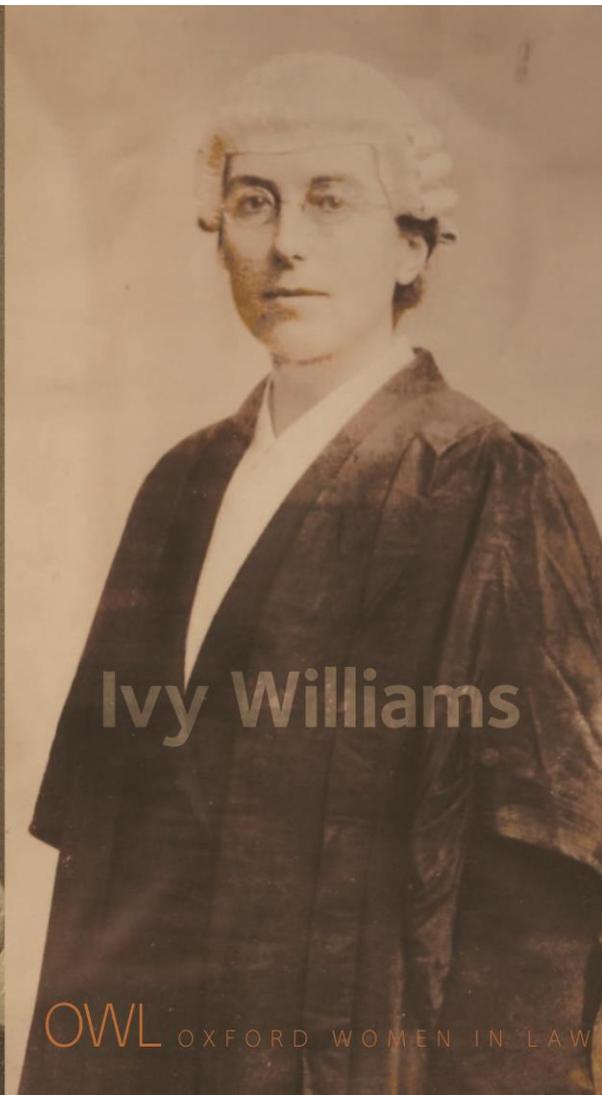


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100 Years of Oxford Women in Law



Cornelia Sorabji

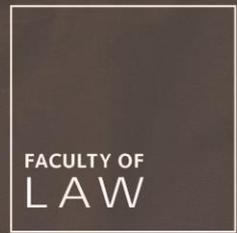


Ivy Williams



Gwyneth Bebb

OWL OXFORD WOMEN IN LAW



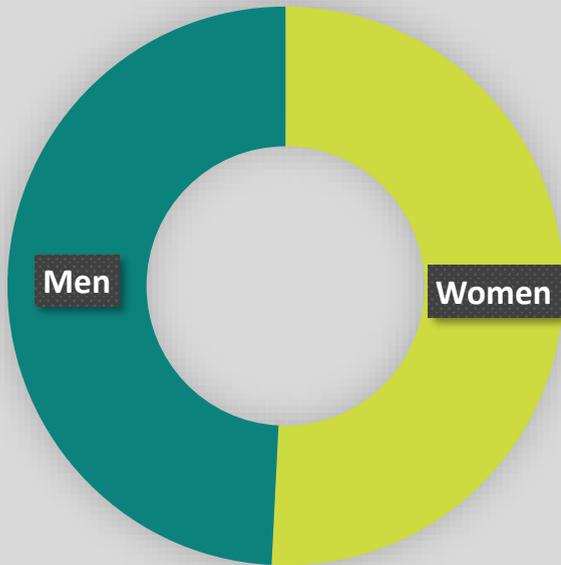
The power of gender equality to transform the business of law



