

Co-op Legal Services

Diversity Information
July 2025



It's what we do

Being Co-op

We're owned by our members and other Co-ops, not big investors. Our members have a say in how we are run. Ethics and sustainability are important to our members. That's why, for over a decade, we've reported on our ethics and sustainability performance, so our members can see how we are doing.

Inclusion and Diversity is a key strand in the successful delivery of our 'Being a Co-op Colleague' strategy. Our ambition is to '*Embrace modern society and reflect our communities in which we trade to help us stay relevant and ahead*'. In 2021 we sought to focus on measures for all Co-op Leaders to be a '*key enabler of consciously creating an inclusive culture*'. We have also taken steps to make our recruitment process more accessible by:

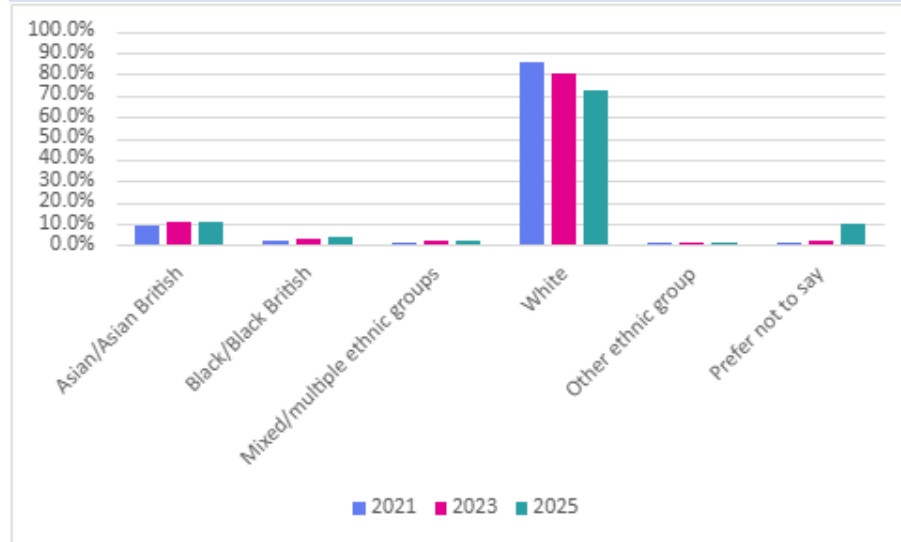
- including a dedicated diversity and inclusion page which details our intentions and plans.
- using software that helps to write more balanced and inclusive adverts.
- providing guidance and interview tools to hiring managers to help them hire more inclusively.
- sharing interview questions with candidates in advance to allow time for preparation.

All Co-op colleagues can share their diversity data by completing their data in their HR profiles. We encourage our colleagues to share their data to help us demonstrate an inclusive culture. The data shared by our colleagues has been anonymised for analysis and to produce the information contained within this report.

As sharing diversity data in the Co-op is optional for colleagues, we have varying levels of response rates from our colleagues on each of the diversity data categories that we monitor.

Ethnicity

Diversity	2021	2023	2025
Asian/Asian British	9.1%	10.8%	10.6%
Black/Black British	2.2%	3.1%	4.0%
Mixed/multiple ethnic groups	0.9%	2.4%	2.5%
White	85.8%	80.0%	72.5%
Other ethnic group	0.3%	1.5%	0.7%
Prefer not to say	1.6%	2.2%	9.8%



