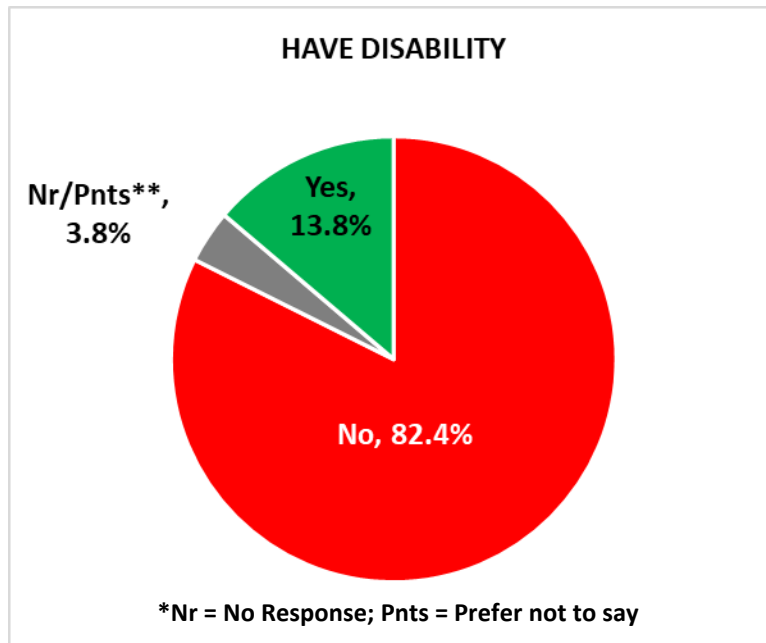


As in the 2020 baseline study, most respondents – around 94% for this research – replied that their current gender identity matched their ‘sex’ as registered at birth.

Implications and Suggestions for Future Surveys: It is likely that in the near future, ‘sex’ at birth registration would be more than the binary ‘male/female,’ and perhaps include LGBTQ+ categories. As such, the inclusion of LGBTQ+ response choices in future surveys will capture this important shift in norms.

[Note 2: This note does not relate to the question above, but to the reduced response rate between this and the 2020 baseline study. Percentagewise, the proportions are marginal: 11% for this study vs. 13% for the 2020 study. However, this is equivalent to 71 less respondents compared to the 2020 research. Depending on the Society’s ethic and policy regarding membership surveys, having an incentive (for instance, a chance to be entered into a drawing/raffle to win a certain prize such as a gift card) may help to maintain or increase engagement in surveys.]

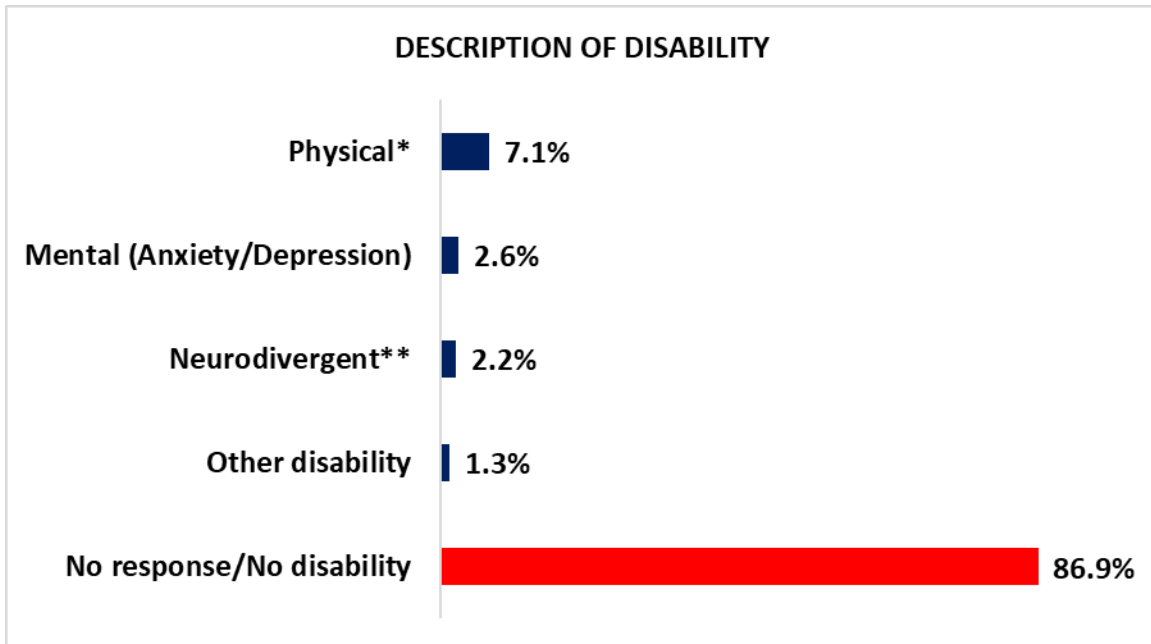
Figure 4. Consider Self as Having a Disability – SR (Q8. Do you consider yourself to have a disability?)



The percentage of Society members or survey respondents who indicated having a disability – at 14% - is practically the same as the 2020 baseline study, at 13%. The same is true for those who said they do not have any disability: 82% for this new study and 85% for the 2020 benchmark study, respectively.

Suggestions for Future Surveys: An indirect objective of this study is to gauge whether membership from those classified as belonging to potentially disadvantaged subgroups, such as those who consider themselves to have a disability, has increased over time or from the previous study. Therefore, it might be useful to ask in subsequent surveys whether the member/respondent is new to the SLS or whether they participated in the prior study. And if they were involved in the prior study, whether they are reporting a new disability. Due to the height of the pandemic happening within 2020-2021, these are legitimate and valid post-COVID-19 questions to ask.

Figure 5. Description of Disability – SR – OE (Q9. If yes, how would you describe this disability?)



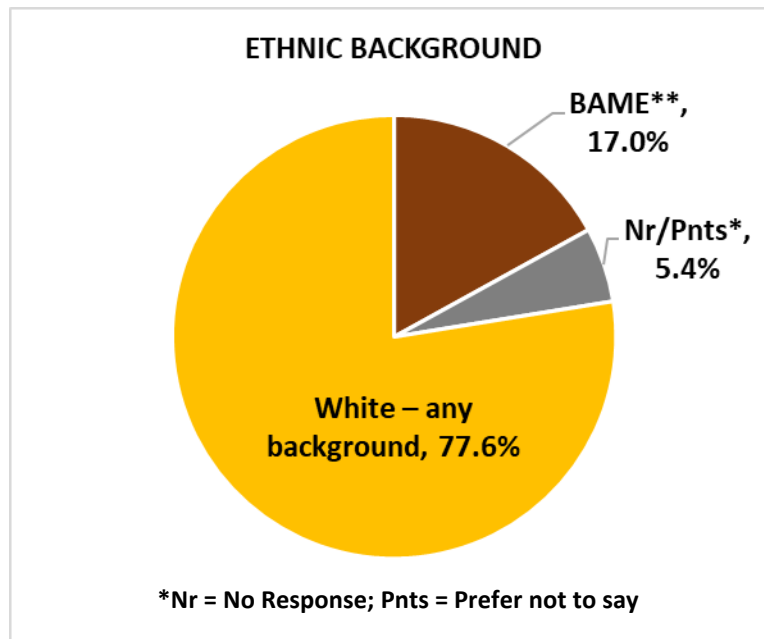
*Physical = Arthritis/Tendinitis/Mobility/Visual/Hearing/Speech

**Neurodivergent = Autism/Dyslexia/Dyspraxia

Among the 43 respondents (13.8% from Figure 4) who considered themselves as having a disability, their most commonly mentioned type is physical disability, which is around 51.4% (7.1/13.8). Physical disability includes arthritis, tendonitis, mobility issues, as well as visual, hearing, and speech impediments. Mental health conditions (anxiety and depression) and neurodivergent conditions (autism, dyslexia, and dyspraxia) are the second most frequently mentioned disability issues.

