

# CILEx Regulation Equality Impact Assessment

## ALTERNATIVE ROUTE TO PRACTICE RIGHTS

<b>Part One – Relevance Check</b>					
Area being reviewed:		New rules for alternative route to practice rights			
This is a	Function <input type="checkbox"/>	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Practice <input checked="" type="checkbox"/>	Other <input type="checkbox"/>
Names of Officers completing the assessment:		Vicky Purtil Director of Authorisation and Supervision			
Date of completion of relevance check:		June 2020			
Purpose of policy/function:		To create an alternative assessment mechanism to enable established Fellows to obtain additional practice rights.			
Main activities of policy/function:		To enable established Fellows to obtain additional practice rights without replication of previous assessment			
Who are the intended beneficiaries of the function/covered in terms of the policy?		The regulated community benefits as they are not required to duplicate assessments unnecessarily and will be able to demonstrate competence in their specialist area of practice through attending a short training course and assessment of competence. The process will provide assurance to consumers and the public that all CILEx authorized persons are competent in their specialist area at the point of admission and is also likely to increase the number of Chartered Legal Executives who are able to practise independently, thereby widening the pool of lawyers available.			

## Impact on Different Groups

1. Identify the groups that the policy or function is relevant to.
2. Indicate whether the policy or function has a neutral impact, a positive impact or a negative impact on the relevant groups that you have identified.

		Relevant	Neutral Impact	Positive Impact	Negative Impact	Comments
<b>Gender</b>	<i>Women</i>	X		X		The additional of an alternative route to additional authorization in a specialist area of practise is considered to have a positive impact on all protected groups, both within the regulated community and the wider consumer population. This is because the evidence provided in the application demonstrates that existing Fellows are more likely to apply for practice rights using this route than the existing route (which is considered to be onerous and duplicative of the Fellowship authorization process). Therefore, there is likely to be greater access to CILEx authorized persons able to deliver legal services in their specialist area of practice. Owing to the diversity of the CILEx profession, this is likely to broaden the diversity of the legal profession, which is of benefit to the public and consumers.
	<i>Pregnant women</i>	X		X		
	<i>Men</i>	X		X		
	<i>Transgender people</i>	X		X		
	<i>Flexible workers</i>	X		X		
	<i>People with caring responsibilities</i>	X		X		
<i>Other:</i>						
<b>Race</b>	<i>Black</i>	X		X		
	<i>White</i>	X		X		
	<i>Asian</i>	X		X		
	<i>Chinese</i>	X		X		
	<i>Mixed heritage</i>	X		X		
	<i>Eastern European</i>	X		X		
	<i>Gypsy/traveller</i>	X		X		
	<i>Asylum Seekers</i>					
	<i>Indian</i>	X		x		
<i>Other:</i>						
<b>Faith</b>	<i>Christian</i>	X		X		

<i>Other:</i>	<i>Sikh</i>	X		X	
	<i>Muslim/Islam</i>	X		X	
	<i>Hindu</i>	X		X	
	<i>Buddhist</i>	X		X	
	<i>Jewish</i>	X		X	
	<i>No religion</i>	X		X	
<b>Disability</b>	<i>Physical</i>	X		X	
	<i>Sensory</i>	X		X	
	<i>Learning</i>	X		X	
	<i>Degenerative</i>	X		X	
<i>Other:</i>					
<b>Sexual Orientation</b>	<i>Lesbian</i>	X		X	
	<i>Homosexual</i>	X		X	
	<i>Heterosexual</i>	X		X	
	<i>Bisexual</i>	X		X	
<i>Other:</i>					
<b>Age</b>	<i>Young people (aged 18 or under)</i>	N/A			
	<i>Older people (aged 65 or above)</i>				
<i>Other:</i>					
<b>Dual Impact</b>					

### Assessing Impact - *Neutral Impact*

If you have indicated that there is a neutral impact on any group, is that impact:

#### **Tick one of the following**

<i>Legal?</i>	Yes	No	
<i>Intended?</i>	Yes	No	
<i>Relevance of impact?</i>	Low	Medium	High

If the neutral impact is not legal and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.

### Assessing Impact - *Positive Impact*

If you have indicated that there is a positive impact on any group, is that impact:

#### **Tick one of the following**

<i>Legal?</i>	Yes ✓	No	
<i>Intended?</i>	Yes ✓	No	
<i>Relevance of impact?</i>	Low	Medium ✓	High

If the positive impact is not legal and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.

### Assessing Impact - *Negative Impact*

If you have indicated that there is a negative impact on any group, is that impact:

#### **Tick one of the following**

<i>Legal?</i>	Yes	No	
<i>Intended?</i>	Yes	No	
<i>Relevance of impact?</i>	Low	Medium	High

If the negative impact is not legal and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.

## Data Collection

1. What existing information and/or data has been obtained to assess the impact of this function, policy, strategy or practice?

CILEx Regulation collects E&D data on its applicants for all processes and publishes these in the CRL Annual Report, these data indicate that applications for practice rights received are more likely from female applicants (which is reflective of the overall CILEx membership). Application numbers from BAME applicants is in the region of 10%. However, the numbers of applicants for practice rights are currently modest, it is hoped that the addition of this route will increase the overall number of applicants and in turn ensure that the diversity of the legal profession is enhanced.

2. What does this information tell you about the likely impact on particular groups?

The impact should be positive on all groups.

## Additional Information

### Collection

1. What gaps, if any, are there in the information?

Until the new route is available it is impossible to judge the diversity of those that will choose to progress through it.

2. What additional information do you need to know to understand the diverse needs/experiences of your target audience?

CILEx Regulation intends to ensure that equality and diversity data will be collected by the appointed assessment provider so that the impact of the new route can be monitored. The applications received for practice rights both through this route and the current route will be monitored and compared to identify the impact of the introduction of this new route.

## Action to be Taken

### Full EqA not required:

Based on the findings of this preliminary audit, it is concluded that a full Equality Assessment is not required

✓

*This is because:*

<input type="checkbox"/>	The policy or function is statutory, non-negotiable or non-discretionary
<input type="checkbox"/>	The policy or function purpose is directly concerned with the promotion of equality
<input checked="" type="checkbox"/>	The policy of function has no significant impact

In order to justify not undertaking a full EqA, you will need to provide evidence that your policy or function is inclusive and non-discriminatory.

Even if you feel that a full EqA is not required, you should consider an Improvement Plan (see page 16).

This decision should be reviewed on   
(date)

### Full EQA required:

It is concluded that a full Equality Assessment should be carried out  
This should be completed by

This Equality Assessment screening form was completed by:

Name:	Vicky Purtill	Signature:	
Position:	Director of Auth and Sup	Date:	June 2020
Location:	CRL	Tel Ext:	