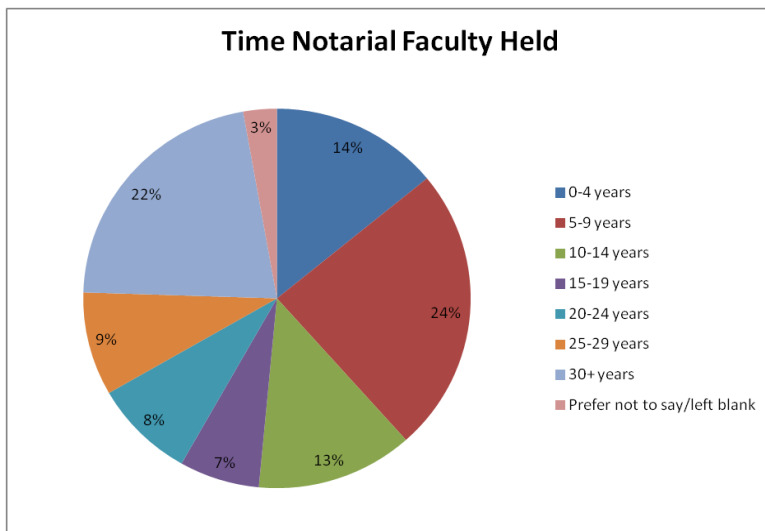


The Notarial Profession of England & Wales - Diversity and Equality Data – 2017/18

*“The legal profession and wider legal services workforce should reflect the society it serves. To achieve a profession which is truly representative at all levels requires regulators and the profession itself to identify barriers to entry and progression and begin to break them down. By doing this, we will ensure that the legal workforce is open to the widest possible pool of talent”.*¹

The Legal Services Act 2007 includes a specific regulatory objective to "encourage a strong, independent, diverse and effective legal profession."² The Legal Services Board has given approved regulators guidance as to how that regulatory objective should be met. To comply with his duty of acting in a way that he considers is most appropriate for the meeting of that objective, the Master decided to ask the profession to complete a questionnaire which is based on the model questionnaire prepared by the Legal Services Board.

This paper provides a more detailed breakdown of the data collected in the 2017 survey and seeks to establish whether there is any greater diversity in the profession based on the length of time a notary has been practising.



The chart to the left shows the breakdown, in 2017, of the time that respondents have held their notarial faculty (ie post admission qualification in years ‘PAQ’) which is the only measure of seniority which we can sensibly use in a profession made up primarily of sole practitioners.

The graphs on the pages which follow show the breakdown against the characteristics of age, gender, sexual orientation, marital status, ethnic group, religion or belief, disability, education, caring responsibilities and ownership/supervision responsibilities within each post admission qualification group.

The ‘good news’ is that the figures support the anecdotal evidence that the ‘younger’ end of the profession represents a much improved gender balance. Similarly, the 0-14 years PAQ are a more ethnically diverse group than the 15+ PAQ cohort.

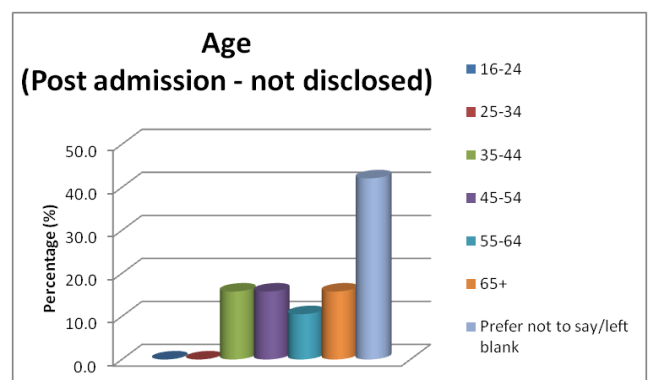
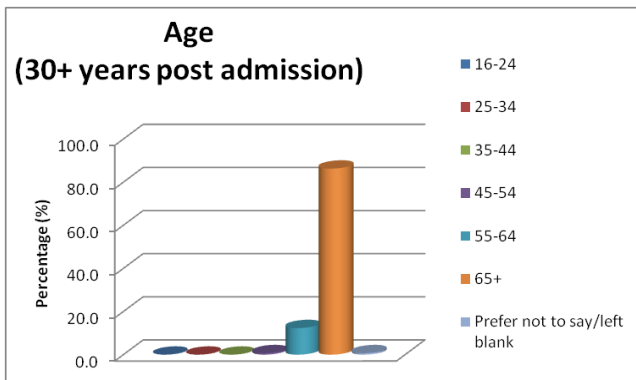
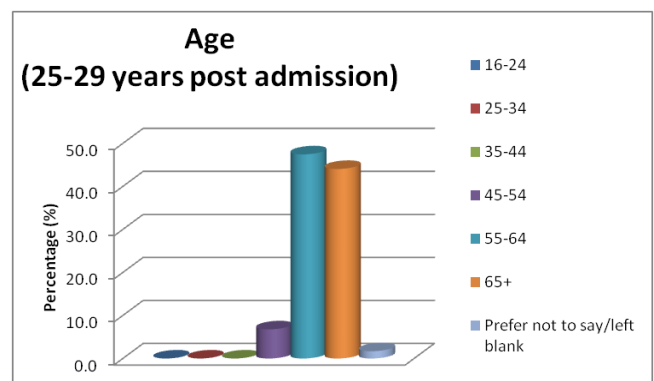
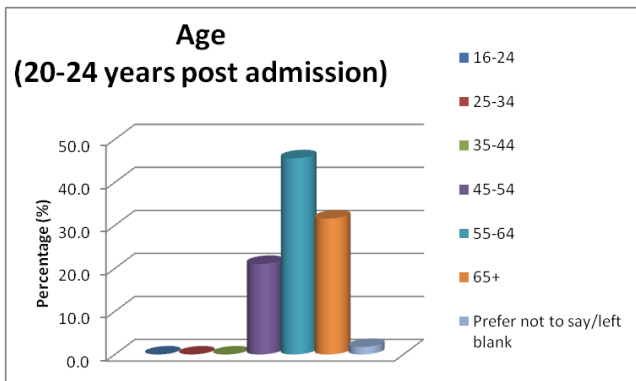
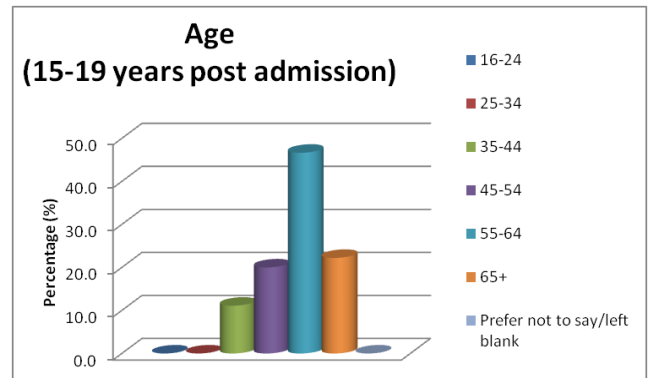
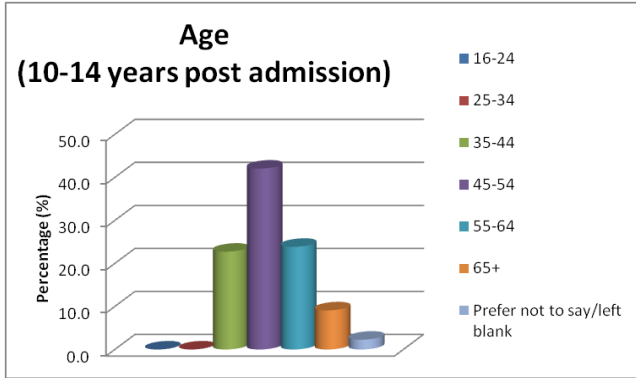
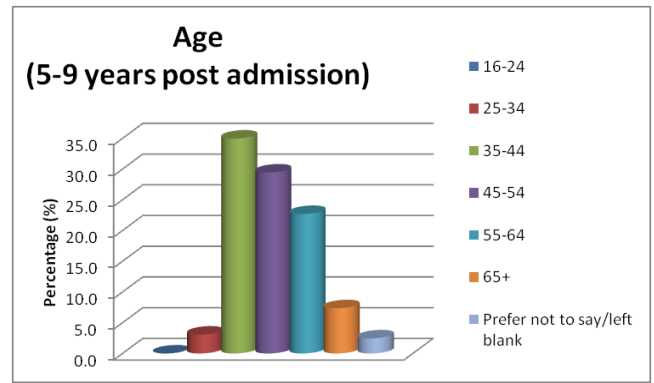
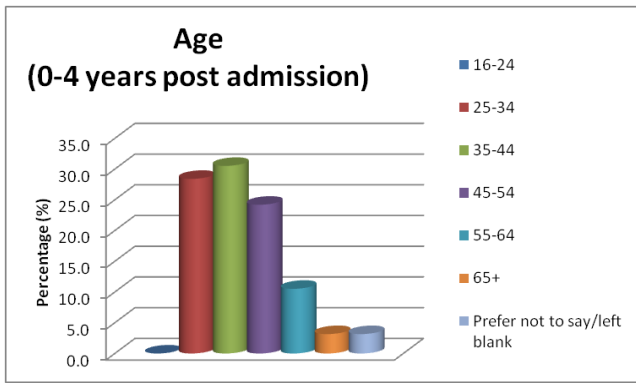
As we have noted before, in a profession of less than 800 practitioners and with an annual average intake of c.25 new notaries, any changes will be slow to make an impact on the overall figures. Any individual who meets the required academic and prior conduct qualifications is entitled to be, and would be, admitted regardless of other characteristics. Equally, there is only a limited extent to which any actions could be taken by the Faculty Office and/or the Professional Bodies to affect changes. So, for example, whilst we could encourage university students to consider a career as a notary (which Iain Rogers and Michael Lightowler have been doing through attendance at Law Faculty recruitment fairs), we do not have the resources to affect the changes needed to encourage those from less privileged backgrounds to apply to university to study in the first place, nor do we have the financial wherewithal to offer bursaries to potential students.