As to the 'other disability' types, COVID-19 was one of them. Perhaps, this is due to the virus pandemic being at its peak in 2020. However, the research did not explore the correlation between COVID-19 and the issue of mental health – a possible action item for future surveys if it is of interest to the SLS and/or the EDI committee. Also, this question was not asked in the 2020 baseline report, so no between studies comparison can be made at this time.

Figure 6. Ethnic Background/Ethnicity – SR – OE (Q10. What is your ethnic background? Add free text if you would like to provide more detail. Q11. And/or, in terms of ethnicity, I prefer to describe myself as:)



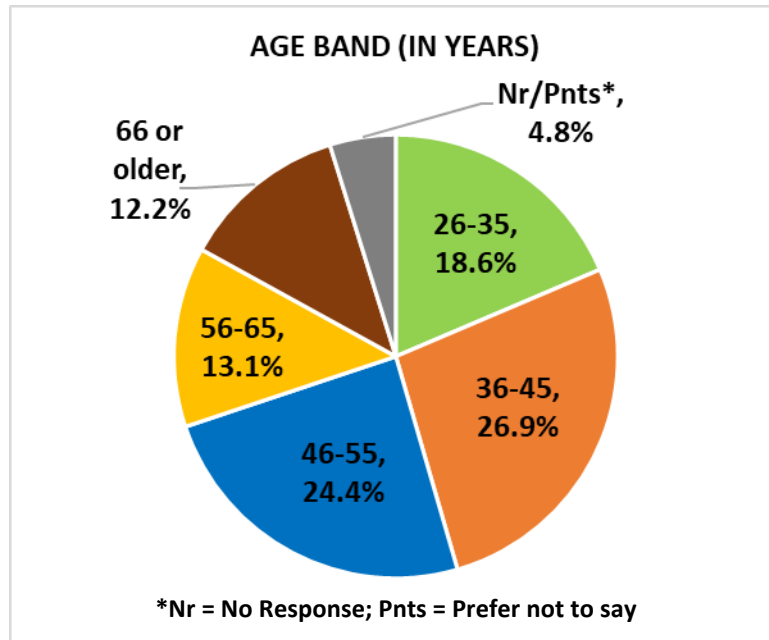
****BAME = Black, Asian, Mixed Ethnicity, Minority Ethnicity**

Approximately 78% of respondents identified as being White – any background – when it comes to the question of ethnic background/ethnicity. This percentage is somewhat lower than the 83% reported in the 2020 baseline research (that is, the proportions are technically within the margin of error of +/-5% given the sample size of more than 300 for each study). In connection with this, there is also a small lift in the level of BAME respondents for this study (17%) vs. the 14% noted in the 2020 pilot study report.

Implication: The marginal changes in the ratios for the White and BAME ethnicities imply that the SLS EDI committee may have accomplished their objective of broadening the Society’s membership to be more inclusive of BAME ethnicities from 2020 to this year (2022), to some extent.

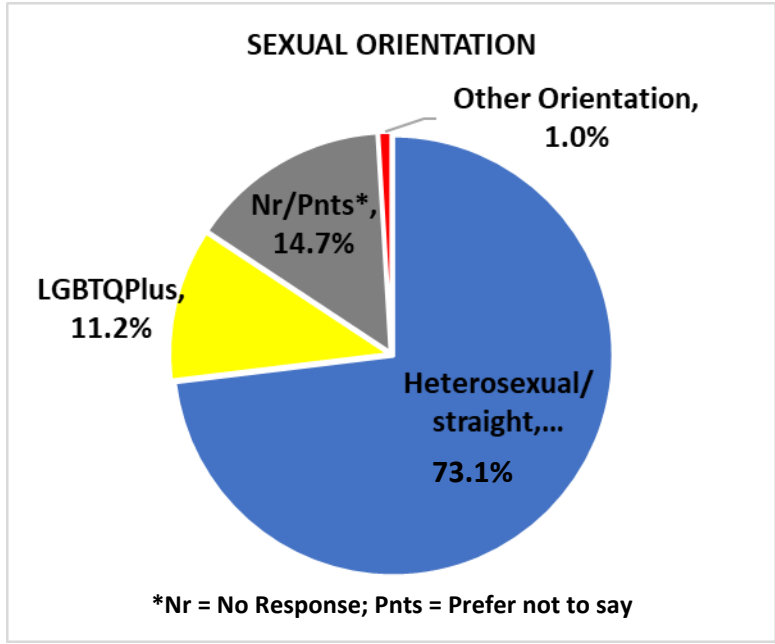
****BAME:** *The SLS EDI committee recognises that terminology around race and ethnicity can fail properly to capture the varied and particular experiences and identities of People of Colour. Our use of this term aims to be inclusive of all disadvantaged groups.*

Figure 7. Age Band – SR (Q12. Please tick the age band you fall into:)



Results for this age band/group question are mostly identical for the two (2) studies being compared. For this new research, the percentage of Society members/respondents that falls in the 26-35-year age group is almost at 19%, while it is reported at 18% in the 2020 baseline research. This implies a greater need to attract more members who belong to this youngest age band, which is also a proxy for those who are classified as/considered Early Career Researchers.

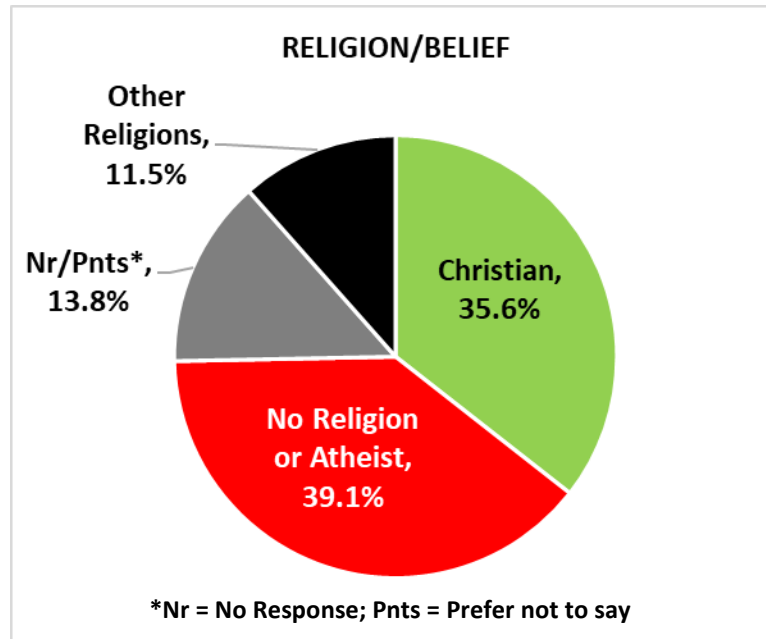
Figure 8. Sexual Orientation/Description of Sexual Orientation (Q13. What is your sexual orientation? Q14. And/or, in terms of sexual orientation, I prefer to describe myself as:)



Although a statistically significant decline in the percentages of heterosexual respondents is noted, from 79% in the 2020 benchmark research to 73% in this current study, the proportions of those identifying as LGBTQ+ remain virtually the same – at 11% for this study vs. 12% for the comparator study. A plausible explanation lies in the difference of the proportions of respondents who chose not to respond to this question or preferred not to say their sexual orientation between the two (2) studies – 8.7%: 14.7% for this research vs. 6% for the 2020 baseline comparator.

Implication and Suggestion: It is probable that the number of LGBTQ+ members has increased since the 2020 study, as the number of heterosexual respondents has decreased. However, this is not evidenced in the data due to the disparity in the numbers of non-responders/those who chose not to divulge their sexual orientation. A suggestion is to do a one-on-one depth interviews among some of the non-responders for this current research to possibly learn why they hesitated to answer this question about their sexual orientation.

Figure 9. Religion or Belief/Description of Religion or Belief (Q15. What is your religion or belief? Q16. And/or, in terms of religion, I prefer to describe myself as:)



The breakdown of the percentages for the different religions or beliefs is comparable between this study and that of the 2020 benchmark. The proportions are as follows: Christian (36% for this study and 39% for the baseline study); no religion or atheist (39% vs. 43% for the benchmark); and other religions (12% vs. 12% for the pilot study). Within this study, the percentage for Christians (36%) is comparable to the proportion of those with no religion or atheist (39%), in light of the +/-5% error margin. The same is true within the 2020 baseline study: 39% were Christians and 43% had no religion.

