

Diversity Information

July 2019

Legal Services

As a Co-op, we're
a different kind
of business



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.

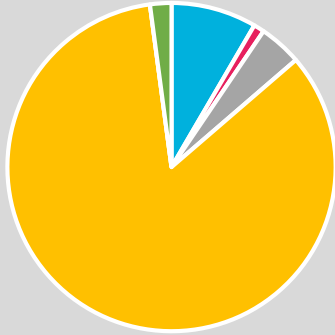
Inclusion and Diversity is a key strand in the successful delivery of our 'Being a Co-op Colleague' strategy. Our ambition is to 'Embrace modern society and reflect our communities in which we trade to help us stay relevant and ahead.' In 2018 we set out our priorities to 2020 to ensure that we had the foundations in place: Attracting and Engaging our Colleagues, Inclusive Culture and Inclusive Leadership.

Co-op Legal Services invited all colleagues to take part in our bi-annual diversity survey on an anonymous basis. This includes data on age, gender, ethnicity, disability, social mobility and whether colleagues have any caring responsibilities. This is in line with the Solicitors Regulation Authority's requirement to collect, report and publish colleague's diversity information.

There are 512 colleagues in Co-op Legal Services, and 96 colleagues took part in the survey, which is just over 18% of the population.

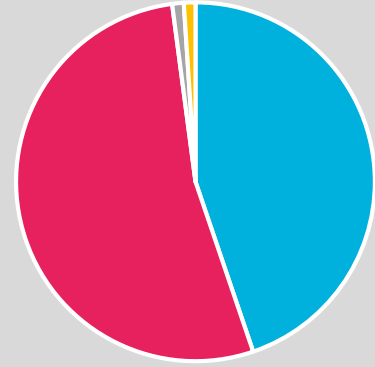
Here are the results based on those who chose to take part in the survey in May 2019.

Ethnic group distribution across the business



- Asain/Asain British
- Black/Black British
- Mixed/multiple ethnic groups
- White
- Other ethnic group
- Prefer not to say

Gender distribution across the business



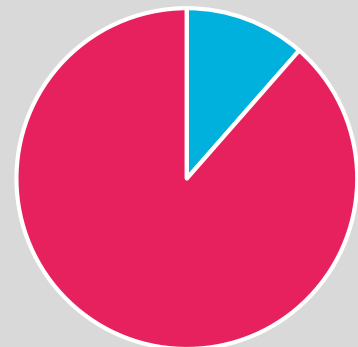
- Man
- Woman
- Other preferred description
- Prefer not to say

Age distribution across the business



- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- Prefer not to say
- 65+

Do you consider yourself to have a disability according to the definition under the Equality Act 2010?



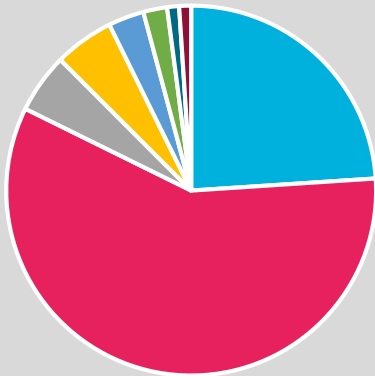
- Yes
- No
- Prefer not to say
-

Are you a primary carer for a child under 18?



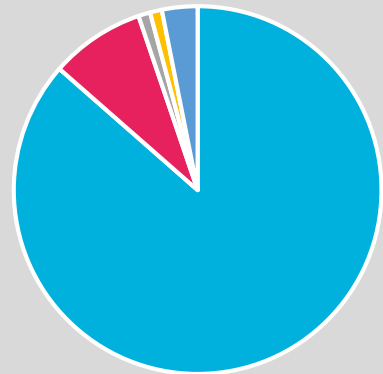
■ Yes ■ No ■ Prefer not to say ■

What type of school did you mainly attend between the ages 11 and 16?



- UK state run or funded school (selective on academic, faith or other grounds)
- UK state school (non-selective)
- UK independent/ fee-paying school (bursary)
- UK independent/ fee paying school (no bursary)
- Attended school outside the UK
- Other
- Don't know

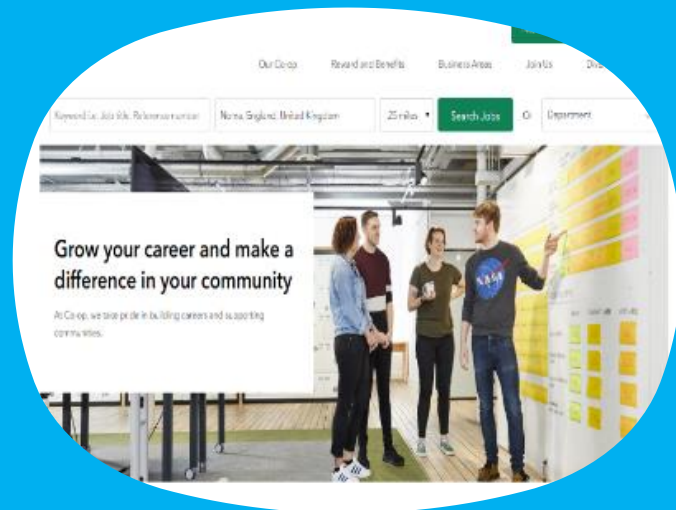
Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in paid capacity)?



- No
- Yes, 1-19 hours a week
- Yes, 20-49 hours a week
- Yes, 50 or more hours a week
- Prefer not to say

Our achievements so far:

- In 2018, we audited our recruitment processes and redesigned and deployed technology to enable our recruitment process to be more inclusive
- We have designed and launched a new careers website which 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 'Textio' which is a software that helps to write more gender balanced adverts. This has resulted in now a 50/50 balance of male to female applicants.
- External female senior leadership hires have increased from 35% in 2017 to 37% in 2018 across Coop Group
- We gave managers guidance and new interview tools to help them hire more inclusively.
- At the end of 2018 we launched new leadership behaviours and in 2019 we are focussing on how we enable leaders to lead more inclusively
- We launched our Diversity and Inclusion pioneers who help us to lead the conversation in our business areas helping leaders and colleagues to understand the importance of diversity and inclusion.



Co-op Legal Services is a trading name of Co-operative Legal Services Limited. We are authorised and regulated by the Solicitors Regulation Authority under registration number 567391. Our registered office is 1 Angel Square, Manchester, M60 0AG and our company number is 0567209.