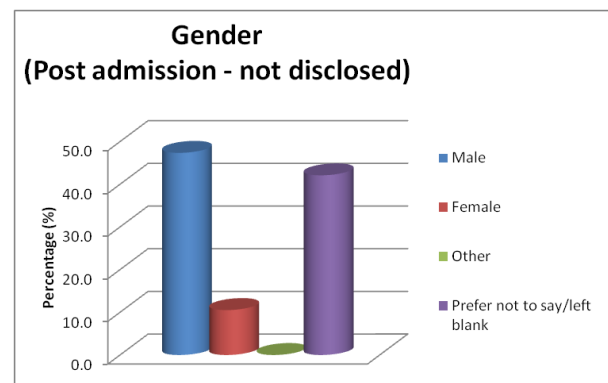
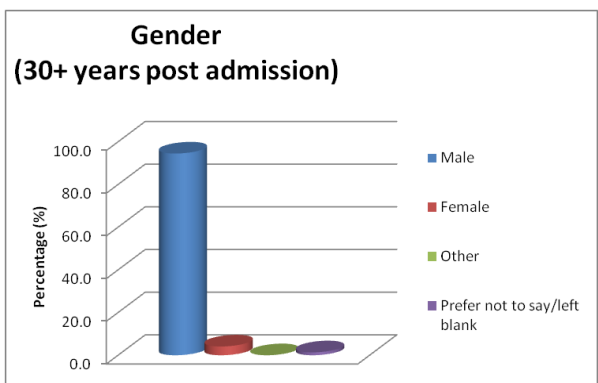
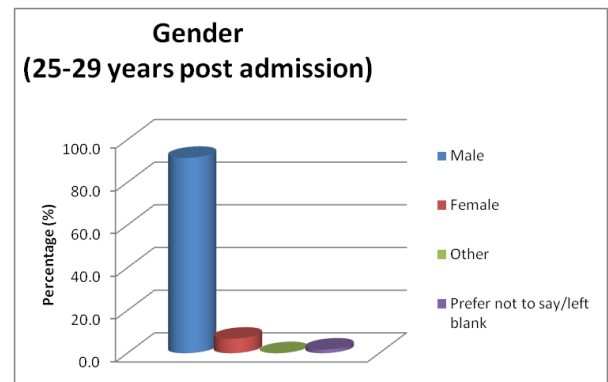
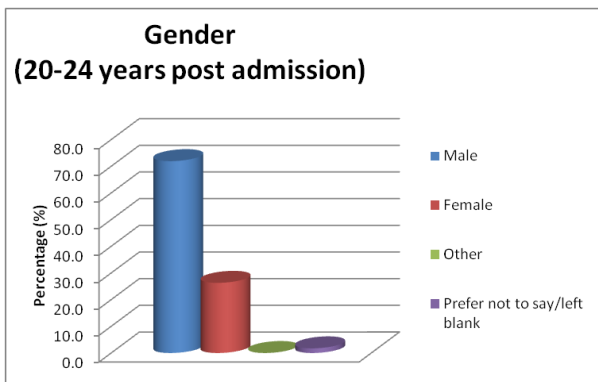
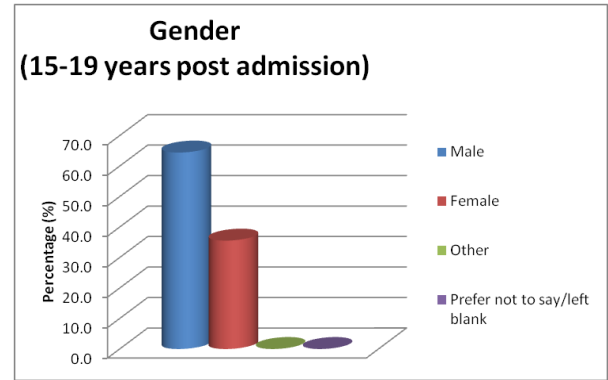
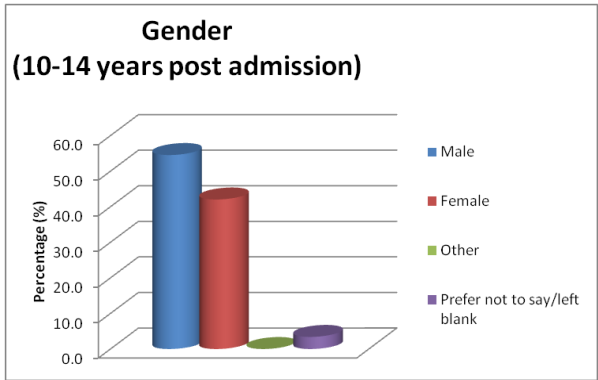
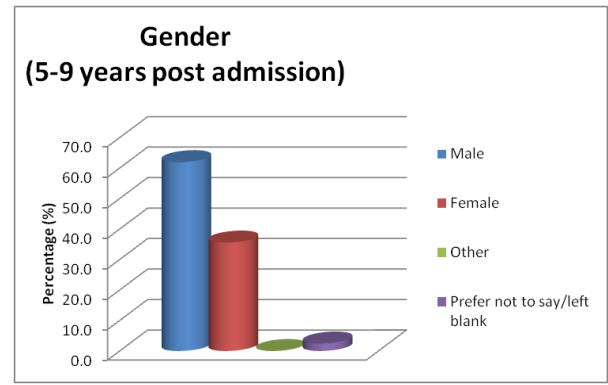
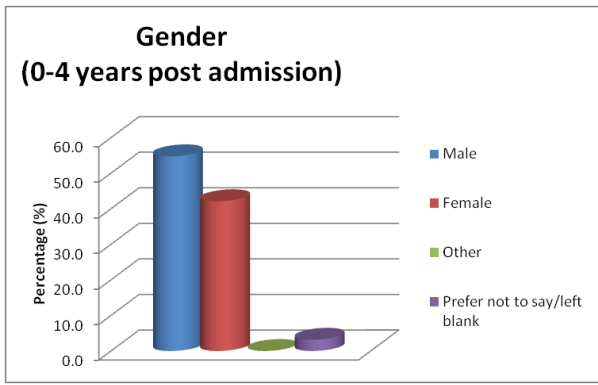
Members of the profession are invited to consider the statistics and to suggest whether there are any actions which the Master might take to encourage greater diversity in, or break down barriers to entry to, the notarial profession. Thoughts can be emailed to the Chief Clerk at faculty.office@1thesanctuary.com