The only significantly different item between the two (2) research projects is the proportion of non-responders: 14% for this study vs. 8% for the comparator study. Just like with the question on sexual orientation, a one-on-one depth interview among some responders might reveal an explanation for their reluctance in replying to this question about their religion or belief.

Table 1. Job Title – SR – OE [Q17. What is your job title? (e.g. Lecturer B, Early Career Researcher, Professor). Please leave blank if you would prefer not to say.]

JOB TITLE		
	Sample Size	%
LECTURER	111	35.6%
Lecturer	67	
Senior Lecturer	36	
Lecturer (ECR)	4	
Lecturer B	3	
Associate Lecturer	1	
PROFESSOR	106	34.0%
Professor	74	
Associate Professor	24	
Assistant Professor	6	
Visiting Professor	2	
RESEARCHER	13	4.2%
Early Career Researcher	6	
Researcher	3	
Postgraduate Researcher	2	
Independent Researcher	1	
Strategy Lead Researcher	1	
EMERITUS	12	3.8%
Emeritus Professor	11	
Chairman Emeritus	1	
READER	11	3.5%
STUDENT	8	2.6%
PhD Student	6	
Doctoral Student	2	
OTHER JOB TITLES	14	4.5%
Fellow: Teaching/Senior/Honorary	4	
Dean/Associate Dean	2	
Director/Director of Studies	2	
Head of School	1	
Retired	2	
Programme Leader	1	
Prosecutor	1	
Tutor	1	
NO RESPONSE/PREFER NOT TO SAY	37	11.9%
No Response	36	
Prefer not to say	1	
TOTAL	312	100.0%

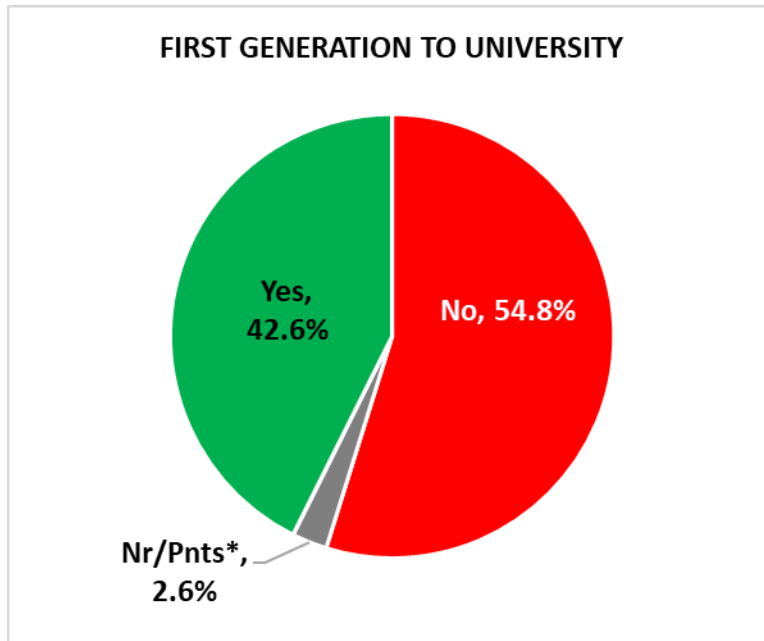
What can be gleaned from this Table 1 is that lecturers (all types) and professors (all types) are the predominant members of the SLS. Their proportions are comparable, again, in view of the error margin: 36% and 34%, respectively. The same scenario applies to the 2020 baseline study on these two (2) job titles. The rest of the job titles for this study are 5% or less. In future surveys – the job titles could be revisited and the categories changed to be more meaningful for analytical purposes.

Table 2. Employment Status – SR – OE (Q18. What is your employment status? Q18a. If you selected Other, please specify.)

EMPLOYMENT STATUS		
Permanent employee	237	76.0%
Temporary/Fixed term employee	27	8.7%
Other 1: Retired/Semi-retired	12	3.8%
Independent researcher	10	3.2%
Other 2: Emeritus/Emeritus (Retired)	6	1.9%
Other 3: Student/PhD student/PGR	4	1.3%
Other 4: Hourly/Part-time	2	0.6%
Other 5: Legislator/Visiting professor	2	0.6%
Other: Unemployed	2	0.6%
No reponse/Prefer not to say	10	3.2%
Total respondents	312	100.0%

Three (3) out of four (4), or 76% of the SLS members reported their employment status as permanent employees. The rest of the employment status classifications are rather fragmented and fall below 10%.

Figure 10. First Generation to go to University – SR (Q19. Are you the first generation in your family to go to University?)



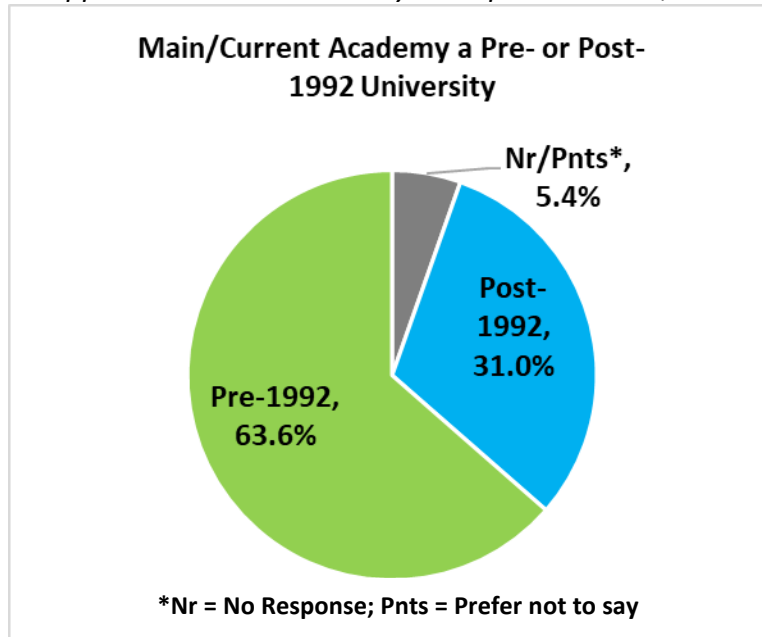
*Nr = No Response; Pnts = Prefer not to say

Findings for this question reveal that Society members who are the first generation to go to university are significantly fewer than their counterparts: roughly 43% and 55%, respectively. This was not the case in 2020. In the 2020 study, these two (2) categories were basically similar: 47% for the first generation to go to university and 51% for those who were not.

Implication/Suggestion: The decline in the percentage of Society members who are the first generation to go to university is an important action item for the EDI committee. A recommendation is to conduct a one-on-one/in-depth interview – if feasible – either with some of the first generation to go to university subgroup who had left the Society to understand their reasons for leaving, or a projection question among the current first generation members to ask why they think their colleagues left. A qualitative depth interview approach or method is recommended (as opposed to a focus group discussion) owing to the perceived sensitivity of the subject matter.

Figure 11. University Type/Current and Main Academy a Pre- or Post-1992 University – SR (Q20. Is your current and main academic post at a Pre- or Post-1992 University?)

