



LEGAL SERVICES
BOARD

Legal Services Board
The Rookery
2 Dyott Street
London WC1A 1DE

www.legalservicesboard.org.uk

Fol request (Ref: 20200109-01)

Thank you for your request for information about procurement practices related to supplier diversity.

I confirm that LSB holds some of the information that you have requested, please find this set out below.

1. *Does the Legal Services Board have a policy related to supplier diversity?*
Yes.
 - a) *If yes, please provide a copy of the supplier diversity policy.*
We have adopted a protocol that we work with firms who have made a commitment to diversity and equality – information is available [here](#) on our website. As part of this, the attached statement, which explicitly sets out this requirement, forms part of the LSB's requests for proposals information pack, and assessment of proposals received.
 - b) *If no, does the department intend to produce a supplier diversity policy*
See above.
2. *Does the department have any procurement policy or guidance specifically related to engaging women-owned suppliers?*
No. The LSB as a public body complies with its legal obligations under the Equality Act 2010 and its associated Public Sector Equality Duty consistent with value for money and relevant public procurement law.
3. *How do you measure and report on the diversity of the suppliers engaged by the department?*
All tender exercises, particularly where they meet the relevant thresholds, must include an assessment of firms' commitment to equality and diversity.
4. *If available, please provide figures related to the number of male-owned businesses engaged by the department as suppliers during 2016-2019 and the nature of their business.*
We do not hold this information.
5. *If available, please provide figures related to the number of women-owned businesses engaged by the department as suppliers during 2016-2019 and the nature of their business.*
We do not hold this information.

If you are dissatisfied with this response to your request for information, you have the right to ask for an internal review / to submit a complaint (see [LSB's Freedom of information – Complaints procedure](#)).

If you are dissatisfied with the outcome of your complaint, you may refer the matter to the Information Commissioner for a decision. Please be aware that the Commissioner will be unlikely to make a decision until you have been through our internal complaints procedure first. You can write to the Commissioner at:

FOI/EIR Complaints Resolution
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

The reference for your request, which should be quoted in all correspondence, is: 20200109-01.

Enclosure: *The Legal Services Board: Equality and Diversity statement*

The Legal Services Board: Equality and Diversity

Introduction

Respecting and promoting equality and diversity are at the heart of what we do. We are the independent body overseeing regulation of legal services in England and Wales but we do not provide direct services to the public or the regulated community. Even so, within the bounds of our responsibilities, we strive to influence and shape how equality and diversity are addressed by approved regulators and legal service providers.

In addition to our commitment to integrate diversity and equality into our work and our organisation's culture, we have statutory obligations under the Equality Act 2010. As a public authority we must comply with the public sector equality duty in the exercise of our functions. The duty requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share protected characteristics.
- Foster good relations between people who share a protected characteristic and those who do not.
- Our work programme includes a range of projects with equality and diversity at their core and which help us to fulfil our equality duty.

The LSB is among the list of public authorities that must publish information to demonstrate compliance with the Equality Duty. We consulted on our proposed equality objectives for 2012/13. Taking account of consultation responses, our equality objectives for 2012/13 are as follows:

Objective 1: Through our regulatory oversight role, encourage and work with the approved regulators to promote equality and diversity, including developing a diverse workforce across the legal sector at all levels by:

- Assessing regulators' implementation plans to gather and evaluate diversity data.
- Reviewing and monitoring the progress made by regulators in delivering their implementation plans.
- Continuing to engage with approved regulators and others on how best to enhance a more diverse workforce across the legal sector.

Objective 2: Ensure our decisions take account of all relevant equality and diversity information by:

- Factoring equalities and diversity elements into our research, whether on workforce or consumer issues.
- Undertaking Equality Analysis where appropriate when developing our programme and policies for consultation.
- Undertaking Equality Impact Assessment Screening (now called Equality Analysis) where appropriate when developing our programme and policies for consultation.
- Reviewing and developing our ‘consumer toolkit’, which helps us identify and analyse consumer groups and their needs, including, in particular consumers who might be vulnerable.
- Engaging with diversity groups and organisations.
- Continuing to encourage the Consumer Panel to develop a wide range of contacts and to incorporate diversity and equality into its consideration of consumer issues.

Objective 3: To ensure that the LSB’s own practices and policies, including its internal staff and external stakeholder engagement focus on equality and diversity issues, and are examples of the approach we promote to others. We will do this by:

- Ensuring that our publications are available in a variety of formats on request.
- Monitoring and publishing the diversity profile of our staff and responding to the results (bearing in mind the size of the organisation).
- **When tendering for services, work with firms who can demonstrate that they have a commitment to equality and diversity.**
- Applying recruitment processes that are in line with our Equality Duty.

Your proposal to the LSB should demonstrate that your organisation has a commitment to equality and diversity- providing examples as appropriate.