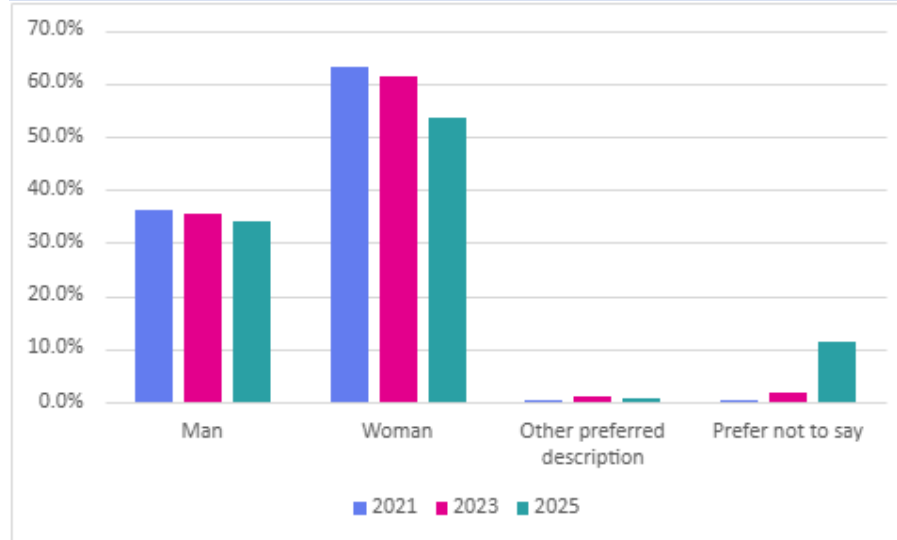
Age

Diversity	2021	2023	2025
16-24	9.1%	14.6%	14.0%
25-34	33.3%	30.4%	31.7%
35-44	27.1%	25.5%	24.8%
45-54	15.8%	15.1%	16.4%
55-64	13.2%	12.3%	10.8%
65+	1.5%	2.0%	2.1%



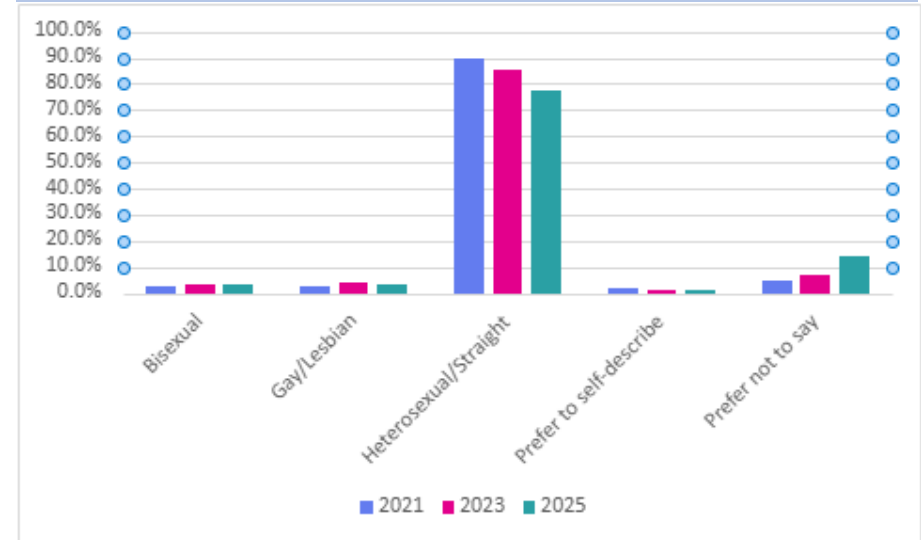
Gender

Diversity	2021	2023	2025
Man	36.1%	35.6%	34.2%
Woman	63.2%	61.5%	53.7%
Other preferred description	0.4%	1.0%	0.6%
Prefer not to say	0.4%	1.9%	11.5%



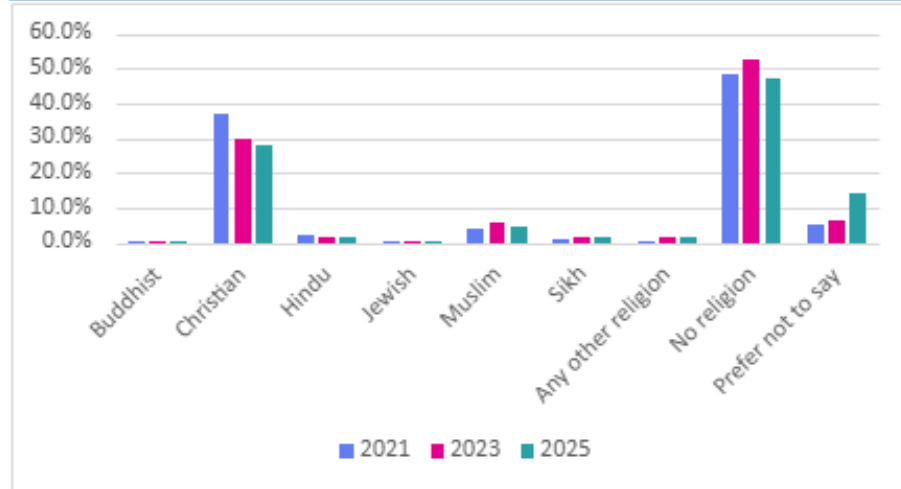
Sexual orientation

Diversity	2021	2023	2025
Bisexual	2.2%	3.0%	3.5%
Gay/Lesbian	2.2%	3.7%	3.6%
Heterosexual/Straight	89.6%	85.5%	77.6%
Prefer to self-describe	1.6%	1.1%	1.0%
Prefer not to say	4.4%	6.7%	14.3%