[This applies to UK members only. Sample size = 258, or 82.7%]

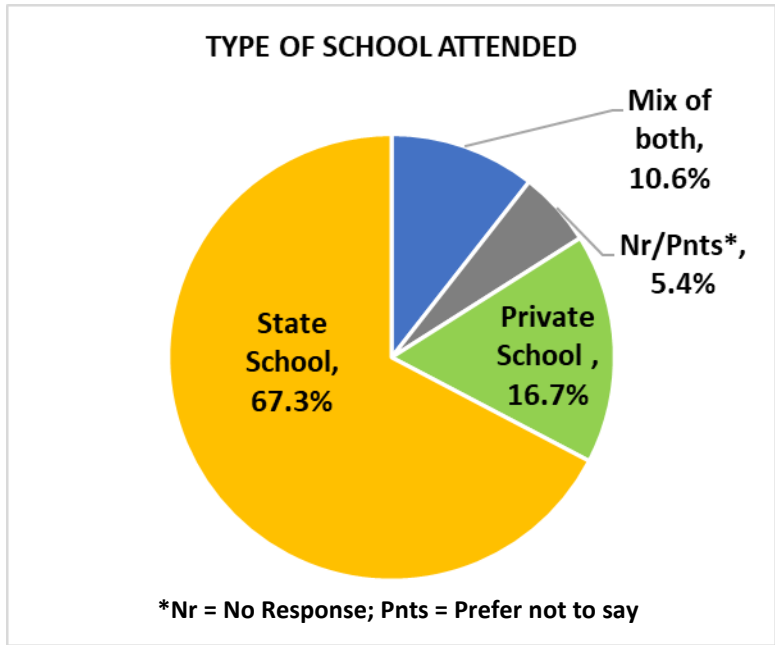


Almost 2/3 (64%) of respondents for this current survey indicated their university type to be Pre-1992, while around three (3) out of 10 (or 31%) reported they belong to a Post-1992 universities. These proportions are similar compared to the 2020 baseline/benchmark, where 61% were from a Pre-1992 universities and 33% were from Post-1992 universities. The percentages for non-responders (preferred not to say) are also comparable, at 5% for this study vs. 2% for the 2020 baseline study.

For the current research, the sample size used in the analysis was filtered to include only those members/respondents who are located in the UK, as this variable – university type – does not apply to those outside of the UK. Although the sample size was reduced from 312 to 258, 258 is still a robust sample size. Given the population size of 2,935 members (as of 31 May 2022), the error margin for a sample size of 258 – at the 95% confidence level – increased by only around 1 percentage point, which is estimated at close to +/-6%. For the 2020 baseline research, the location question was not asked, so filtering was not possible/not done.

Implications and Suggestion for Future Surveys: Society members from Pre-1992 universities are double those of members from Post-1992 universities. In the 2020 baseline report, more research was recommended to understand why there was a big split between membership from these two (2) university types. If the research was not implemented, it is still suggested, and for future surveys, a new question could possibly be added. This might be along the lines of a SR projection question asking Post-1992 members why some of their colleagues are not members of the SLS. Possible response choices may include: high cost of membership, lack of funds, lack of interest/relevance (in/of the activities and events), perception that it is not worth the price of joining (perceived low value), etc. However, this may not be necessary if the population distribution of university types is reflective of the results. That is, there are simply way more Pre-1992 universities than Post-1992 universities in the UK in 2022.

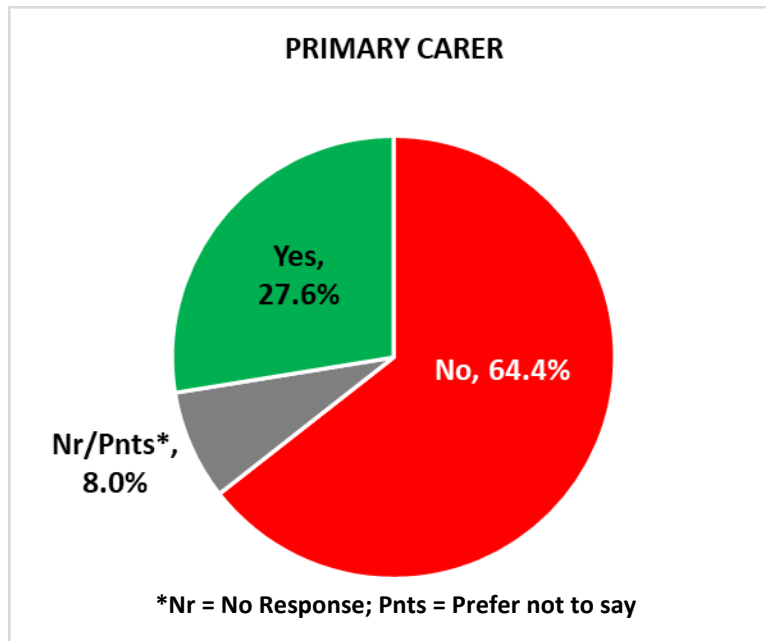
Figure 12. Kind/Type of School Attended – SR (Q21. What kind of school did you attend?)



Again, as with the Pre- or Post-1992 university type question, results for this question (attended state vs. private school), mirror those for the 2020 benchmark. The proportions for this research and the 2020 comparator, respectively, are as follows: state school – 67% and 66%; private school – 17% and 14%; and mix of both state and private – 11% and 15%.

Implication: Only around 7% of the population attend private, fee paying schools. Hence, the SLS has a disproportionately high private school membership, which mirrors the legal profession as a whole.

Figure 13. Whether a Primary Carer – SR (Q22. Are you a primary carer?)



Again, as with the two (2) questions regarding type and kind of schools/universities, results for this primary carer question follow the same pattern compared to the 2020 baseline study. The proportions for this survey and the 2020 benchmark, respectively, are as follows: yes, a primary carer – 28% and 27%; and, no, not a primary carer – 64% and 69% (within the +/-5 error margin).

Implication/Suggestion: The SLS membership is arguably underrepresented when it comes to those who are primary carers: 28% primary carers vs. 64% who are not primary carers. Since the proportions between the 2020 baseline research and this current study remained basically the same, it may well be another action item for the EDI committee to address this issue moving forward. In-depth interviews among primary carers may be appropriate to conduct to understand possible reasons for not joining the SLS.

[Note 3: Results from qualitative research methods such as focus group discussions and in-depth interviews (normally comprised of relatively small sample sizes) are sometimes used as answer/response choices in quantitative research such as surveys like this study. The aim for doing so is to be able to project the sample size results (usually larger) to the population being analysed. This is particularly the case when a random and representative sample is used, as was the case with this current and 2020 baseline research.]

Table 3. Location – SR – OE (Q23. What is your location? Q23a. If you selected Other, please specify:)

LOCATION		
England – South East	89	28.5%
England – North	59	18.9%
England – Midlands	42	13.5%
England – West	20	6.4%
Scotland	20	6.4%
Wales	14	4.5%
Other: England (Central/East/Jersey/London/NW/SW)	11	3.5%
Northern Ireland	5	1.6%
Republic of Ireland	16	5.1%
Other: International (10 countries)	26	8.3%
No Response/Prefer not to say	10	3.2%
Total respondents	312	100.0%

The split between members/respondents from the UK and outside the UK is estimated to be approximately 86% and 14%, respectively. Within the UK (sample size of 258), England is represented by 71% of members; while Scotland, Wales and Northern Ireland have combined members close to around 13%. The Republic of Ireland has a share of about 5% of the SLS members. In addition, 10 other international countries (excluding the Republic of Ireland) have members of around 8%. These 10 countries include the following: Brazil, Canada, China, France, Italy, Japan, Malaysia, Singapore, Slovenia, and the USA.

This question was not asked in the 2020 baseline study. Consequently, for the Pre- or Post-1992 question, no cleaning/filtering was done to include only members who are in the UK, for whom this university type question is applicable.

Table 4. Potentially Disadvantaged (Marginalised/Underprivileged/Underrepresented) Subgroups

For the purpose of this current research, the following **10** variables have been classified as potentially disadvantaged subgroups: **1.** gender – female (52%); **2.** members with a disability (14%); **3.** members of BAME ethnicity (17%); **4.** members belonging to the 26-35 years age band (19%), which serves as a proxy for Early Career Researchers; **5.** LGBTQ+ members (11%); **6.** members of other religions (12%); **7.** first generation to go to university (used as an indicator of socio-economic status) (43%); **8.** members from Post-1992 universities (31%); **9.** primary carers (28%); and, **10.** those from non-UK universities (14%).

