



The Law Society

Trends in the solicitors' profession

Annual statistical report 2008

Prepared by Bill Cole

Research Unit

trends
research

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The Law Society

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Introduction

This is the twenty-fifth Annual Statistical Report of the Law Society. It contains the most recent statistics available on the solicitors' branch of the legal profession.

The Research Unit

This report was produced by the Law Society's Research Unit. The Unit helps the Council of the Law Society to assess the changing nature of the profession, and to respond to those changes in an informed way. In doing so the unit designs, conducts and commissions research studies on a number of issues of relevance to the profession. It has published reports on the public perceptions of solicitors, the work and organisation of the solicitors' profession, entry to the profession, how solicitors manage their practices, research into legal markets, and comparisons with legal professions based in other jurisdictions. A full list of publications linked to a summary or the full text version can be viewed at www.research.lawsociety.org.uk. Further information on the work of the unit can be obtained from members of the Research Unit.

Sources of data

The main source used for this report was:

- The Law Society's REGIS database, which is maintained by the Society at its offices in Redditch. This contains records of all solicitors at all stages in their career, from their initial enrolment as a student through to their admission to the Roll on qualification and thereafter.

The report also draws on the clearing house admission systems (UCAS) used by universities to provide information on applications, acceptances and graduates in law; and data from the Higher Educational Statistical Agency [HESA] for information on the number of law graduates and their achieved grades. Detailed references to all of the sources used are given throughout the report.

Summary

Key facts about the solicitors' profession

This report describes the size and composition of the solicitors' profession and describes trends in the entry of solicitors to the profession.

The size of the profession

- As at 31 July 2008, there were 139,666 solicitors on the Roll, an increase of 3.9% on the year before.
- At the same date, 112,433 solicitors held practising certificates (80.5% of those on the Roll), an increase of 3.7% on the previous year.
- Since 1978, the total number of solicitors holding practising certificates has grown by 232.0% at an average annual rate of 4.1%.
- These solicitors were employed in 16,200 separate organisations of which 14,673 were based in England and Wales.
- 83,329, or 74.1%, of solicitors holding practising certificates work in private practice; the remainder work mainly in commerce and industry and the public sector.
- Since 1997, the proportion of practising certificate holders not employed in private practice has increased from 19.0% to 25.9%.

A descriptive profile

- In 2007-08, excluding those for whom the ethnicity is unknown, solicitors from minority ethnic groups accounted for 10.7% of all solicitors on the Roll, 10.0% of all solicitors with practising certificates, and 9.5% of all solicitors in private practice.
- Women now account for 44.4% of solicitors with practising certificates. Whereas since 1998 the total number of solicitors holding practising certificates has grown by 49.8%, the number of women holding practising certificates has nearly doubled, having increased by 96.2%.
- 77.2% of men holding practising certificates work within private practice, compared to only 70.3% of women.
- In 2008 the average age of a male practising certificate holder was 44.1 years compared to only 37.7 years for female practising certificate holders.
- In 2008, the average age of a female solicitor in private practice was 37.1 years compared with 44.3 years for men. The average age of a sole practitioner was 51.2 years compared with 46.7 years for partners and 41.3 years for all solicitors in private practice.
- Just over one-third of practising certificate holders in 2008 (36.7%) were employed by organisations based in London. These organisations were responsible for the employment of just over half (50.2%) of minority ethnic group practising certificate holders.

Trends in private practice

- In 2008 there were 83,329 solicitors employed in private practice, an increase of only 0.9% on the number employed the year before.
- In 2008 there were 10,267 solicitors' firms in England and Wales listed on the Society's database, an increase of 1.5% on 2007.
- The vast majority of law firms are relatively small with 85.9% of them having four or fewer partners.
- In 2008 42.5% of private practice firms were located in London and the south east.
- Just over one-quarter of private practice firms, 27.8%, were located in London in 2008. These firms employed 43.7% of all private practitioners.
- In 2008 the 1.9% of firms with 26 or more partners employed 30.8% of all principals and 41.3% of all solicitors in private practice. Sole practices accounted for 44.2% of firms, yet employed only 8.0% of all private practitioners.
- On average, the largest firms, with 81 or more partners, had 2.11 assistant/associate solicitors per partner compared with between 0.36 and 1.58 in the smaller and medium-sized firms.