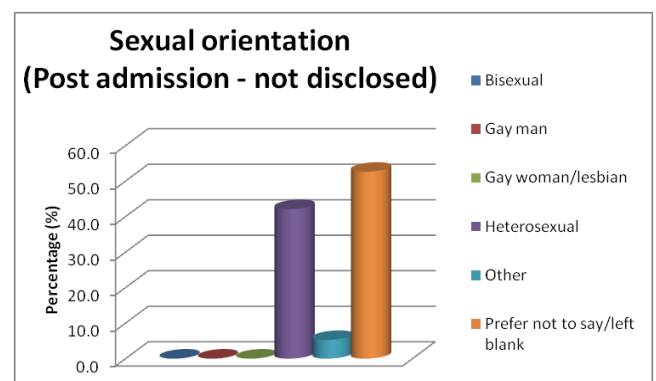
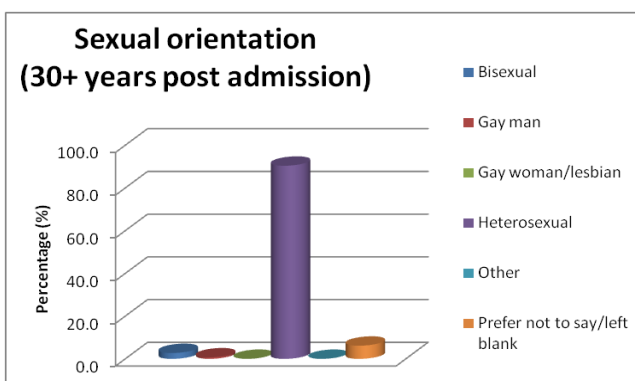
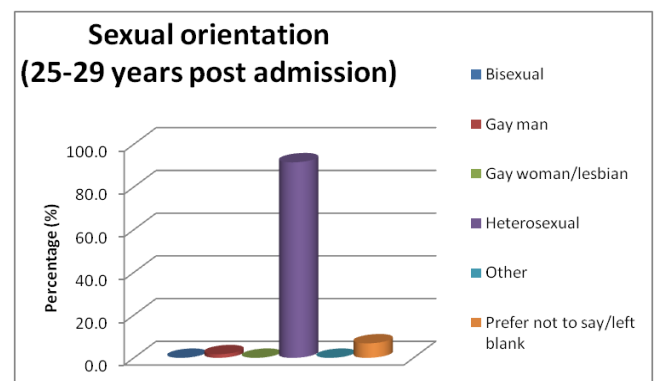
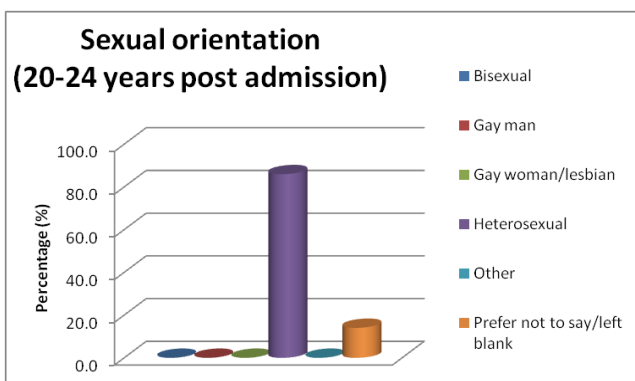
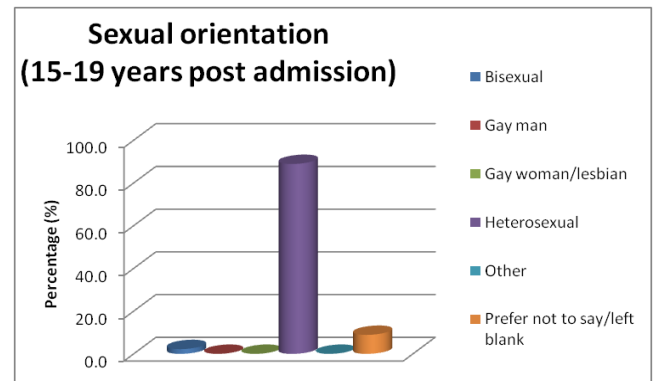
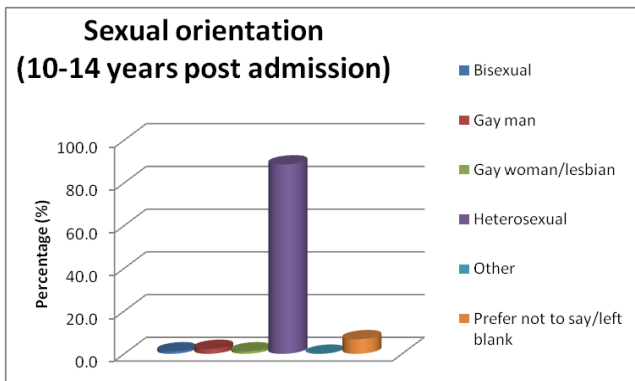
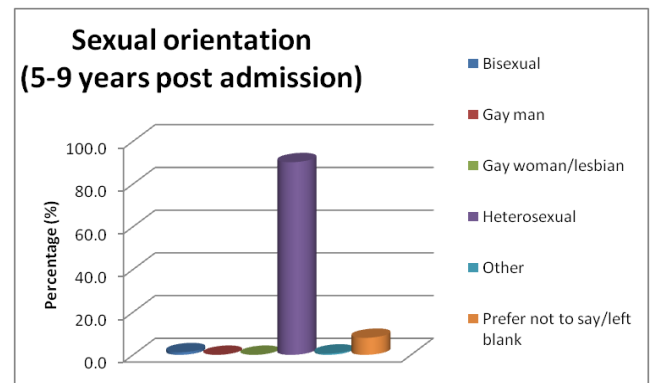
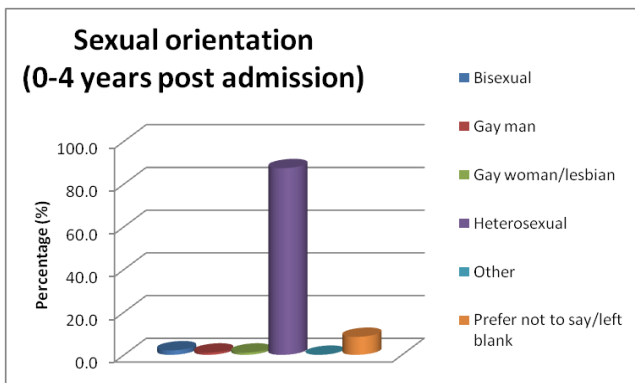
The Faculty Office
18 April 2018

¹ From the LSB report entitled “Increasing diversity and social mobility in the legal workforce: transparency and evidence” – published July 2011

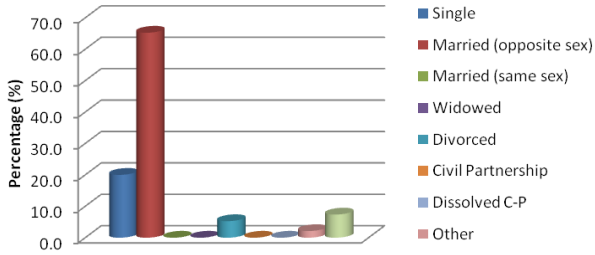
² S.1(1)(f) Legal Services Act 2007



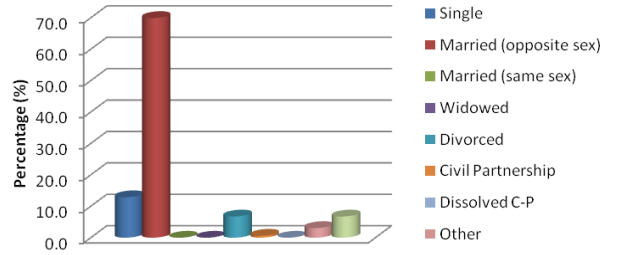




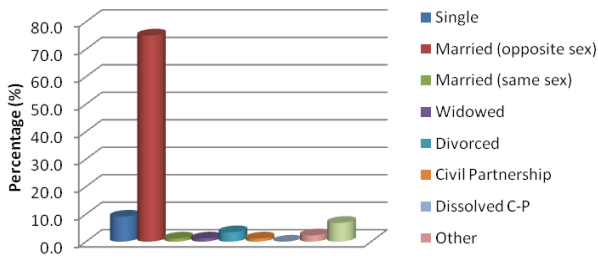
Marital Status (0-4 years post admission)



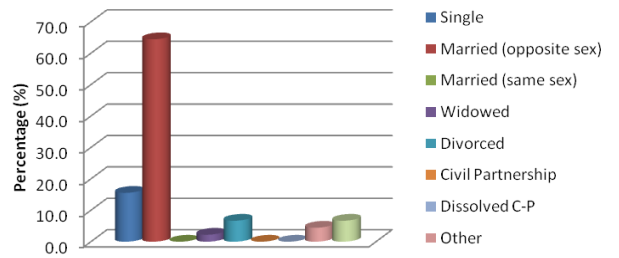
Marital Status (5-9 years post admission)