DISADVANTAGED SUBGROUPS		
<i>Nr/Pnts* and Other response(s) removed</i>	N = 312	% = 100%
Q6. Gender		
Female	162	51.9%
Male	129	41.3%
Q8. Have Disability		
No	257	82.4%
Yes	43	13.8%
Q10/11. Ethnic Background/Ethnicity		
White – any background	242	77.6%
BAME**	53	17.0%
Q12. Age Band		
26-35 --> <i>Proxy for Early Careers and Students</i>	58	18.6%
36-45	84	26.9%
46-55	76	24.4%
56-65	41	13.1%
66 or older	38	12.2%
Q13/14. Sexual Orientation		
Heterosexual/straight	228	73.1%
LGBTQPlus	35	11.2%
Q15/16. Religion or Belief		
Christian	111	35.6%
Other Religions	36	11.5%
Q19. First Generation to go to University		
No	171	54.8%
Yes	133	42.6%
Q20. Pre- or Post-1992 University (UK only = 258)		
Pre-1992	164	63.6%
Post-1992	80	31.0%
Q22. Primary Carer		
No	201	64.4%
Yes	86	27.6%
Q23. Location		
UK	260	83.3%
Non-UK	42	13.5%

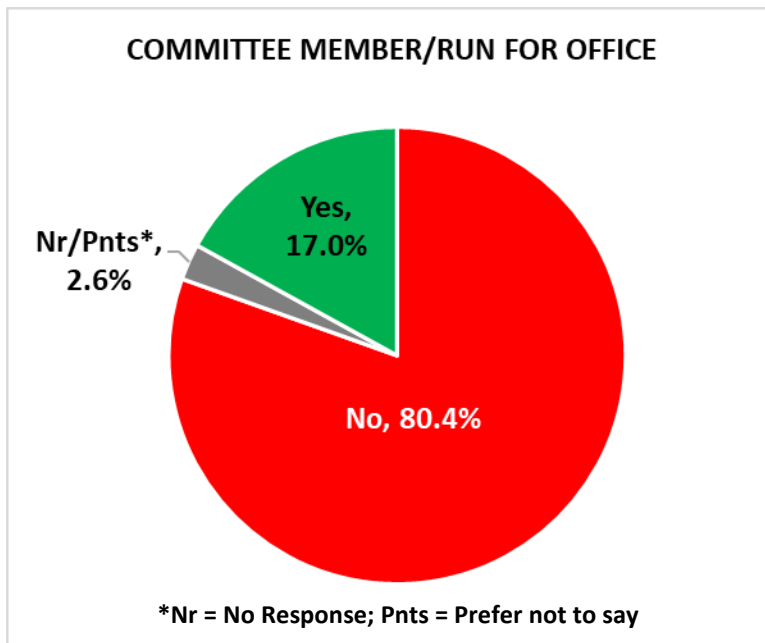
Note 4: The sample sizes for the disadvantaged subgroups are below 100, except for gender (female = 162) and first generation to go to university (yes = 133). Sample sizes below 100 are typically considered low and should be analysed and interpreted with caution. So, for the following **eight (8)** disadvantaged subgroups with less than 100 sample sizes, a somewhat qualitative manner of interpretation was implemented: **1.** have disability (43); **2.** BAME ethnicity (53); **3.** age band 26-35 years/Early Career Researchers (58); **4.** LGBTQ+ (35); **5.** other religions (36); **6.** post-1992 university (80); **7.** primary carer (86); and **8.** non-UK location (42). Margins of error (MOE) for the subgroups with the highest and lowest sample sizes under 100, are as follows: for primary carer – 86 – MOE = slightly more than +/-10, and for LGBTQ+ - 35 – MOE = slightly above +/-16%.

Note 5: The subsequent questions are important and new for the current survey. Analysis was done by the total sample as well as by comparing the 10 disadvantaged subgroups vs. their counterparts.

[Note 6/Final Note: For future surveys, an improvement of the questions and response choices is highly recommended. Quantitative surveys are typically more structured, with as few open-end and multiple-response questions as possible. This will also greatly aid in the ease and accuracy of data cleaning and in coding/recoding values of the variables being investigated.]

B. Committee Membership/Run for Office

Figure 14. Ever Been a Committee Member or Run for Office – SR (Q3. Have you ever been a committee member or run for office with the SLS?)



Four (4) out of five (5), or 80% of current Society members have never been a part of any of the SLS committees and have never run for office. Barriers to participation – from Q5/Q5a and as described in the Executive Summary – are as follows: Lack of awareness/information – presumably about the committees and the office positions and responsibilities (14%); I’m too far away/it’s too hard to get there – to the office, presumably (13%); I don’t feel I would fit in (13%); I don’t have time (12%); I have difficulties with childcare (9%); I don’t feel I am at the right career stage (8%); I don’t feel they are relevant to me – committee membership or an office position (7%); and, Events or committees are not accessible (5%)

Analysis of Table 5a and Table 5b – next two (2) pages: The comparative analysis between the disadvantaged groups provides some indication that: Members who consider themselves to have a disability (91%) were more likely than those with no disability (79%) to have never been committee members or run for office; 26-35 year olds (93%) or Early Career Researchers were more likely than those 36 or older (79%) to have never been committee members or run for office; those who are **not** first generation to go to university (85%) were more likely than those who are first generation (77%) to have never been committee members or run for office; and, finally, those who are not primary carers (20%) were more likely than primary carers (11%) to have **ever** been committee members or run for office.

From the analysis above, it appears that these **three (3) disadvantaged subgroups** were **less likely** than their counterparts to have ever been committee members or run for office – or **to have ever engaged/involved with the SLS: (1.) those who have a disability; (2.) those who are in the age group 26-35 or Early Career Researchers; and (3.) those who are primary carers.** Future enquiry is suggested to identify factors for less or non-involvement of these three (3) disadvantaged subgroups.

B-1. Committee Membership/Run for Office by Disadvantaged Subgroups

Explanation – How to Interpret all the Subsequent Tables

The tables are outputs from SPSS comparing the disadvantaged subgroups. In the table below, the first row compares the female gender to the male gender on the question regarding committee membership or having run for office. 'N' represents the number of respondents. In this case, the 'Total' female respondents is 162, which is comprised of: 5 females with no response to the question; 130 who replied 'no,' they have never been committee members or have not run for office; and 27 who said 'yes,' they have been committee members or have run for office. So, 162 females = 5 + 130 + 27, with their corresponding percentages: 100% = 3.1% + 80.2% + 16.7%. This is similar for the male gender. Then, the % for the female gender is compared to the % for the male gender. In the case of non-responders, it is 3.1% females and 2.3% males. Using the confidence level of 95%, 3.1% is not significantly different than 2.3%, given the margin of error. The subscript 'a' only in both the female and male columns indicates the difference in the percentages is not significant. Now, for the **disability** variable (highlighted in grey), the 'no' response from 79.4% of members with no disability is significantly lower than the 90.7% from members with disability, as denoted by the subscripts of both 'a' and 'b,' and as the *footnote (in italics below each table)* states. The interpretation for this is: Significantly more members with disability (90.7%) are more likely to not have been committee members or not have run for office compared to members without/with no disability (79.4%). As such, members with disability can be considered as disadvantaged. For all the subsequent tables of this type, all variables with significant differences have been highlighted in grey, for visual guidance. Focusing on the variables highlighted in grey (with significant differences) is a good starting point in analysing the tables.

COMMITTEE MEMBERSHIP BY DISADVANTAGED SUBGROUPS					
		GENDER			
		Female		Male	
		N	%	N	%
<i>Ever been a committee member or run for office</i>		5 _a	3.1%	3 _a	2.3%
	No	130 _a	80.2%	103 _a	79.8%
	Yes	27 _a	16.7%	23 _a	17.8%
Total		162	100.0%	129	100.0%
		DISABILITY			
		No Disability		With Disability	
		N	%	N	%
<i>Ever been a committee member or run for office</i>		6 _b	2.3%	0 _b	0.0%
	No	204 _{a, b}	79.4%	39 _b	90.7%
	Yes	47 _a	18.3%	4 _a	9.3%
Total		257	100.0%	43	100.0%
		ETHNICITY			
		BAME*		White	
		N	%	N	%
<i>Ever been a committee member or run for office</i>	No	42 _a	79.2%	196 _a	81.0%
	Yes	9 _a	17.0%	40 _a	16.5%
Total		53	100.0%	242	100.0%
		AGE BAND			
		26-35		36 or older	
		N	%	N	%
<i>Ever been a committee member or run for office</i>	No	54 _b	93.1%	189 _c	79.1%
	Yes	3 _b	5.2%	46 _a	19.2%
Total		58	100.0%	239	100.0%
		SEXUAL ORIENTATION			
		Heterosexual		LGBTQPlus	
		N	%	N	%
<i>Ever been a committee member or run for office</i>	No	190 _a	83.3%	25 _a	71.4%
	Yes	34 _a	14.9%	7 _a	20.0%
Total		228	100.0%	35	100.0%

Each subscript letter denotes a subset of Location categories whose column proportions do not differ significantly from each other at the .05 level.

