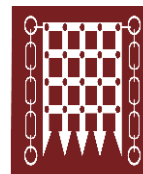


**Westminster Legal Policy Forum keynote seminar:
Next steps for equality, diversity and inclusion in the legal profession**

Timing: Morning, Monday, 10th February 2025

Taking place online



**WESTMINSTER
LEGAL POLICY
FORUM**

Draft agenda subject to change

- 8.30 Registration
- 9.00 **Chair's opening remarks**
Senior Parliamentarian
- 9.05 **Diversity in the legal profession - current state of play and priorities moving forward**
Senior academic
Questions and comments from the floor
- 9.25 **Legal education and EDI**
the SQE and its effect on incoming lawyers so far | widening participation and diversity | collaboration with employers to increase training opportunities | the future role of legal apprenticeships | measuring the impact of legal education diversity initiatives | wellbeing in legal education and reducing drop-out rates | improving outcomes for disadvantaged individuals
Mark Keith, Director, Programmes, Law School, BPP University
Neeta Halai, Founder, New Heights Training
Dr Chloe Holloway-George, Assistant Professor, Criminal Law and Criminal Justice, and Co-Director, Equality, Diversity, Inclusion and People Committee, University of Nottingham
Senior representative, trainee
Questions and comments from the floor
- 10.10 **Priorities for the recruitment and retention of staff from underrepresented backgrounds in legal roles**
assessing the recruitment process and avoiding bias | developing diverse talent pipelines | improving access to CPD and training | embedding mentorship and sponsorship opportunities | offering opportunities for flexible working | effective leadership and role modelling | addressing mental health concerns and supporting staff wellbeing | increasing progression opportunities | responsible business practices
Raphael Mokades, Managing Director, Rare Recruitment
Lucinda Soon, Trustee, LawCare; and Co-Chair, International Bar Association, Professional Wellbeing Commission
Senior speaker confirmed from the **Government Legal Department**
Questions and comments from the floor
- 10.40 **Chair's closing remarks**
Senior Parliamentarian
- 10.45 Break
- 10.55 **Chair's opening remarks**
Ben Maguire MP, Shadow Attorney General, Liberal Democrats
- 11.00 **Case study: best practice for implementing inclusion strategies**
Naeema Choudry, Partner, Eversheds Sutherland
- 11.10 **Strategies to equip employers with the tools needed to implement evidence-based EDI policies**
utilising the evidence-base to create inclusion strategies | improving workplace culture and the role of leadership in tackling these issues | priorities for resource allocation in EDI | improving EDI to benefit legal services consumers | embedding flexible working in firms | challenges around reporting and measuring EDI progress | current trends in pay gap reporting and tackling pay disparities | encouraging collaboration for EDI policy creation | strengthening protections against harassment and discrimination in the legal workplace
Kathryn Seaward, EDI Specialist, Blake Morgan
Sarah Phillimore KC, Barrister, St John's Chambers
Sophie Pender, Founder and CEO, The 93% Club
Senior representative, law firm
Senior academic
Questions and comments from the floor
- 11.55 **Next steps for improving judicial diversity**
Senior representative, judiciary
- 12.05 **Priorities moving forward for regulators in improving legal diversity and sector accountability**
Craig Westwood, Chief Executive, Legal Services Board
Aileen Armstrong, Executive Director, Strategy, Innovation and External Affairs, Solicitors Regulation Authority
Mark Neale, Director General, Bar Standards Board
- 12.35 Questions and comments from the floor
- 12.55 **Chair's and Westminster Legal Policy Forum closing remarks**
Ben Maguire MP, Shadow Attorney General, Liberal Democrats
Sean Cudmore, Westminster Legal Policy Forum