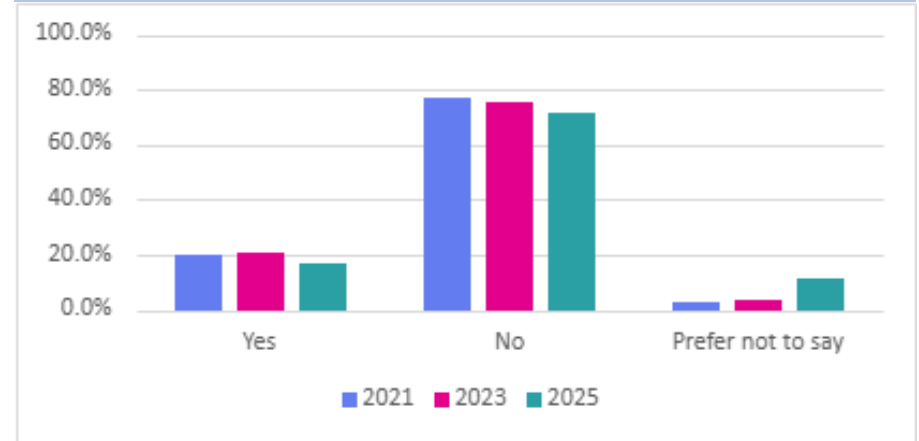
Religion distribution

Diversity	2021	2023	2025
Buddhist	0.3%	0.6%	0.4%
Christian	36.9%	29.6%	28.0%
Hindu	2.5%	1.7%	1.6%
Jewish	0.3%	0.2%	0.1%
Muslim	4.1%	5.7%	4.8%
Sikh	1.3%	1.7%	1.5%
Any other religion	0.6%	1.9%	2.0%
No religion	48.4%	52.4%	47.0%
Prefer not to say	5.4%	6.3%	14.6%



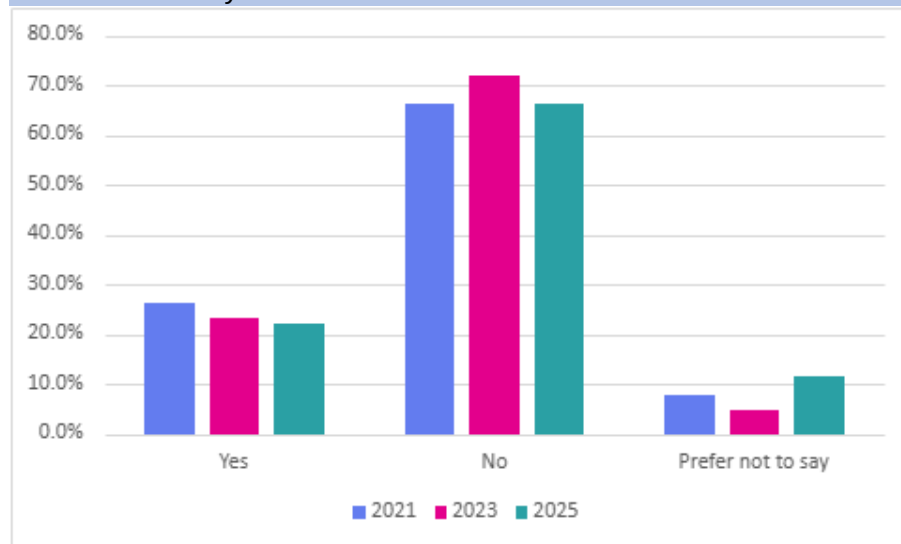
Disability distribution

Diversity	2021	2023	2025
Yes	20.0%	20.6%	17.1%
No	77.1%	75.7%	71.2%
Prefer not to say	2.9%	3.7%	11.7%