Trends in post-graduate education

- In 2007 there were 26,539 applicants to study first degree courses in law in England and Wales, of whom 17,702 (66.7%) were accepted.
- Of the 13,662 graduates in the summer of 2007, over half (55.7%) achieved firsts or upper second classifications. More women graduated with firsts and upper seconds than men, 57.4% as opposed to 52.8%.
- In the year ending 31 July 2008, 11,558 students enrolled with the Law Society. Of these students 63.7% were women and 28.6% were drawn from minority ethnic groups.
- Of those who took the LPC examination in 2008, 86.5% passed, a large increase on the 2007 pass rate of 75.6%.
- There were 10,675 full time and 3,064 part-time LPC places available in 2007-08. In 2008-09 there will be 10,803 full-time and 3,152 part-time places available.
- There were 6,303 new traineeships registered in the year 1 August 2007 to 31 July 2008. This is an increase of 4.8% on the level recorded last year. Traineeship registrations are now running at the highest level yet recorded.
- Of the new trainees registered, 63.4% were women and 20.9% of trainees with known ethnicity were drawn from minority ethnic groups.
- In the year to 31st July 2008, admissions to the Roll (i.e. newly qualified solicitors and transfers from other legal professions) were 7,861, an increase of 8.8% on admissions the year before. Recorded admissions in 2008 were higher than in any previous year.

- The principal reason underlying the high growth in admissions recorded in 2008 was the 55.4% increase in numbers admitted via the Qualified Lawyer Transfer Test (QLTT) having previously practised law outside of the jurisdiction.
- Of the new admissions, 59.9% were women, and admissions from minority ethnic groups represented 22.6% of all admissions where the ethnicity was known.

Part I

Qualified solicitors

Chapters 1 and 2 of the report contain details of the numbers of solicitors on the Roll, and of those with practising certificates, analysed by gender, age, ethnicity, experience, employment sector and, where appropriate, position in private practice. Chapter 3 looks at the organisations that employ solicitors and Chapter 4 examines the staffing of firms in private practice.

1. Solicitors on the Roll

- 1.1 Under the Solicitors Act 1974, the Law Society is required to maintain records of all qualified solicitors on the Roll. All practising solicitors are obliged to keep the Society informed of their whereabouts and any changes in the circumstances of their employment. The annual renewal of practising certificates produces up-to-date information about all practising solicitors. In addition, the Society now operates a scheme of annual enrolment for all solicitors on the Roll in order to be able to gain up-to-date information about those solicitors who do not hold practising certificates.
- 1.2 As at 31 July 2008, there were 139,666 solicitors on the Roll, an increase of 3.9% over the previous year. Of these, 76,497 (54.8%) were men and 63,169 (45.2%) were women. Last year 55.7% of solicitors on the Roll were men and 44.3% were women.
- 1.3 Table 1.3 shows that of those solicitors on the Roll at 31 July 2008, 112,433, or 80.5% of them, held a current practising certificate entitling them to act as a solicitor within the definition of the Solicitors Act 1974. The remaining 27,233 include solicitors working in jobs in which they are not required to hold a practising certificate, retired solicitors, and those no longer pursuing a career in the legal profession. Some of the employed solicitors without a practising certificate work in central government or commerce and industry and do not provide legal advice to those outside the organisation, or undertake litigation on behalf of their employer.

Table 1.3 Solicitors on the Roll with and without practising certificates by gender as at 31 July 2008

| | No. | % |
|--|---------|-------|
| With practising certificates | | |
| Male | 62,524 | 55.6 |
| Female | 49,909 | 44.4 |
| Sub-total | 112,433 | 100.0 |
| Without practising certificates | | |
| Male | 13,973 | 51.3 |
| Female | 13,260 | 48.7 |
| Sub-total | 27,233 | 100.0 |
| Total solicitors on the Roll | | |
| Male | 76,497 | 54.8 |
| Female | 63,169 | 45.2 |
| Total | 139,666 | 100.0 |

Source: Law Society's REGIS database

Ethnic groups

- 1.4 Minority ethnic group solicitors make up 10.7% of solicitors on the Roll, of whom around one quarter are resident abroad. In England and Wales the greatest concentration of minority ethnic group solicitors on the Roll is found in the Central and South Middlesex constituency, where over a quarter of solicitors are drawn from the ethnic minorities.
- 1.5 Table 1.5 shows that 75.5% of the 14,892 minority ethnic group solicitors on the Roll hold practising certificates. This is a lower participation rate than for all solicitors where the rate was as we have seen 80.5%. Chinese solicitors, the majority of whom work overseas, have the lowest participation rate of minority ethnic group solicitors. Only 37.8% of ethnic Chinese solicitors on the Roll hold practising certificates.