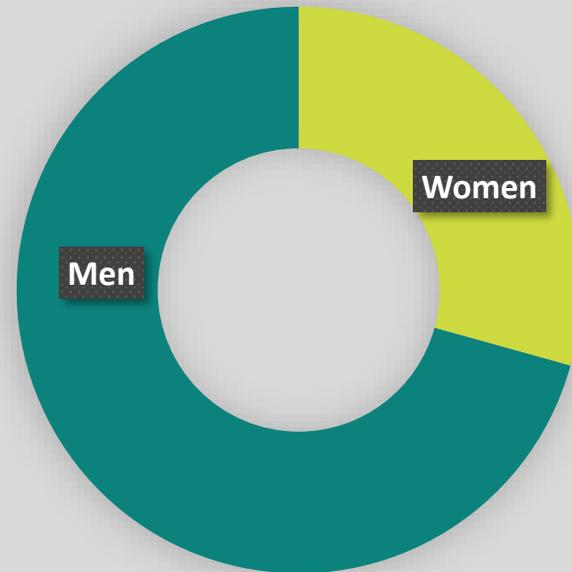
Christina Blacklaws

Disparity at leadership level

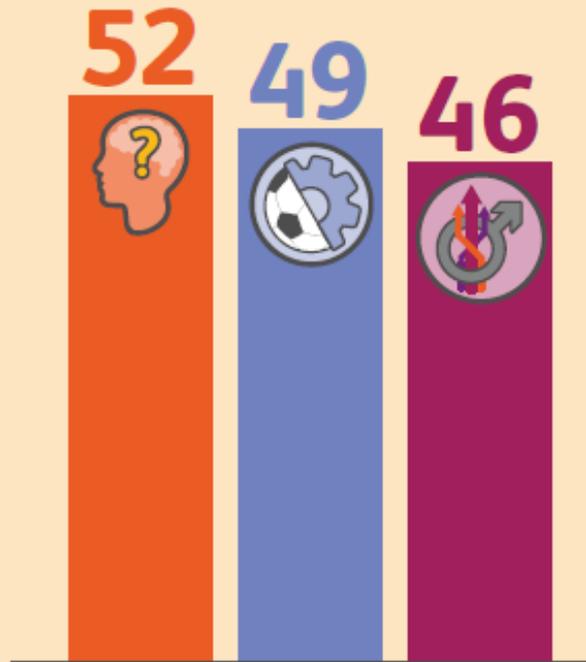
Solicitors



Partners



Top reasons reported



- Unconscious bias (52%)
- Unacceptable work/life balance demanded to reach senior levels (49%)
- Traditional networks/routes to promotion are male orientated (46%)

On a more positive note

41% felt that they benefit from regular performance and development reviews; and 43% reported having diversity and inclusion training consistently enforced



Given the introduction of the new **Gender Pay Gap** reporting requirements, the 2017/18 survey also contained specific questions on this topic:



60%

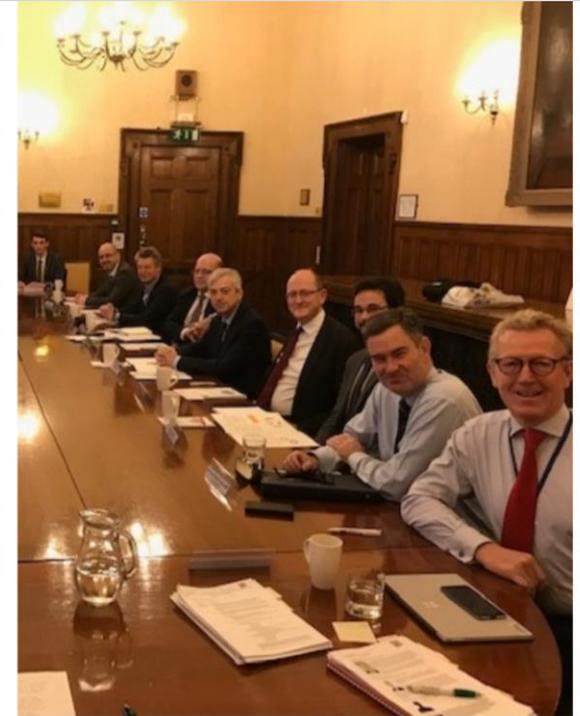
of the 6,533 individuals responding to this section of the survey reported they were **aware of a gender pay gap within their organisation**

Worryingly, of these **only 16% reported visible steps being taken** to address the gender pay gap within their organisation.