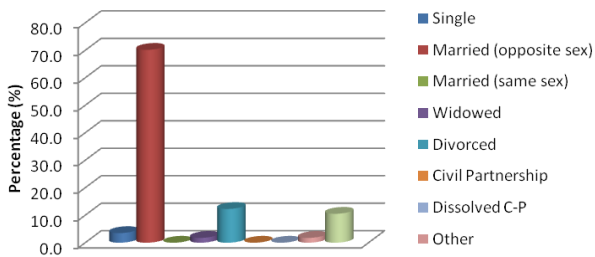
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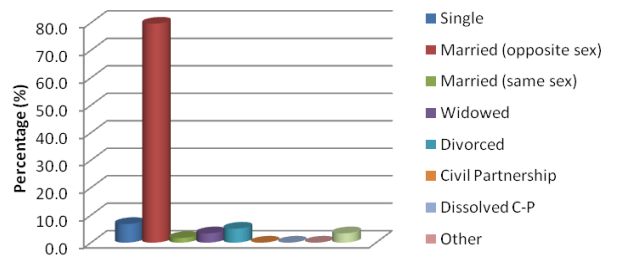
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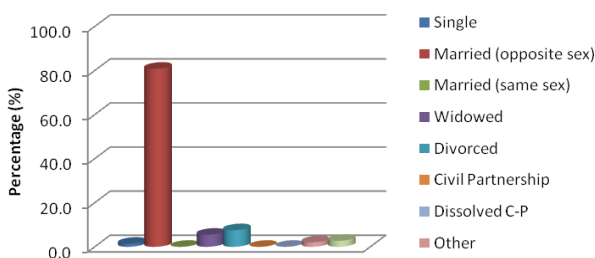
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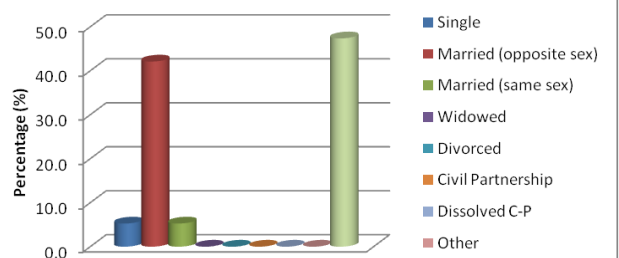
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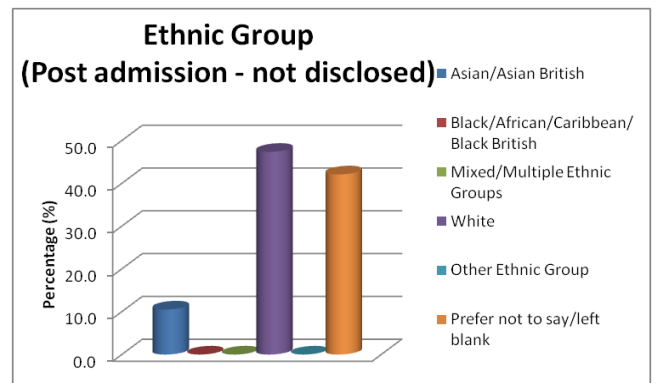
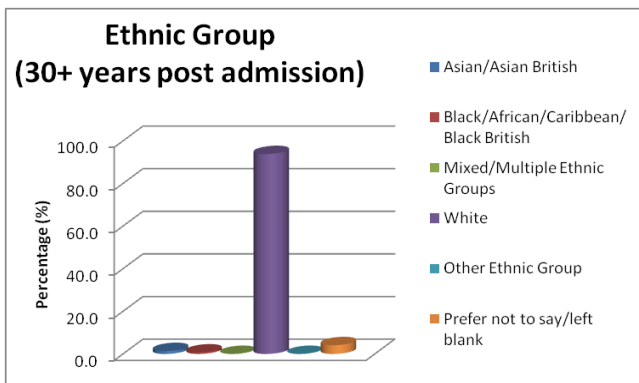
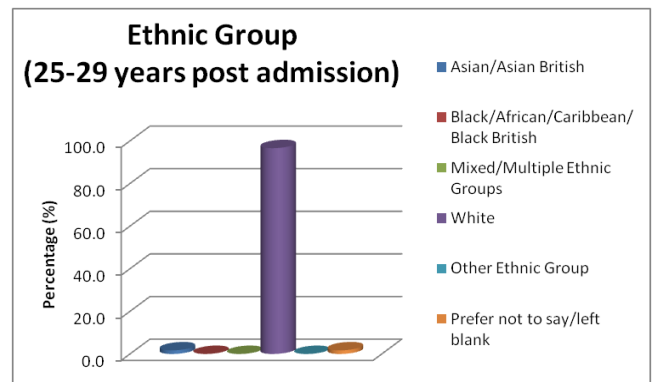
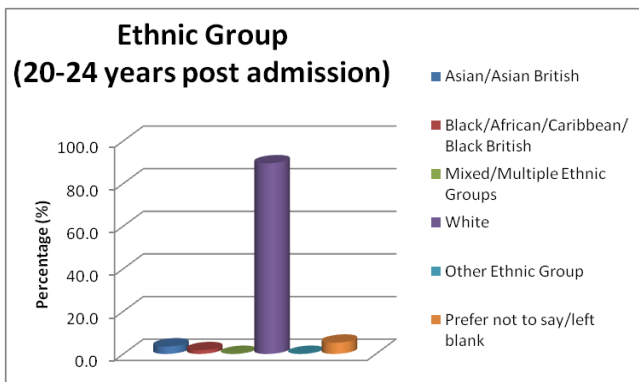
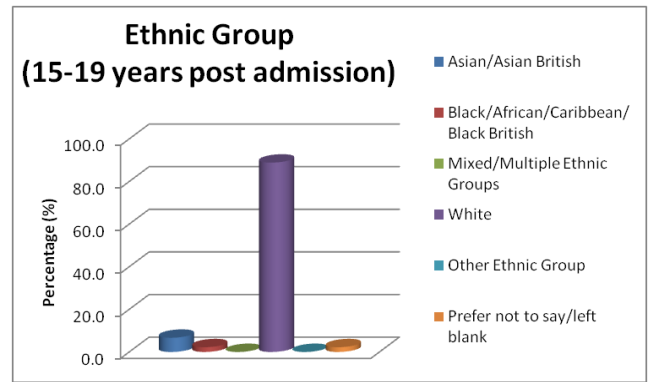
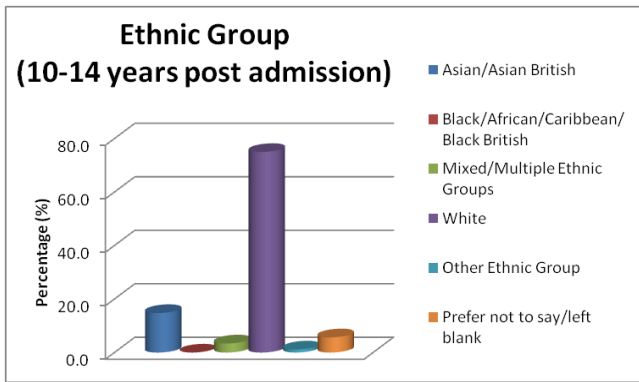
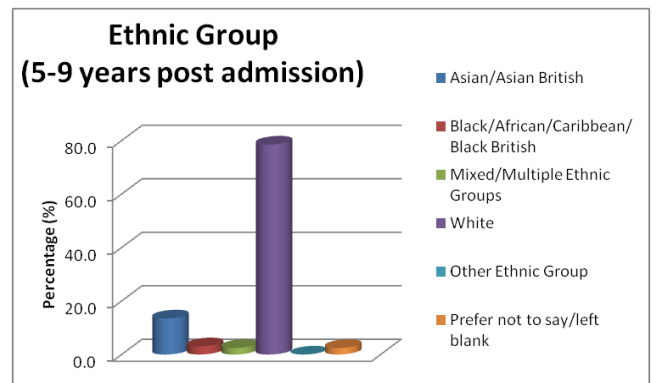
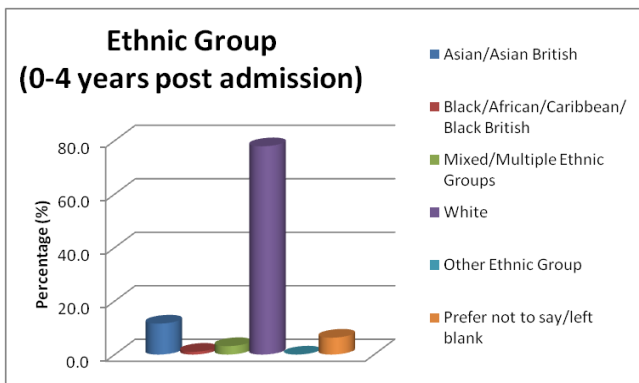


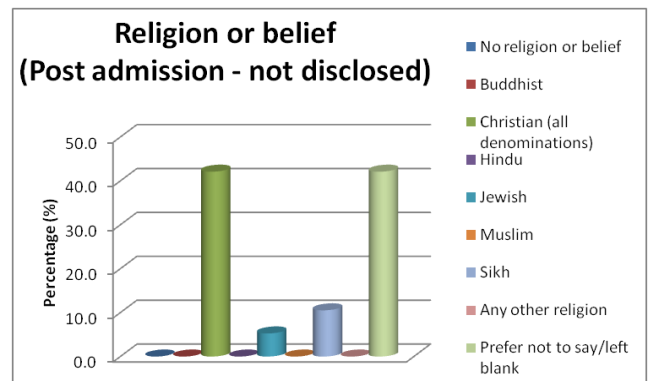
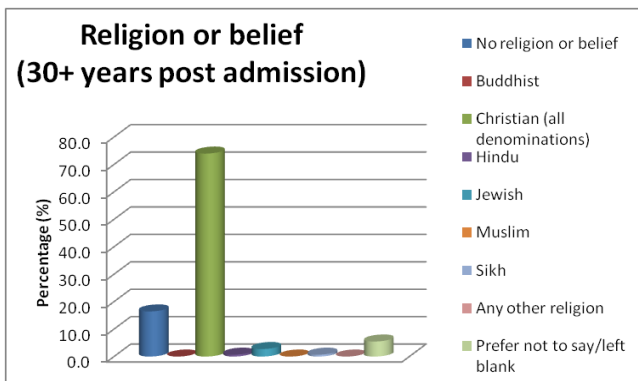
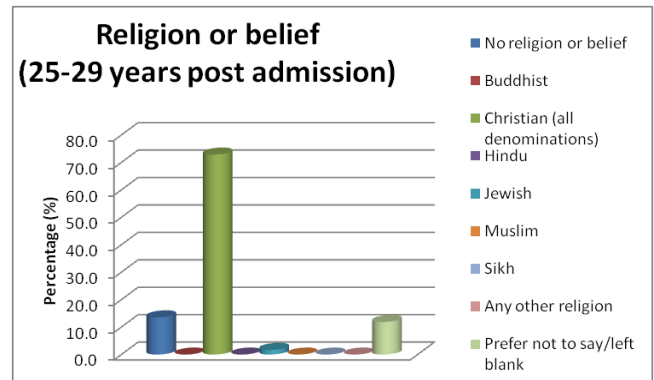
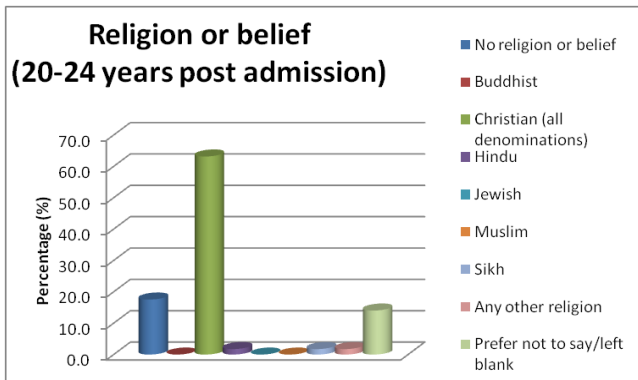
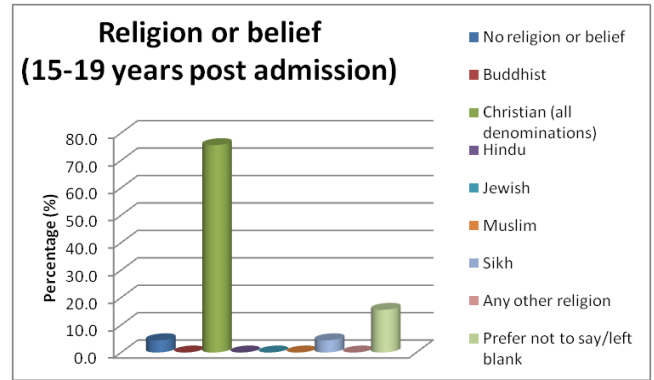
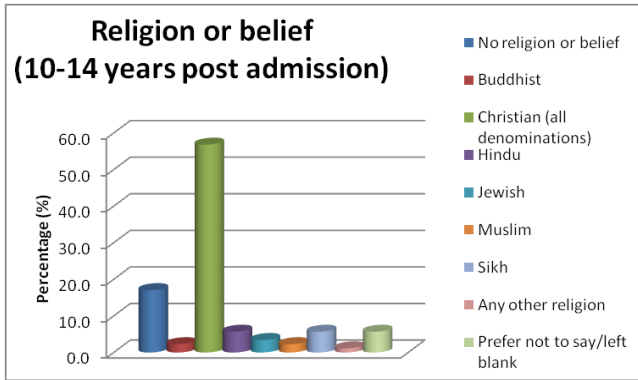
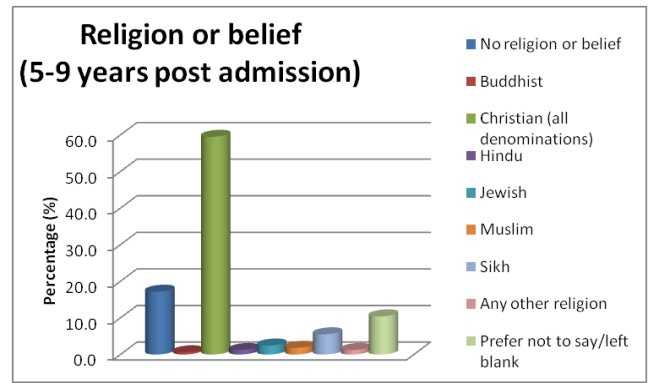
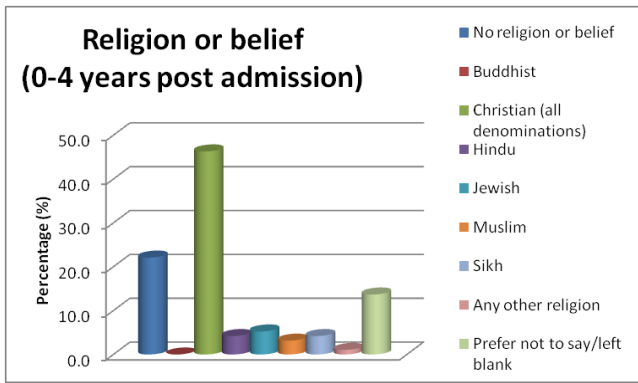
Marital Status (30+ years post admission)