Table 1.5 Minority ethnic group solicitors on the Roll and with practising certificates as at 31 July 2008

| Ethnic origin | Minority ethnic group solicitors | | |
|---|----------------------------------|--|---|
| | 1 On the Roll | 2 With practising certificate | 3 Participation rate (2 as a % of 1) |
| African-Caribbean | 900 | 749 | 83.2 |
| Asian | 7,415 | 6,347 | 85.6 |
| Chinese | 2,968 | 1,123 | 37.8 |
| African | 1,320 | 1,133 | 85.8 |
| Other ethnic origin | 2,289 | 1,897 | 82.9 |
| All minority ethnic group solicitors | 14,892 | 11,249 | 75.5 |
| White European | 106,099 | 87,405 | 82.4 |
| Unknown | 18,675 | 13,779 | 73.8 |
| Total | 139,666 | 112,433 | 80.5 |
| Minority ethnic group solicitors as a % of all solicitors | 10.7 | 10.0 | |
| Minority ethnic group solicitors as % of solicitors with known ethnicity | 12.3 | 11.4 | |

Source: Law Society's REGIS database

2. Practising certificate holders

2.1 In order to act as a solicitor, the Solicitors Act 1974 requires that the solicitor’s name appears on the Roll and that a current practising certificate is held. Practising certificates are issued by the Law Society and are valid from 1 November to 31 October each year.

2.2 At 31 July 2008, there were 112,433 solicitors holding current practising certificates. This was an increase of 3.7% on the number for the previous year. The participation rate, which is the percentage of solicitors on the Roll holding practising certificates, showed no increase for women solicitors, staying at 79.0% in 2008. In contrast, the participation rate for men decreased slightly, from 82.0% to 81.7%. Table 2.2, below, shows how the total number of solicitors with practising certificates has grown over the past three decades, with the comparable figures for solicitors working within private practice. Since 1978, the total number of practising certificate holders has grown by 232.0% at an average annual rate of 4.1%. Comparable figures for those in private practice are a total growth over the period of 187.7% at an average rate of 3.6%.

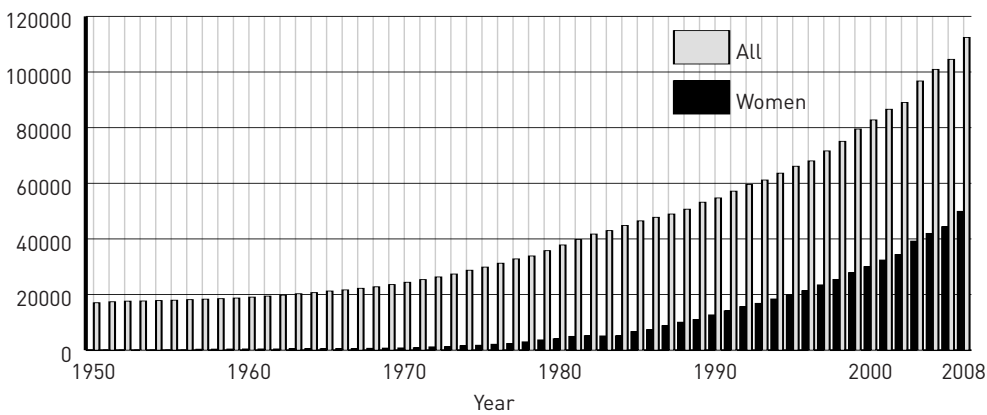
Chart 1 shows the growth in the number of solicitors with practising certificates since 1950, and compares the growth rate for women holders with that of the profession as a whole.

Table 2.2 Solicitors holding practising certificates 1978 to 2008

| Year | Practising solicitors | % change | Solicitors in private practice | % change |
|------|-----------------------|----------|--------------------------------|----------|
| 1978 | 33,864 | | 28,967 | |
| 1988 | 50,684 | 49.7 | 44,399 | 53.3 |
| 1998 | 75,072 | 48.1 | 60,818 | 37.0 |
| 2008 | 112,433 | 49.8 | 83,329 | 37.0 |

Source: Law Society’s REGIS database

Chart 1 Growth in the number of solicitors with practising certificates 1950-2008