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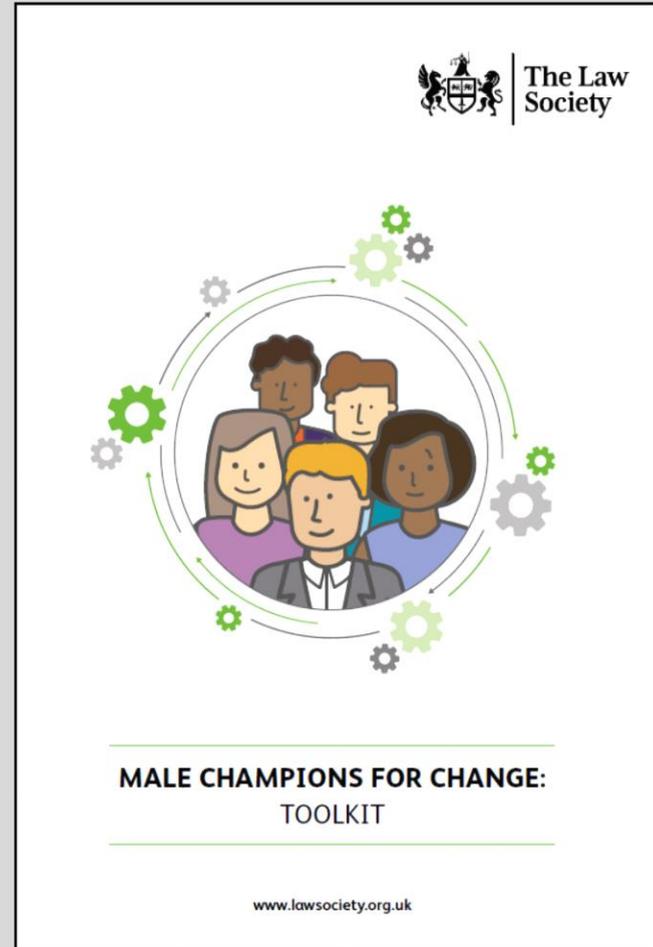
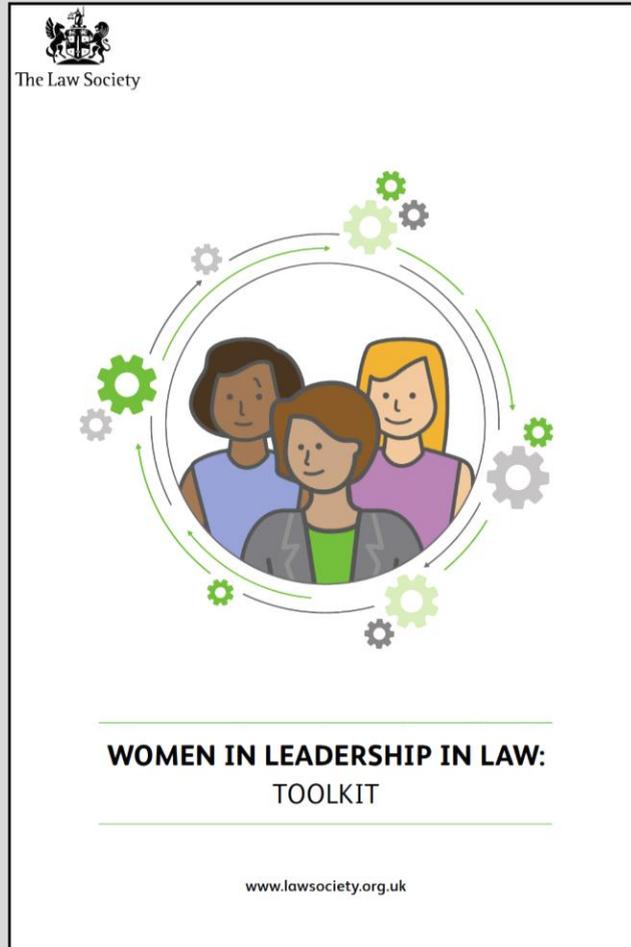
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Women in Law roundtables



Toolkits



Research findings



**INFLUENCING FOR IMPACT: THE NEED FOR
GENDER EQUALITY IN THE LEGAL PROFESSION**

WOMEN IN LEADERSHIP IN LAW REPORT
Findings from the women's roundtables

March 2019

www.lawsociety.org.uk



**MALE CHAMPIONS FOR CHANGE: THE CASE FOR
GENDER EQUALITY IN THE LEGAL PROFESSION**



Findings from the men's roundtables



**ADVOCATING FOR CHANGE: TRANSFORMING
THE FUTURE OF THE LEGAL PROFESSION THROUGH
GREATER GENDER EQUALITY**

INTERNATIONAL WOMEN IN LAW REPORT
Findings from the international women's roundtables

June 2019

www.lawsociety.org.uk

Insights from domestic women's roundtables

- Not fitting into the traditional image of a business leader - which tends to favour characteristics that are traditionally 'male'.
- Significant under representation at leadership levels.
- Assumptions impacting development and promotion.
- Intersectionality affecting women with more than one protected characteristic.



Insights from domestic men's roundtables

- Women are significantly under-represented in senior positions.
- This imbalance has led to a larger gender pay gap, mainly but not exclusively, due to the small percentage of women in senior leadership roles.
- There needs to be a focus on female promotion and success planning.
- Equal opportunities are needed to ensure women are involved in high profile work ,to gain suitable experience and credibility needed for promotion.



Insights from international roundtables

- The challenges and experiences of female lawyers are very similar across the globe.
- Shared experiences in relation to traditional gender roles and stereotypes, gender pay disparity and the lack of flexible working.
- Particularly, working mothers seem to be penalised for their additional care giving commitments outside of work.
- Lack of transparency about financial compensation across all regions. This prevents the identification of pay discrepancies and accountability.