Table 5a. Ever Been a Committee Member or Run for Office – SR (Q3. Have you ever been a committee member or run for office with the SLS?)

COMMITTEE MEMBERSHIP BY DISADVANTAGED SUBGROUPS					
		GENDER			
		Female		Male	
		N	%	N	%
Ever been a committee member or run for office		5 _a	3.1%	3 _a	2.3%
	No	130 _a	80.2%	103 _a	79.8%
	Yes	27 _a	16.7%	23 _a	17.8%
Total		162	100.0%	129	100.0%
		DISABILITY			
		No Disability		With Disability	
		N	%	N	%
Ever been a committee member or run for office		6 _b	2.3%	0 _b	0.0%
	No	204 _{a, b}	79.4%	39 _b	90.7%
	Yes	47 _a	18.3%	4 _a	9.3%
Total		257	100.0%	43	100.0%
		ETHNICITY			
		BAME*		White	
		N	%	N	%
Ever been a committee member or run for office	No	42 _a	79.2%	196 _a	81.0%
	Yes	9 _a	17.0%	40 _a	16.5%
Total		53	100.0%	242	100.0%
		AGE BAND			
		26-35		36 or older	
		N	%	N	%
Ever been a committee member or run for office	No	54 _b	93.1%	189 _c	79.1%
	Yes	3 _b	5.2%	46 _a	19.2%
Total		58	100.0%	239	100.0%
		SEXUAL ORIENTATION			
		Heterosexual		LGBTQPlus	
		N	%	N	%
Ever been a committee member or run for office	No	190 _a	83.3%	25 _a	71.4%
	Yes	34 _a	14.9%	7 _a	20.0%
Total		228	100.0%	35	100.0%

Each subscript letter denotes a subset of Location categories whose column proportions do not differ significantly from each other at the .05 level.

B-2. Committee Membership/Run for Office by Disadvantaged Subgroups – Continued

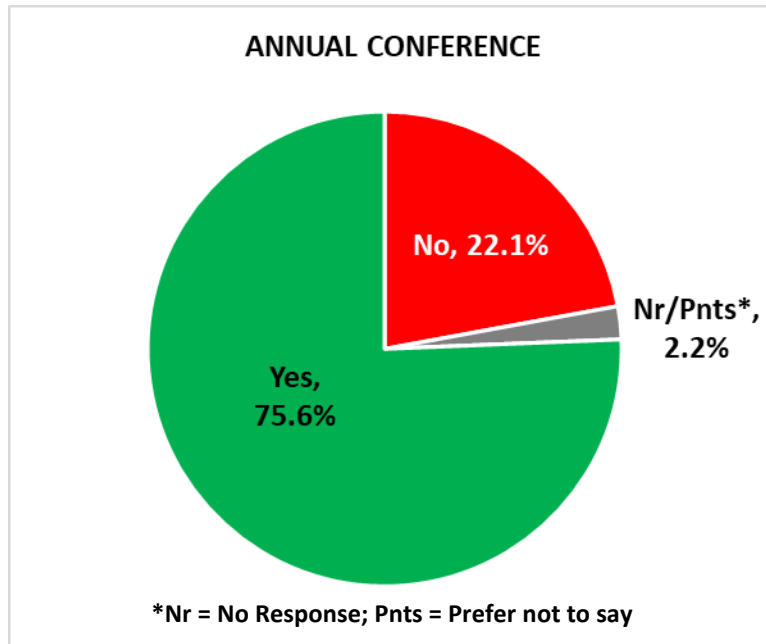
Table 5b. Ever Been a Committee Member or Run for Office – SR (Q3. Have you ever been a committee member or run for office with the SLS?)

COMMITTEE MEMBERSHIP BY DISADVANTAGED SUBGROUPS					
		RELIGION OR BELIEF			
		Christian		Other Religion	
		N	%	N	%
Ever been a committee member or run for office	No	87 _a	78.4%	31 _a	86.1%
	Yes	21 _a	18.9%	4 _a	11.1%
Total		111	100.0%	36	100.0%
		FIRST GENERATION TO UNIVERSITY			
		Not 1st Gen		Yes, 1st Gen	
		N	%	N	%
Ever been a committee member or run for office	No	145 _b	84.8%	102 _{a, b}	76.7%
	Yes	25 _a	14.6%	27 _a	20.3%
Total		171	100.0%	133	100.0%
		PRE- OR POST-1992 UNIVERSITY			
		Post-1992		Pre-1992	
		N	%	N	%
Ever been a committee member or run for office	No	61 _a	80.3%	128 _a	79.0%
	Yes	12 _a	15.8%	31 _a	19.1%
Total		76	100.0%	162	100.0%
		PRIMARY CARER			
		Not Prime Carer		Yes, Prime Carer	
		N	%	N	%
Ever been a committee member or run for office	No	156 _a	77.6%	73 _a	84.9%
	Yes	41 _b	20.4%	9 _a	10.5%
Total		201	100.0%	86	100.0%
		LOCATION			
		Non-UK		UK	
		N	%	N	%
Ever been a committee member or run for office	No	47 _a	82.5%	198 _a	79.8%
	Yes	9 _a	15.8%	43 _a	17.3%
Total		57	100.0%	248	100.0%

Each subscript letter denotes a subset of Location categories whose column proportions do not differ significantly from each other at the .05 level.

C. Annual Conference Participation

Figure 15. Ever Attended the SLS Annual Conference – SR (Q4. Have you ever attended the SLS annual conference?)



Three (3) quarters (or around 76%) of SLS members have attended the annual conference/seminar. This implies that the SLS annual gathering is quite important to members. In fact (later on in this report), it is the most cited valuable aspect of the SLS, with around 60% mentions from members.

Analysis of Table 6a and Table 6b – next two (2) pages:

Unlike the previous question on committee membership/having run for office, the comparative analysis between the disadvantaged groups for this SLS annual conference attendance yields only one (1) difference, and this is with respect to the age band variable. Table 6a shows that the youngest age group – 26 to 35 year olds (35%) are more likely than the age band of 36 or older (20%) – to not have attended this event. In general, barriers faced by all respondents in participating at Society activities and events, such as the annual conference, echo the barriers for not being committee members or not running for office, as follows: 'events are too expensive for me' and 'lack of awareness/information' (each at 14%); closely followed by 'I'm too far away/it's too hard to get there' (geographic and commute barriers) and 'I don't feel I would fit in' (each at 13%); and 'I don't have time' (12%). Categories with less than 10% mentions from respondents include: 'I have difficulties with childcare' (9%); 'I don't feel I am at the right career stage' (8%); 'I don't feel they are relevant to me' (7%); and 'events or committees are not (geographically) accessible' (5%). Again, the fragmented results for this barriers question imply that the first five (5) response choices are virtually of equal importance to respondents, as these are within the error margin of +/-5%; that is, from 9% to 14%. Specific to the 26-35 age band, however, an investigation by means of a focus group discussion among these Early Career Researchers could perhaps provide further insight on the main challenge this disadvantaged subgroup is facing that is preventing them from attending the SLS annual conference.

Table 6b does not display any significant differences between the disadvantaged subgroups.