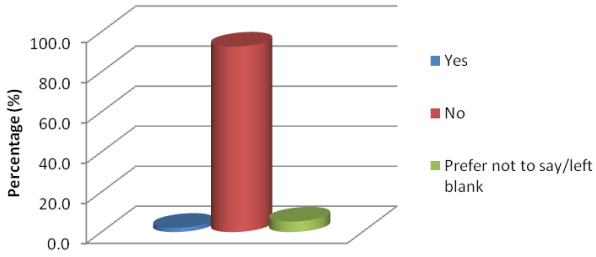
Marital Status (Post admission - not disclosed)



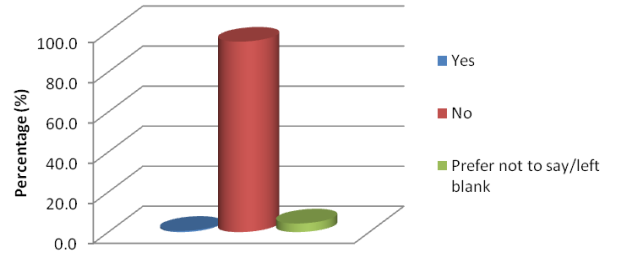




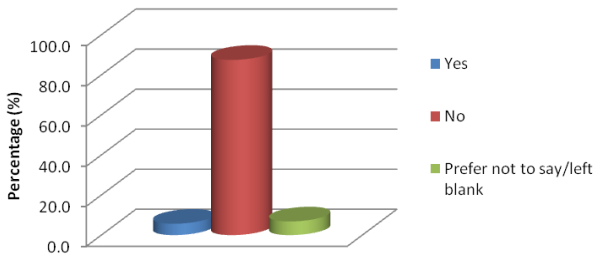
**Disability
(0-4 years post admission)**



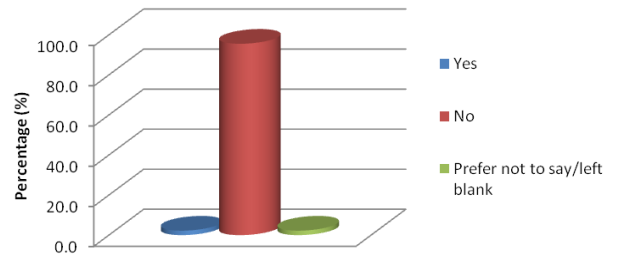
**Disability
(5-9 years post admission)**



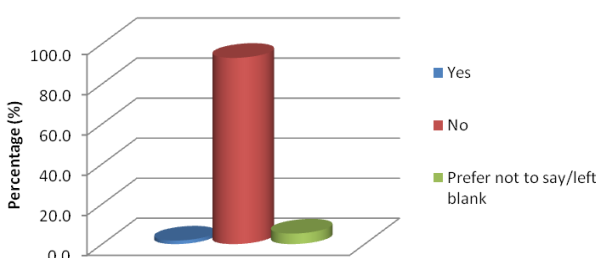
**Disability
(10-14 years post admission)**



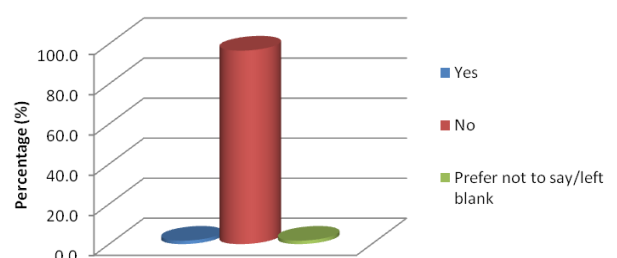
**Disability
(15-19 years post admission)**



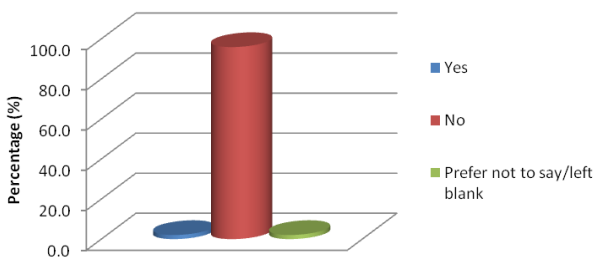
**Disability
(20-24 years post admission)**



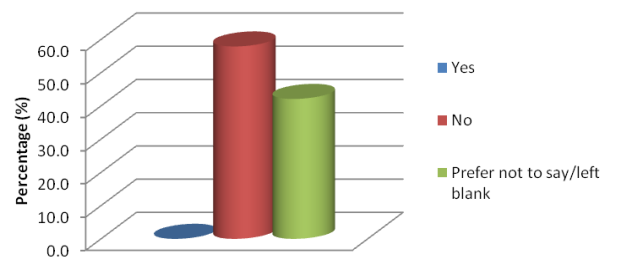
**Disability
(25-29 years post admission)**



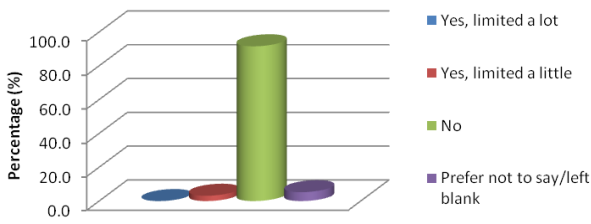
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(30+ years post admission)**



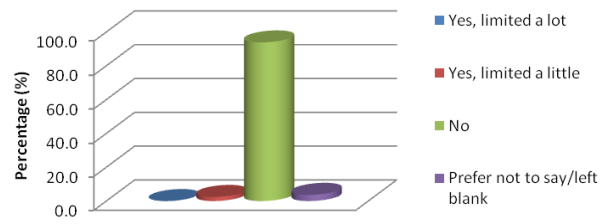
**Disability
(Post admission - not disclosed)**



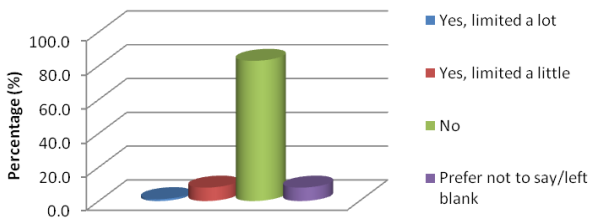
Day-to-day activities limited because of health problem or disability (0-4 years post admission)



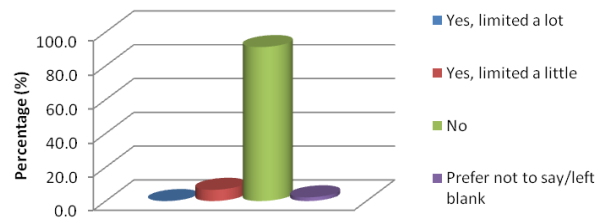
Day-to-day activities limited because of health problem or disability (5-9 years post admission)



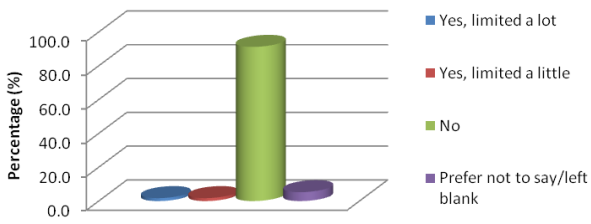
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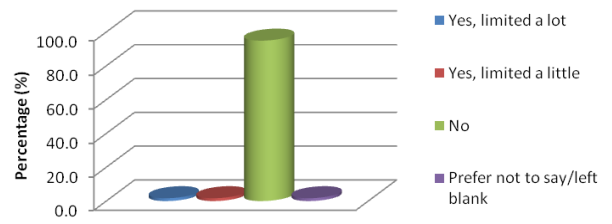
Day-to-day activities limited because of health problem or disability (15-19 years post admission)