Solutions highlighted in our survey

What works: best practice highlighted by the survey

Some of the initiatives respondents said have worked in supporting women in the legal profession



Access to and mainstreaming of flexible working, for women and men and at all grades



Networking opportunities at a local, city or regional level or through national networks

Mentoring and sponsorship including from senior staff, peers and reverse mentoring

Engaging men in the equality debate, to raise awareness of the issues, and to encourage shared parental leave and flexible working to enable men to participate more in family life



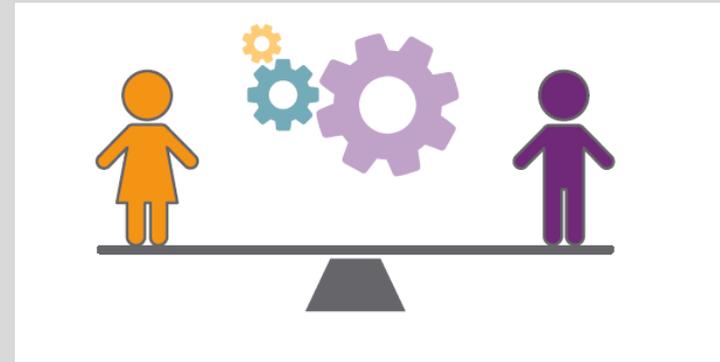
Promotion and celebration / increased visibility of leading women in law: in the judiciary, in executive office, in firms and organisations



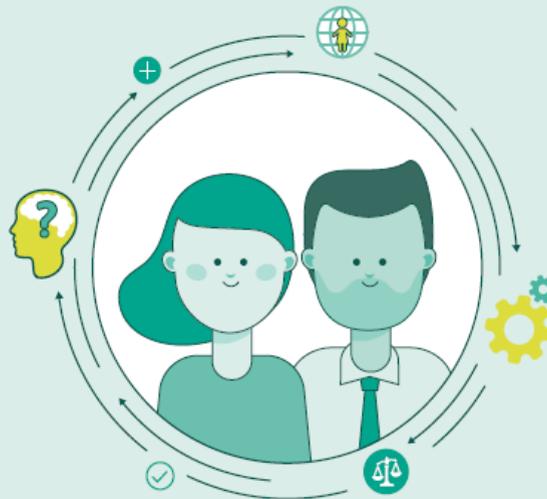
Role modelling family friendly working practices, including through speaking at informal and formal events

Solutions

- Supportive and engaged leadership.
- Prioritising diversity in business planning.
- Greater transparency.
- Consistent training to eliminate bias.
- Assess recruitment and selection policies.
- Gender champions, bystander training and balanced decision making boards.
- Make flexible working available to all.



Blueprint for Gender Balance



**Women in Leadership in Law:
Blueprint for Gender Balance**

Women in Law Pledge & Guidance





The Law Society

WOMEN IN LAW PLEDGE:

a commitment for gender equality across the legal profession

This Pledge is a commitment by signatories to work together to harness the power of gender equality to transform the business of law.

Organisations that sign up to this Pledge are committing to do all that is in their power to build a more equal and fair profession. A balanced workforce is good for business and workplace culture; and is increasingly important for clients.

Given the profile of the legal profession¹, the intended outcome of this Pledge is to achieve gender equality in senior ranks of the profession and amongst those with a leadership role. More broadly, the Pledge reflects an aspiration to see gender balance at all levels across the legal profession, to tackle the gender pay gap and other inequalities that still affect all women in law today, especially those facing multiple layers² of discrimination, e.g. gender and ethnicity or disability, etc.

THE PLEDGE



- Commits organisations to supporting the progression of all women³ into senior roles in the legal profession by focusing on retention of all women and enabling progression into partnership, silk and/or judicial appointment and other leadership roles;
- Recognises the diversity of the sector and that organisations will have different starting points, and should therefore set action plans, objectives and targets that are right for them;
- Requires organisations to publish their action plans and publicly report on progress to deliver against their objectives and targets to support the transparency and accountability needed to drive change.

My organisation pledges to promote gender equality by:

1. Having one named member of our senior leadership team/management committee who is accountable for gender diversity and inclusion;
2. Setting specific gender targets at leadership level and at other levels as appropriate;
3. Considering the differential outcomes for different groups of women at all levels of the organisation e.g. their background, identity and range of experiences;
4. Developing an action plan to achieve gender equality in our senior management and leadership teams;
5. Committing at senior level to tackle sex discrimination, bullying and sexual harassment in the workplace;
6. Committing to tackle workplace culture and bias that may result in differential outcomes in the workplace;
7. Making public our pledge and publishing our targets and action plan;
8. Ensuring specific aspects of pay, reward and recognition of the senior leadership team are linked to delivery against these gender equality targets as applicable.⁴



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