

## **Licensed Conveyancers: A diverse profession**

In 2013 the CLC undertook a diversity profiling exercise of its regulated community. 1,374 individuals took part in the exercise meaning that a 55% response rate was achieved. This was the highest response rate of any of the Approved Regulators undertaken.

The exercise included the entire legal workforce i.e. all persons involved in the delivery of legal services and not just those individuals licensed to provide the reserved elements of conveyancing or probate. The findings below are informed by those persons who chose an answer to each question other than 'Prefer Not to Say' (PNTS). The highest PNTS declaration was given in the religion/faith question (11.5% chose this option).

### **A diverse workforce**

A healthy socio-economic mix: more than a quarter of respondents (27%) were the first generation in their family and 42% had not attended university.

High proportion of women: women comprise 69% of the workforce; and 84% of support fee earners are women and 56% of managers and they assume approximately two-thirds of all other roles, including licensed conveyancers. However, men are twice as likely as women to become managers and this is an issue that we are encouraging practices to address.

Religion: 45% declared Christianity as their faith or religion, 36% no religion and of the 14% who declared another religion, the largest group was Buddhists (7%); the remainder preferred not to say

Age: this is a young profession when compared to the wider population. 33% of the workforce is aged 25-34 years old, 22% are 35-44 and 4% are aged 65 years+

Ethnicity: 5.9% of the legal workforce is Asian/Asian British and 6% of licensed conveyancers are from this ethnic group

Disability: those who consider their day-to-day activities are limited a little by a health condition are found in all roles, particularly licensed conveyancer and support fee earners (24%) each

Caring duties: a quarter (25.3%) of the workforce is a primary child-carer and 10% have weekly caring duties. Having caring responsibilities seems to impact significantly on career progress as such people are much less likely to be found in managerial roles.

### **Good Practice/Guidance**

The regulated community has been signposted to the Guidance which accompanies the CLC Equality and Management & Supervision Codes to help firms operate an effective business continuity plan and recruitment, selection and progression policies given that:

- the workforce is predominantly younger and older, and female – and so there is likely to be an element whom take some time out for child-caring purposes - potentially rendering the regulated community vulnerable to sustainability issues;
- 4.5% of women are managers, compared to 9.2% of men.

NB. The CLC education and training model review currently underway seeks to make the qualification and career path of a licensed conveyancer as attractive as possible to people from an even wider range of backgrounds.

To view the profile in detail [click here](#).