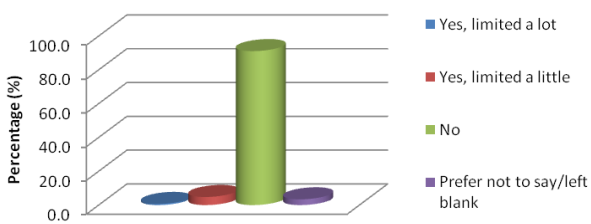
Day-to-day activities limited because of health problem or disability (20-24 years post admission)



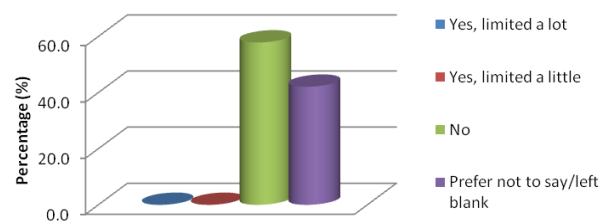
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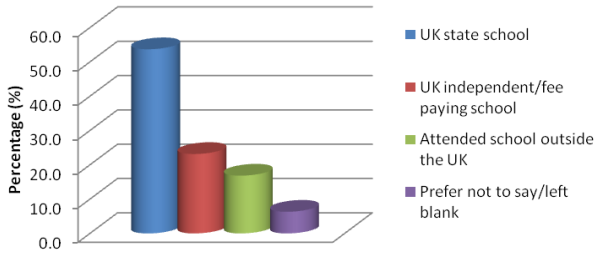
Day-to-day activities limited because of health problem or disability (30+ years post admission)



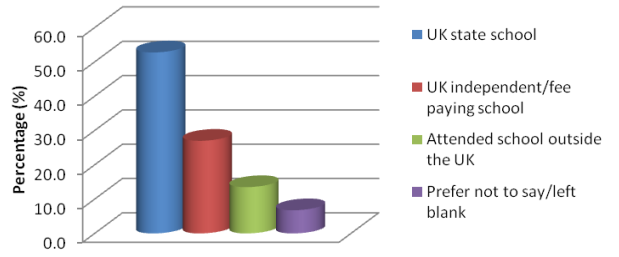
Day-to-day activities limited because of health problem or disability (Post admission - not disclosed)



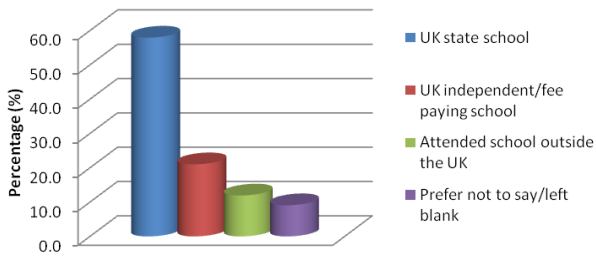
School (0-4 years post admission)



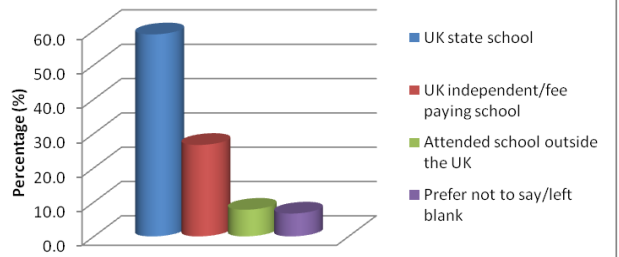
School (5-9 years post admission)



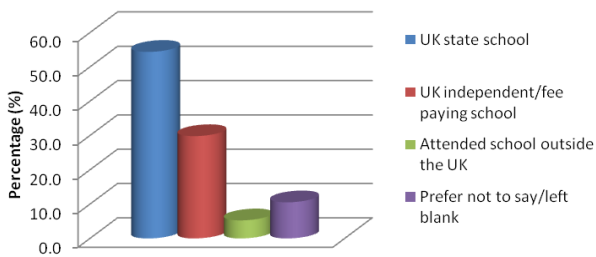
School (10-14 years post admission)



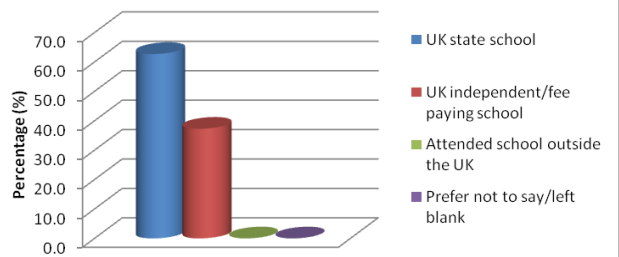
School (15-19 years post admission)



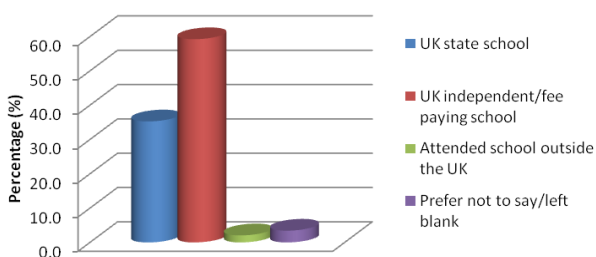
School (20-24 years post admission)



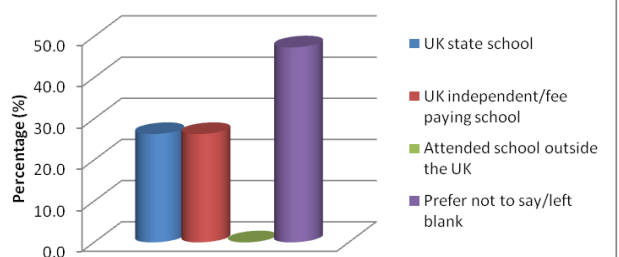
School (25-29 years post admission)



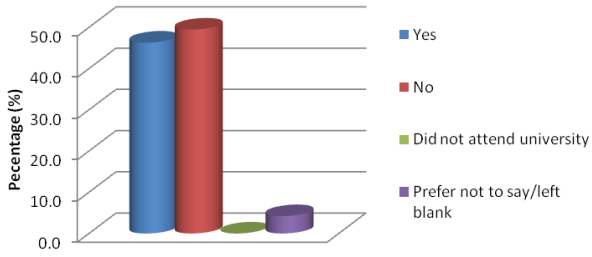
School (30+ years post admission)



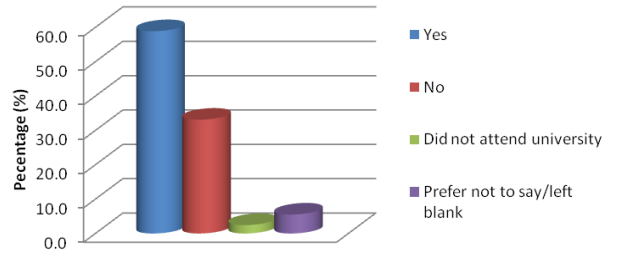
School (Post admission - not disclosed)



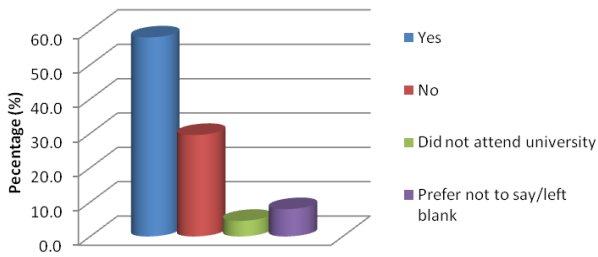
**First generation to study at university
(0-4 years post admission)**



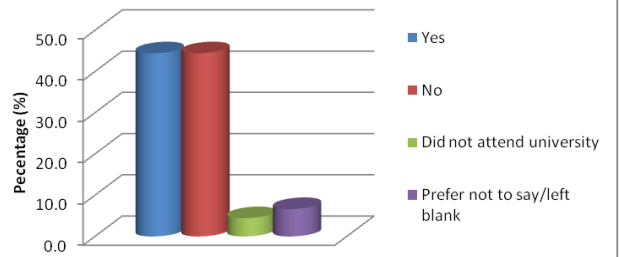
**First generation to study at university
(5-9 years post admission)**



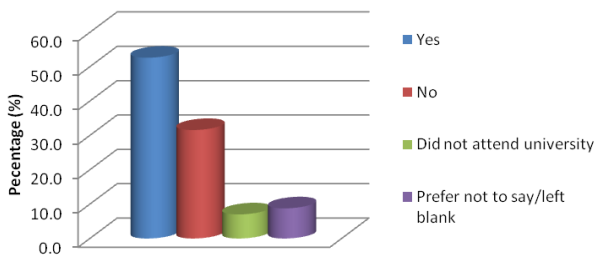
**First generation to study at university
(10-14 years post admission)**



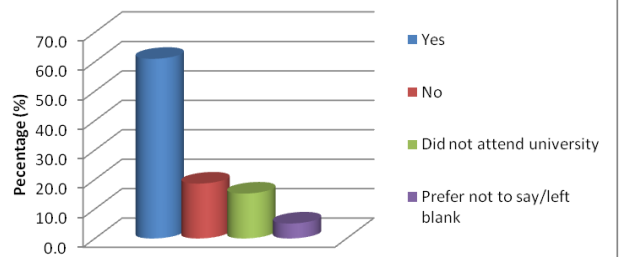
**First generation to study at university
(15-19 years post admission)**