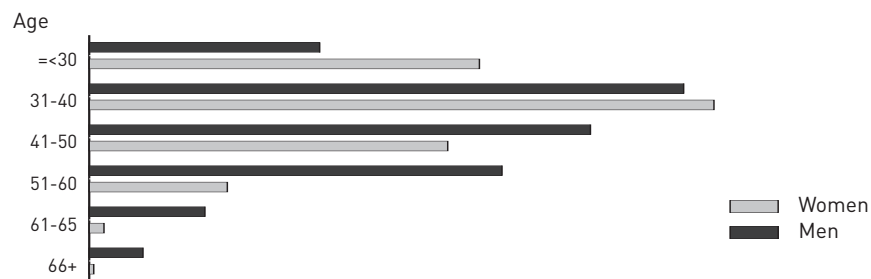
Source: Law Society’s REGIS database

- 2.3 Since 1998, the total number of solicitors with practising certificates has grown by 49.8%. However, over this period the number of women solicitors with practising certificates has increased by 96.2% whilst the number of men increased by only 26.0%. The proportion of solicitors holding practising certificates who are women was 44.4% at 31 July 2008, compared with 33.9% in 1998. For the past ten years, women have accounted for over one-half of new entrants to the profession, so this proportion is set to increase for the foreseeable future.
- 2.4 Table 2.4 shows the age distribution of solicitors in five-year groups and also participation rates by age. The comparison between the participation rates for men and women shows that participation rates are lower among female than male solicitors for all age groups, except for those small number of solicitors aged 71 years and over.
- 2.5 Table 2.4 and Chart 2 also show that there are now more female than male practising certificate holders aged 40 or less, but that the majority of those in the older age groups are men. Just over one-half, 53.2%, of all solicitors with a practising certificate are aged 40 or less. The average age of a female solicitor with a practising certificate is 37.7 years compared with 44.1 for men. The median values show that one-half of women solicitors with practising certificates are aged 35 or less, whilst one half of men with practising certificates are aged 42 or less.

Table 2.4 The age distribution of solicitors and participation rates as at 31 July 2008

| Age | Number of men with PCs | Part. rate (% on Roll holding PCs) | Number of women with PCs | Part. rate (% on Roll holding PCs) |
|--------------------|------------------------|------------------------------------|--------------------------|------------------------------------|
| 25 and under | 316 | 95.8 | 657 | 95.6 |
| 26-30 | 7,181 | 94.0 | 12,037 | 92.4 |
| 31-35 | 9,307 | 89.2 | 11,318 | 84.5 |
| 36-40 | 10,029 | 86.9 | 9,003 | 76.4 |
| 41-45 | 8,586 | 84.6 | 6,847 | 71.8 |
| 46-50 | 7,718 | 85.2 | 4,816 | 72.0 |
| 51-55 | 7,301 | 83.7 | 3,015 | 70.5 |
| 56-60 | 6,127 | 79.3 | 1,477 | 65.1 |
| 61-65 | 3,765 | 69.6 | 481 | 54.8 |
| 66-70 | 1,028 | 51.2 | 89 | 39.0 |
| 71 and over | 742 | 26.0 | 57 | 29.1 |
| Unknown | 424 | 67.8 | 112 | 56.9 |
| All ages known | 62,100 | 81.8 | 49,797 | 79.1 |
| % ages known | 99.3 | | 99.8 | |
| Total | 62,524 | 81.7 | 49,909 | 79.0 |
| Average (Mean) age | 44.1 | | 37.7 | |
| Median age | 42 | | 35 | |

Source: Law Society's REGIS database

Chart 2 The age of solicitors with practising certificates – 31 July 2008

Source: Law Society's REGIS database

2.6 Table 2.6 shows the numbers of solicitors holding practising certificates as at 31 July 2008, analysed by employment sector and the number of years they have been qualified as solicitors. Over one-third, 37.2%, of male solicitors with current practising certificates in private practice have been qualified for less than 10 years, and 61.5% have been qualified for less than 20 years. This compares with 87.5% of women solicitors in private practice who have been qualified for less than 20 years. A similar, if less pronounced, gender distribution pattern to that found in private practice was found amongst those solicitors working in the employed and other sectors.

Table 2.6 Experience of solicitors with practising certificates, measured by number of years qualified, as at 31 July 2008