Table 6a. Annual Conference by Disadvantaged Subgroups

ANNUAL CONFERENCE BY DISADVANTAGED SUBGROUPS					
		GENDER			
		Female		Male	
		N	%	N	%
Ever attended SLS annual conference	No	38 _a	23.5%	24 _a	18.6%
	Yes	121 _a	74.7%	101 _a	78.3%
Total		162	100.0%	129	100.0%
		DISABILITY			
		No Disability		With Disability	
		N	%	N	%
Ever attended SLS annual conference	No	54 _a	21.0%	14 _a	32.6%
	Yes	200 _a	77.8%	28 _a	65.1%
Total		257	100.0%	43	100.0%
		ETHNICITY			
		BAME		White	
		N	%	N	%
Ever attended SLS annual conference	No	14 _a	26.4%	53 _a	21.9%
	Yes	37 _a	69.8%	184 _a	76.0%
Total		53	100.0%	242	100.0%
		AGE BAND			
		26-35		36 or older	
		N	%	N	%
Ever attended SLS annual conference	No	20 _b	34.5%	48 _a	20.1%
	Yes	37 _b	63.8%	188 _a	78.7%
Total		58	100.0%	239	100.0%
		SEXUAL ORIENTATION			
		Heterosexual		LGBTQPlus	
		N	%	N	%
Ever attended SLS annual conference	No	53 _a	23.2%	9 _a	25.7%
	Yes	170 _a	74.6%	24 _a	68.6%
Total		228	100.0%	35	100.0%

Each subscript letter denotes a subset of Location categories whose column proportions do not differ significantly from each other at the .05 level.

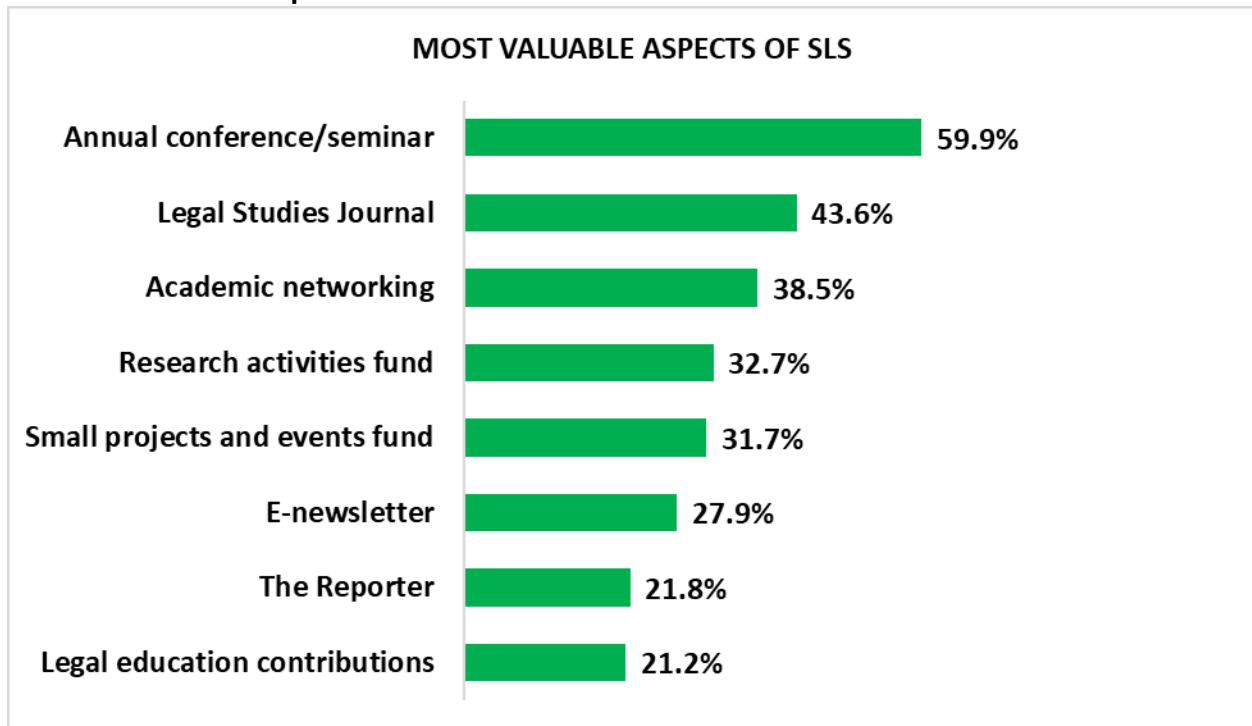
Table 6b. Annual Conference by Disadvantaged Subgroups – *Continued*

ANNUAL CONFERENCE BY DISADVANTAGED SUBGROUPS					
		RELIGION OR BELIEF			
		Christian		Other Religion	
		N	%	N	%
<i>Ever attended SLS annual conference</i>	No	27 _a	24.3%	8 _a	22.2%
	Yes	81 _a	73.0%	28 _a	77.8%
Total		111	100.0%	36	100.0%
		FIRST GENERATION TO UNIVERSITY			
		Not 1st Gen		Yes, 1st Gen	
		N	%	N	%
<i>Ever attended SLS annual conference</i>	No	42 _a	24.6%	26 _a	19.5%
	Yes	126 _a	73.7%	105 _a	78.9%
Total		171	100.0%	133	100.0%
		PRE- OR POST-1992 UNIVERSITY			
		Post-1992		Pre-1992	
		N	%	N	%
<i>Ever attended SLS annual conference</i>	No	20 _a	26.3%	34 _a	21.0%
	Yes	54 _a	71.1%	124 _a	76.5%
Total		76	100.0%	162	100.0%
		PRIMARY CARER			
		Not Prime Carer		Yes, Prime Carer	
		N	%	N	%
<i>Ever attended SLS annual conference</i>	No	45 _a	22.4%	19 _a	22.1%
	Yes	154 _a	76.6%	64 _a	74.4%
Total		201	100.0%	86	100.0%
		LOCATION			
		Non-UK		UK	
		N	%	N	%
<i>Ever attended SLS annual conference</i>	No	11 _a	19.3%	56 _a	22.6%
	Yes	45 _a	78.9%	186 _a	75.0%
Total		57	100.0%	248	100.0%

Each subscript letter denotes a subset of Location categories whose column proportions do not differ significantly from each other at the .05 level.

C. Most Valuable Aspects of SLS – MR – OE (Q1. What are the most valuable aspects of the SLS to you? Please tick all that apply. Q1a. If you selected Other, please specify:)

Figure 16. Most Valuable Aspects of SLS



As stated earlier in this report, the most valuable aspect of the SLS is the annual conference/seminar, with approximately 60% of the respondents mentioning it. The second most valuable aspect is the Legal Studies journal (around 44%), while the third most valuable aspect is academic networking (roughly 39%). Perhaps the value of academic networking is connected to the SLS annual conference, where members get the chance to network with colleagues/peers on a large scale event. Funding sources such as the research activities fund and small projects and events fund are the fourth most valuable aspects of the SLS. These two (2) aspects have almost the same percentages (averaging at around 32%). Tied at fifth place are The Reporter and Legal education contributions (with an average of 22%).

Not shown on Figure 16 are the following: Around 19% of the respondents mentioned Legal policy contributions as one of the most valuable aspects of the SLS, while nearly 15% reported Birks Prizes as one of the most valuable aspects to them. The aspects with only a handful of the respondents ticking them as most valuable are The Law School and Climate Crisis, Centenary lectures, and Career mentoring. This implies that these three (3) aspects of the SLS are the least valued by members.

Suggestion for Future Surveys: Because the respondents were given the chance to ‘tick all that apply’ for this question, the results are not as ‘clean’ as when the respondents were required to select only one response (SR), or if they were asked instead to rank their response choices – for example, rank your first three (3) most important aspects. So, in this case, it is debatable whether respondents had one response choice in their mind that was the most important aspect to them, because all the response choices they selected are assumed to be of equal importance. In future surveys, it might be a better practice to not have this as a MR question ‘tick all that apply’ question.