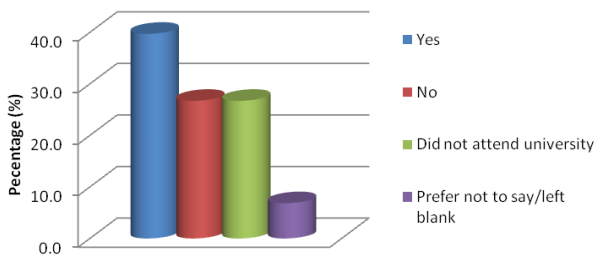
**First generation to study at university
(20-24 years post admission)**



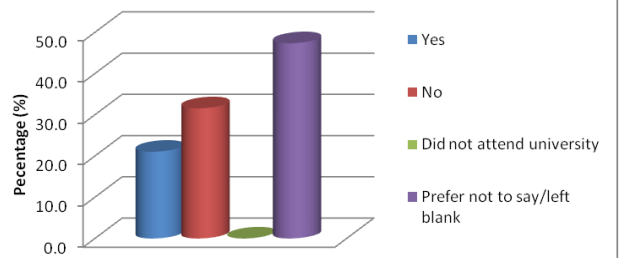
**First generation to study at university
(25-29 years post admission)**



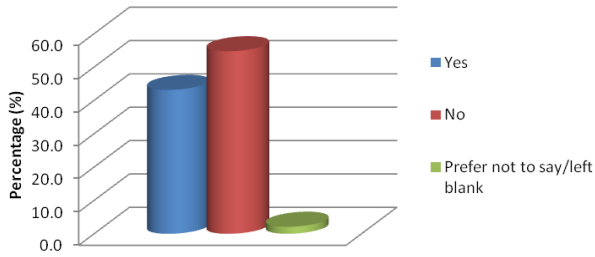
**First generation to study at university
(30+ years post admission)**



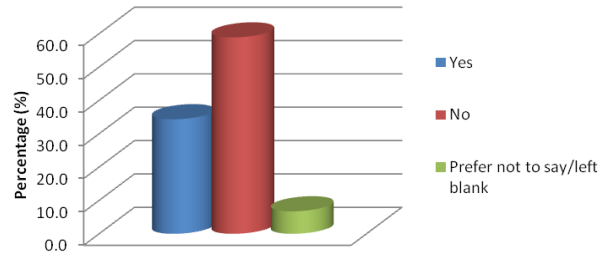
**First generation to study at university
(Post admission - not disclosed)**



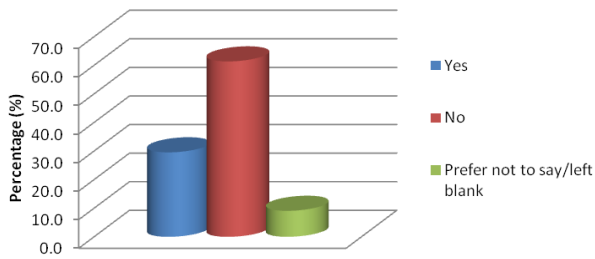
**Primary carer for child/children
(0-4 years post admission)**



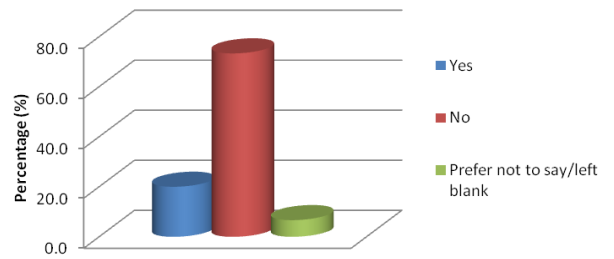
**Primary carer for child/children
(5-9 years post admission)**



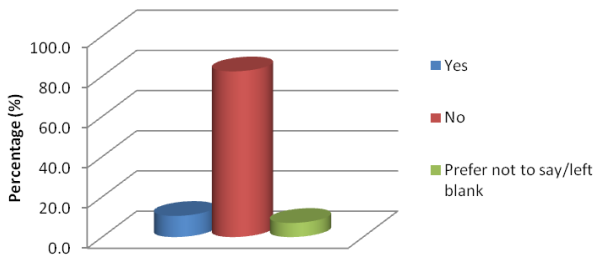
**Primary carer for child/children
(10-14 years post admission)**



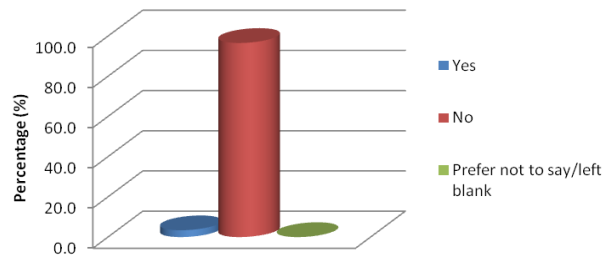
**Primary carer for child/children
(15-19 years post admission)**



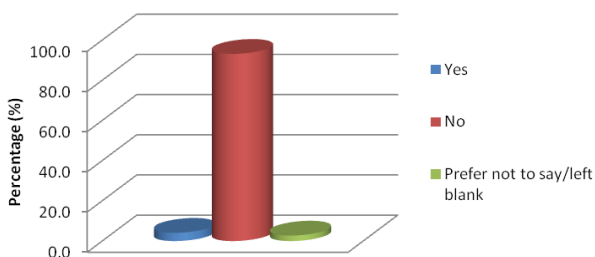
**Primary carer for child/children
(20-24 years post admission)**



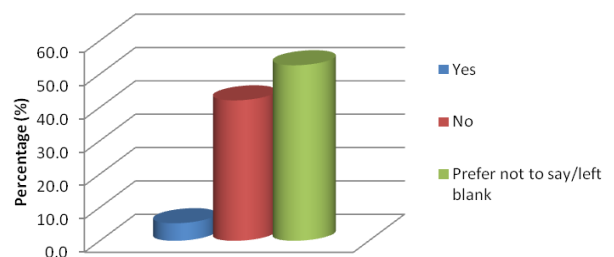
**Primary carer for child/children
(25-29 years post admission)**



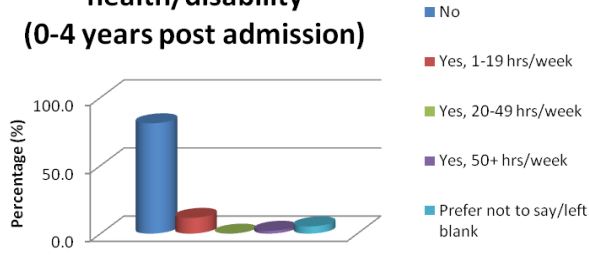
**Primary carer for child/children
(30+ years post admission)**



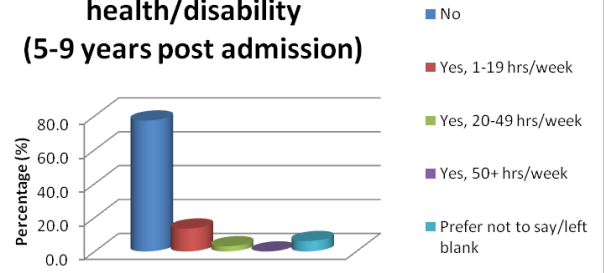
**Primary carer for child/children
(Post admission - not disclosed)**



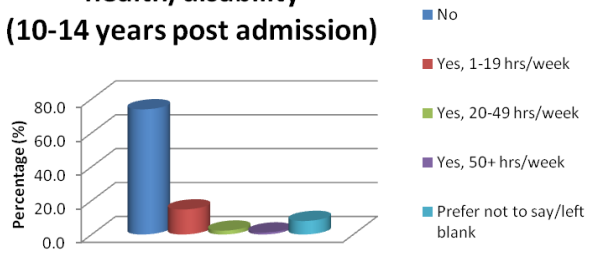
Look after family/friends/others because of long-term ill-health/disability (0-4 years post admission)



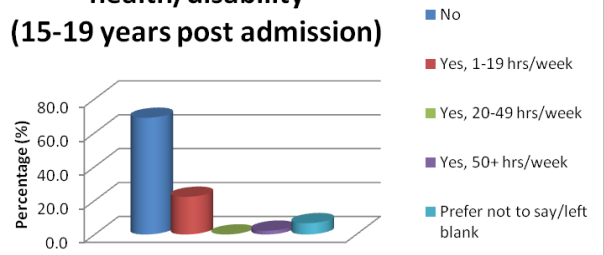
Look after family/friends/others because of long-term ill-health/disability (5-9 years post admission)



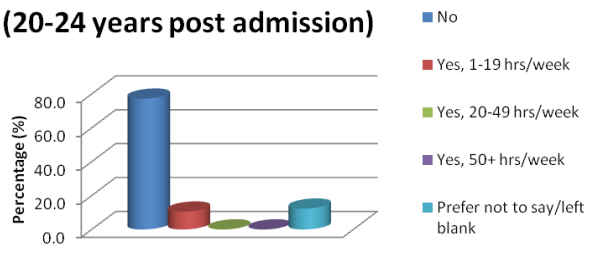
Look after family/friends/others because of long-term ill-health/disability (10-14 years post admission)



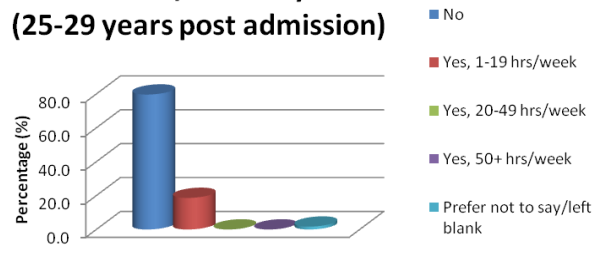
Look after family/friends/others because of long-term ill-health/disability (15-19 years post admission)