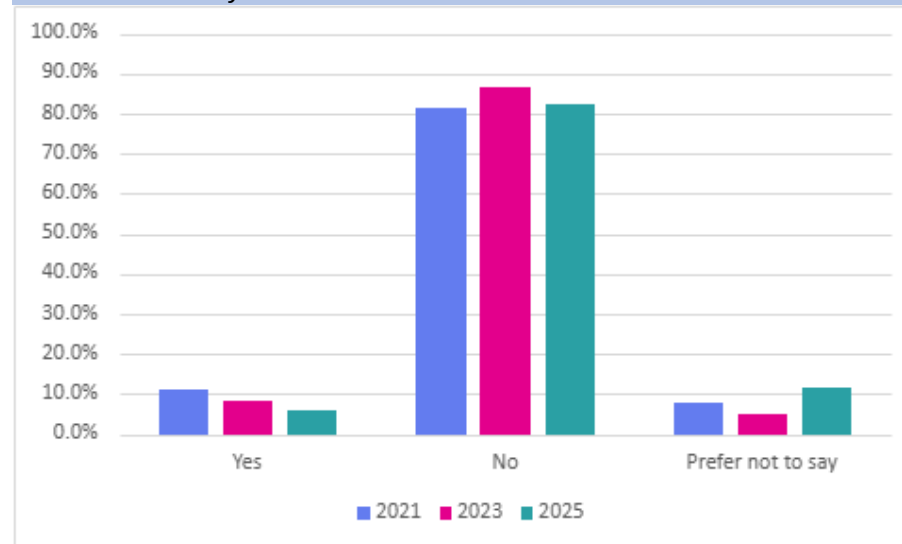
CLS colleagues who are a primary carer for a child under 18.

Diversity	2021	2023	2025
Yes	26.1%	23.3%	22.1%
No	66.2%	71.9%	66.4%
Prefer not to say	7.6%	4.8%	11.4%



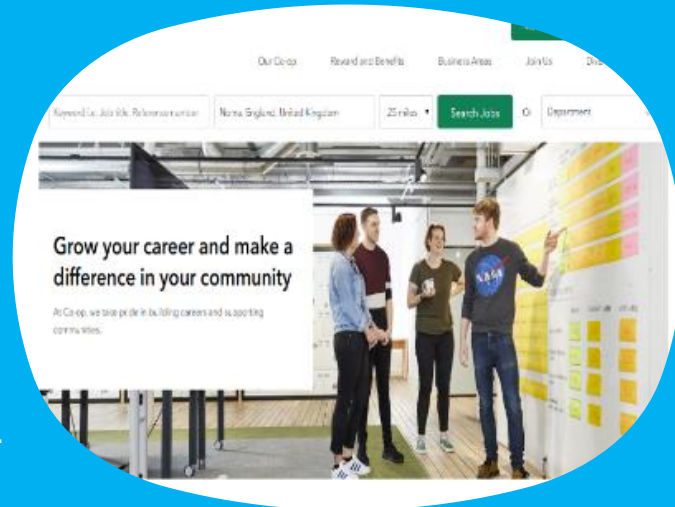
CLS colleagues who look after or care for someone with long term physical or mental ill health.

Diversity	2021	2023	2025
Yes	11.1%	8.5%	6.1%
No	81.2%	86.7%	82.5%
Prefer not to say	7.6%	4.8%	11.5%



Our achievements so far:

- In 2018, we redesigned and deployed technology to enable our recruitment process to be more inclusive.
- We monitor diversity statistics for recruitment processes to identify the diversity in applicants, interviewees and recruited colleagues.
- Our careers website is accessible for all colleagues and we have included a dedicated diversity and inclusion page which details our intentions and plans.
- We have also deployed the use of software that helps to write more balanced and inclusive adverts.
- We gave managers guidance and new interview tools to help them hire more inclusively.
- Interview questions are shared with candidates in advance to all time for preparation.
- Interview panels are made up of a diverse range of colleagues.
- A Diversity and Inclusion hub has been developed to help colleagues create an inclusive work environment for our diverse community of colleagues.
- We have developed colleague networks to celebrate our diverse culture, including our LGBTQ+, Youth, Black, Asian and minority ethnic, and women's networks.
- Our Diversity and Inclusion pioneers help us to build conversations in our business areas which help leaders and colleagues to understand the importance of diversity and inclusion.



Since 2023 our workforce has increased by more than 300 colleagues. Largely our data has remained comparable, however there have been some significant changes in the 2025 categories below.

- An increase in Black/Black British colleagues and a decrease in White colleagues
- An increase in colleagues aged 65 and over

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