Most Valuable Aspects of the SLS: Qualitative Analysis of Subgroup Differences

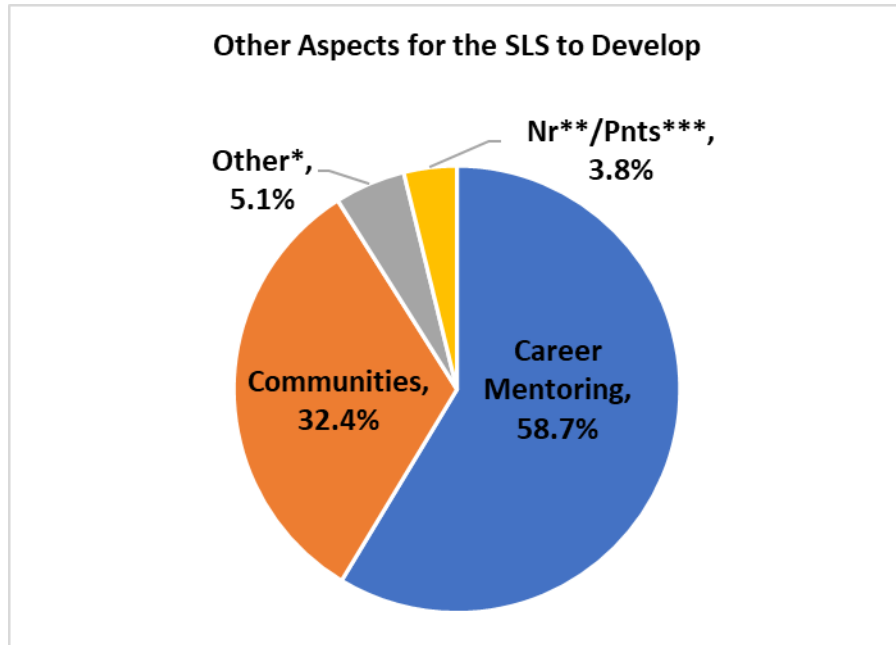
The percentages and the differences between proportions are very small, and as such, these may be interpreted as only minor differences, and in a qualitative manner, which implies that findings should be acted on with caution. In any case, it is important to note is the **small projects and events fund** is the one (1) aspect with more minor subgroup differences. The small projects and events fund is only slightly more important/valuable to: female than male members; members of BAME ethnicities than Whites; Christians members than members with other religions; and members who are not first generation to go to university vs. members who are first generation to go to university.

A suggestion for future exploratory investigation is to, perhaps, ask why the aspects are important to members. For instance, why is the SLS annual conference/seminar important to members – is it mainly for networking, or for other reasons such as learning?

D. Other Aspects to be Developed by the SLS (Q2. Are there other aspects that you would like to see the SLS develop?)

On this question regarding other aspects that Society members would like the SLS to develop, the results among the total respondents are: career mentoring (59%); communities – for example, for BAME* or LGBTQ+ members – (32%); Other – unspecified (5%); and No Response/Prefer Not to Say (4%).

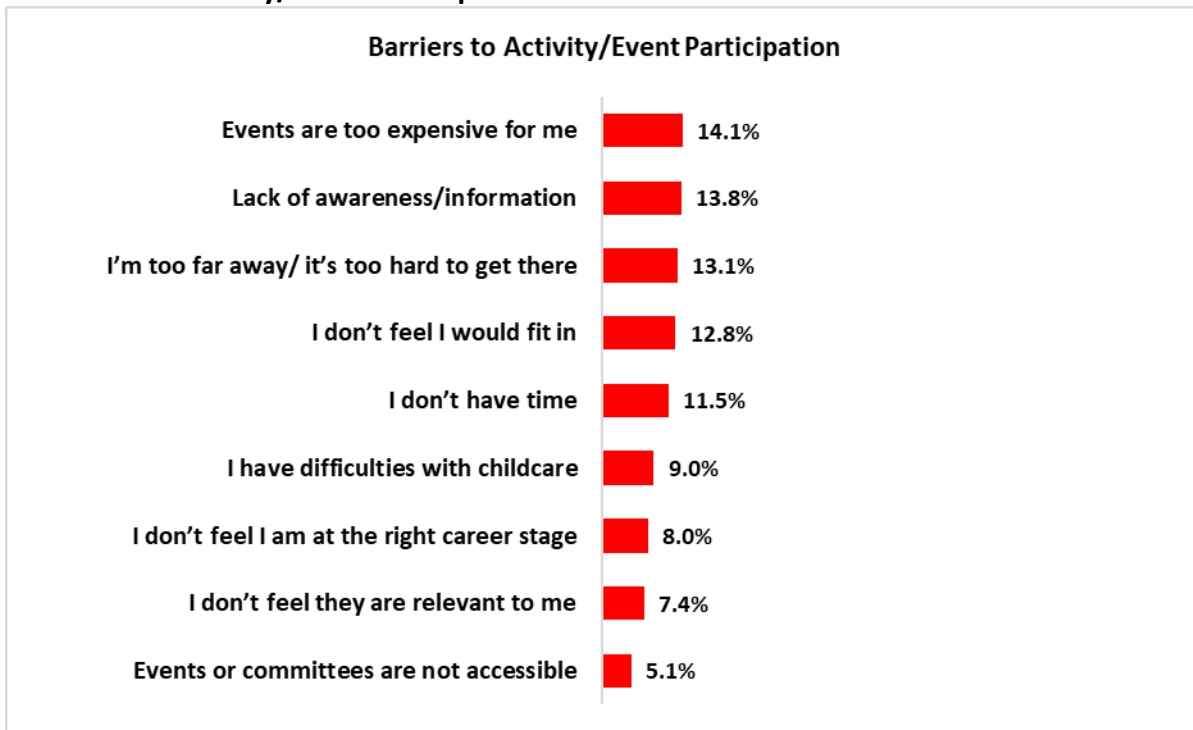
Figure 1-a. Other Aspects to be Developed by the SLS



A qualitative assessment of the results suggests that career mentoring is more frequently mentioned by female than male members – the difference seems double. With communities, this response is slightly more often mentioned by females than males. What seems important to note for this question are what members understand and how their needs could be met by career mentoring and communities.

E. Barriers to Participation – MR – OE (Q5. What barriers, if any, have you experienced in relation to participating in SLS events or committees? Please tick all that apply. Q5a. If you selected Other, please specify:}

Figure 17. Barriers to Activity/Event Participation



The results for this question regarding the barriers for participation in SLS activities and events are rather fragmented, and consequently, have relatively small proportions – at most, approximately 14%. The outcome can be collapsed into two **(2) categories**: **(1.)** responses with more than 10% mentions, and **(2.)** responses with less than 10% mentions. So, the first category of responses (more than 10% mentions) include the following barriers, in descending order: ‘events are too expensive for me’ and ‘lack of awareness/information’ (each at 14%); ‘I’m too far away/it’s too hard to get there’ and ‘I don’t feel I would fit in’ (each at 13%); and ‘I don’t have time’ (12%). For the second category of responses (less than 10% mentions), the barriers are: ‘I have difficulties with childcare’ (9%); ‘I don’t feel I am at the right career stage’ (8%); ‘I don’t feel they are relevant to me’ (7%); and ‘events or committees are not accessible’ (5%). Only 3% (or 10 respondents) reported they do not experience any barrier. However, it is possible that the 7% who said ‘I don’t feel they are relevant to me’ might have understood it to mean they were not experiencing barriers also.

The resulting sample sizes are too small to make a well-informed analysis by subgroups . It may well be the case that certain natural assumptions are upheld. For example, difficulties with childcare is experienced by more female than male members. However, the number of respondents equivalent to 9% is only around 28. As such, an exploratory study is suggested instead. This study should clarify the response choice terminology, capture other barriers, and address the interventions needed by members experiencing barriers, by total and by subgroups.

Suggestion for Future Surveys: Due to the fragmented results for this barriers question, it might be addressed in future surveys if the question is a SR question that asks respondents for their most important barrier, with the results above as response choices. This also applies to the previous question on the most valuable aspects of the SLS. The rationale for doing so is explained in the narrative for the most valuable aspects question, which is the same for this barriers question.