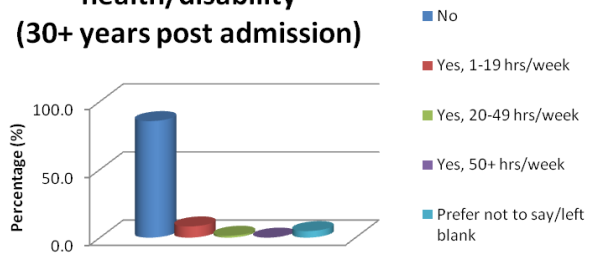
Look after family/friends/others because of long-term ill-health/disability (20-24 years post admission)



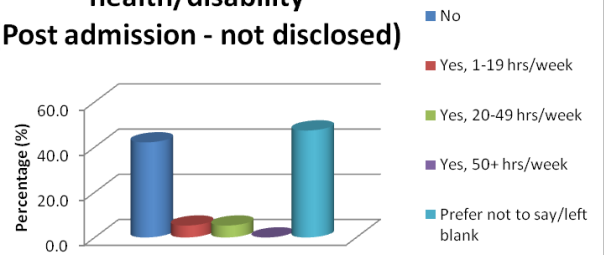
Look after family/friends/others because of long-term ill-health/disability (25-29 years post admission)



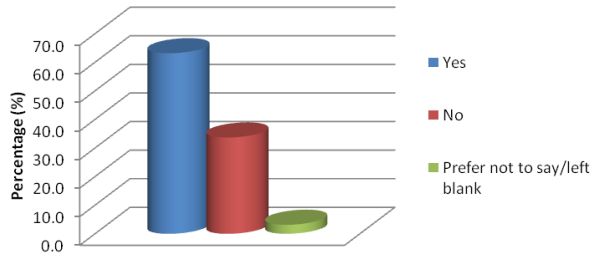
Look after family/friends/others because of long-term ill-health/disability (30+ years post admission)



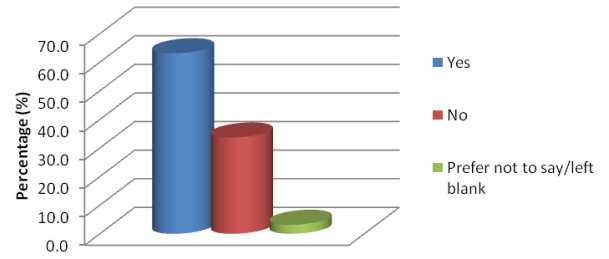
Look after family/friends/others because of long-term ill-health/disability (Post admission - not disclosed)



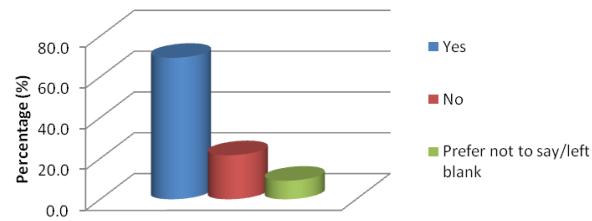
**Ownership share of your organisation
(0-4 years post admission)**



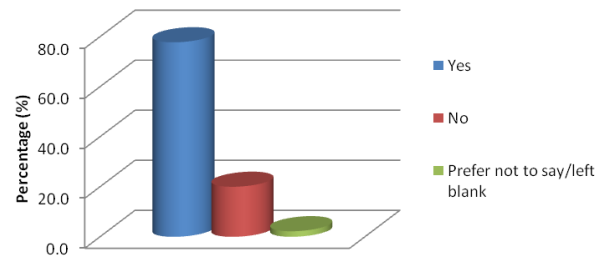
**Ownership share of your organisation
(5-9 years post admission)**



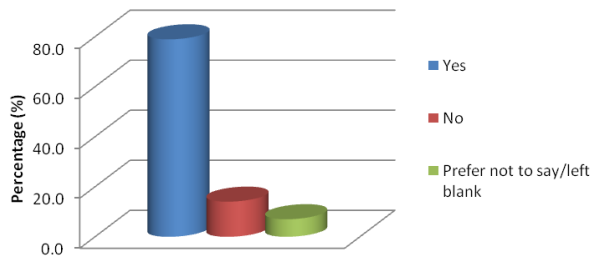
**Ownership share of your organisation
(10-14 years post admission)**



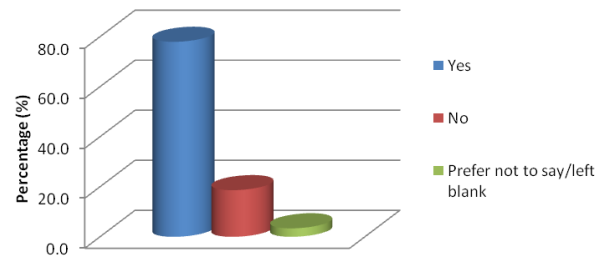
**Ownership share of your organisation
(15-19 years post admission)**



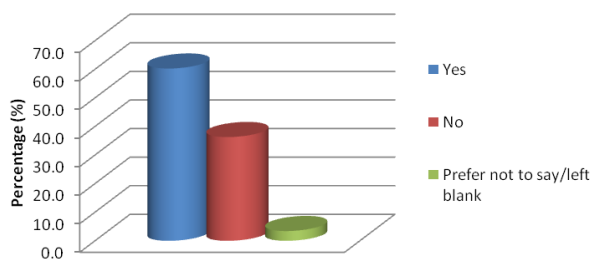
**Ownership share of your organisation
(20-24 years post admission)**



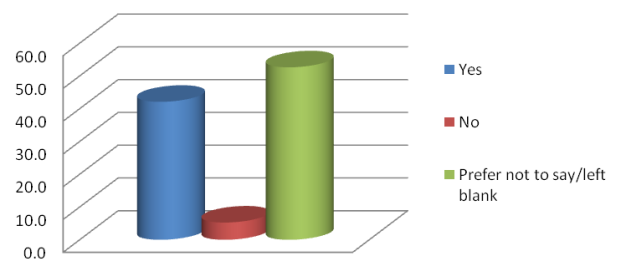
**Ownership share of your organisation
(25-29 years post admission)**



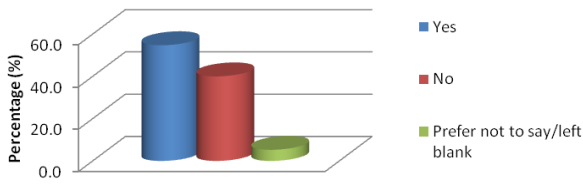
**Ownership share of your organisation
(30+ years post admission)**



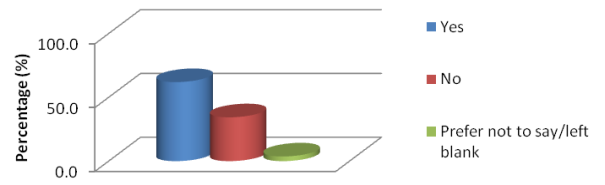
**Ownership share of your organisation
(Post admission - not disclosed)**



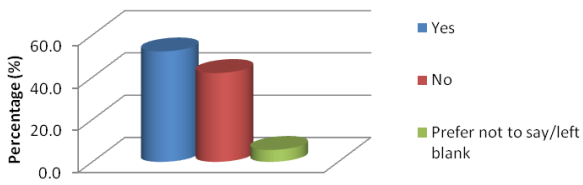
**Responsibility for supervising or managing the work of lawyers or other employers
(0-4 years post admission)**



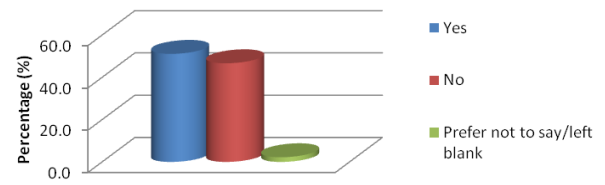
**Responsibility for supervising or managing the work of lawyers or other employers
(5-9 years post admission)**



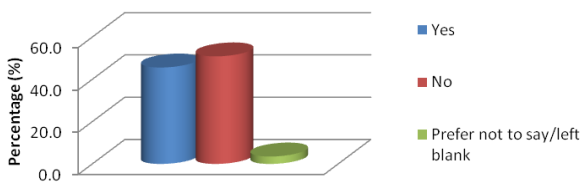
**Responsibility for supervising or managing the work of lawyers or other employers
(10-14 years post admission)**



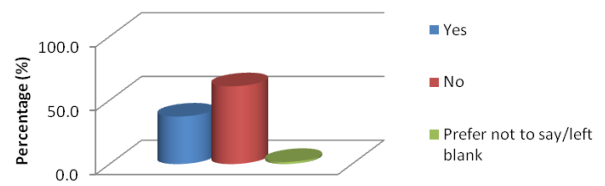
**Responsibility for supervising or managing the work of lawyers or other employers
(15-19 years post admission)**



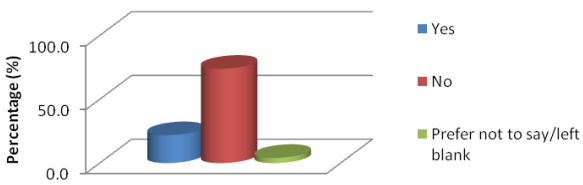
**Responsibility for supervising or managing the work of lawyers or other employers
(20-24 years post admission)**



**Responsibility for supervising or managing the work of lawyers or other employers
(25-29 years post admission)**



**Responsibility for supervising or managing the work of lawyers or other employers
(30+ years post admission)**



**Responsibility for supervising or managing the work of lawyers or other employers
(Post admission - not disclosed)**