| Years since admission | All solicitors | | Men | | Women | |
|---|----------------|-------|--------|-------|--------|-------|
| | No. | % | No. | % | No. | % |
| Solicitors in private practice | | | | | | |
| 0-9 | 40,469 | 48.6 | 17,953 | 37.2 | 22,516 | 64.2 |
| 10-19 | 19,911 | 23.9 | 11,744 | 24.3 | 8,167 | 23.3 |
| 20-29 | 13,464 | 16.2 | 9,953 | 20.6 | 3,511 | 10.0 |
| 30-39 | 7,897 | 9.5 | 7,087 | 14.7 | 810 | 2.3 |
| 40-49 | 1,343 | 1.6 | 1,285 | 2.7 | 58 | 0.2 |
| 50 or more years | 245 | 0.3 | 232 | 0.5 | 13 | 0.0 |
| All years | 83,329 | 100.0 | 48,254 | 100.0 | 35,075 | 100.0 |
| Solicitors in employed and other sectors | | | | | | |
| 0-9 | 14,634 | 50.3 | 6,148 | 43.1 | 8,486 | 57.2 |
| 10-19 | 8,394 | 28.8 | 4,010 | 28.1 | 4,384 | 29.5 |
| 20-29 | 3,963 | 13.6 | 2,314 | 16.2 | 1,650 | 11.1 |
| 30-39 | 1,801 | 6.2 | 1,488 | 10.4 | 312 | 2.1 |
| 40-49 | 268 | 0.9 | 257 | 1.8 | 11 | 0.1 |
| 50 or more years | 44 | 0.2 | 44 | 0.3 | 0 | 0.0 |
| All years | 29,104 | 100.0 | 14,261 | 100.0 | 14,843 | 100.0 |

* less than 0.05%

Source: Law Society's REGIS database

2.7 Table 2.7 provides a detailed breakdown of the employment of solicitors with practising certificates. It shows that the overwhelming majority of solicitors with practising certificates work in private practice: 74.1% as at 31 July 2008. The second largest category of employment is commerce and industry, 9.8%, followed by local government, which employs 3.6% of practising certificate holders. (It should also be pointed out that the number of solicitors working in the employed sector is likely to be greater than these figures suggest. This is because many, as a consequence of their employed status, will not be required to hold a practising certificate.) A further 7.7% are not attached to any organisation: the majority of these are in the youngest age group which suggests that they are predominantly the most recently qualified. The table also shows that women account for a higher proportion of solicitors in the employed and other sectors than in private practice. In private practice 42.1% of solicitors are women, compared with 51.0% in these other sectors.

Table 2.7 Practising certificate holders by category of employment as at 31 July 2008

| Category of employment | All | % of PC holders | Men | Women | Women as % of total |
|--------------------------------------|---------|-----------------------|--------|--------|---------------------------|
| Private practice | 83,329 | 74.1 | 48,254 | 3,5075 | 42.1 |
| Commerce/industry | 11,000 | 9.8 | 5,730 | 5,270 | 47.9 |
| Accountancy practice | 121 | 0.1 | 51 | 70 | 57.9 |
| Nationalised industry | 3 | 0.0 | 2 | 1 | 33.3 |
| Trade union | 83 | 0.1 | 31 | 52 | 62.7 |
| Government department | 227 | 0.2 | 132 | 95 | 41.9 |
| Local government | 4,088 | 3.6 | 1,554 | 2,534 | 62.0 |
| Court | 73 | 0.1 | 31 | 42 | 57.5 |
| Government funded services | 229 | 0.2 | 95 | 134 | 58.5 |
| Crown Prosecution Service | 2,351 | 2.1 | 1,019 | 1,332 | 56.7 |
| Advice service | 390 | 0.3 | 123 | 267 | 68.5 |
| Educational establishment | 234 | 0.2 | 78 | 156 | 66.7 |
| Health service | 61 | 0.1 | 20 | 41 | 67.2 |
| Others ¹ | 1,542 | 1.4 | 984 | 558 | 36.2 |
| Not attached to an organisation | 8,702 | 7.7 | 4,420 | 4,282 | 49.2 |
| All non-private practice | 29,104 | 25.9 | 14,270 | 14,834 | 51.0 |
| Total practising certificate holders | 112,433 | 100.0 | 62,524 | 49,909 | 44.4 |

* 0 = less than 0.05%

¹ All other categories, including practising certificate holders in the Armed Forces, churches and other religious bodies and institutes

Source: Law Society's REGIS database

- 2.8 Overall, 77.2% of male solicitors with practising certificates work in private practice compared with only 70.3% of their female counterparts. This is shown in Table 2.8, which also shows the growing importance of the employed sector. In 2008, just over one quarter (25.9%) of practising certificate holders worked outside of private practice, compared to only 19.0% 10 years ago.

Table 2.8 Distribution of practising certificate holders by category of employment as at 31 July 2008 compared with 1998

| Category of employment | 1998 | Total | 2008 | |
|------------------------|-------|-------|-------|-------|
| | Total | | Men | Women |
| | % | % | % | % |
| Private practice | 81.0 | 74.1 | 77.2 | 70.3 |
| Other PC holders | 19.0 | 25.9 | 22.8 | 29.7 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 |

Source: Law Society's REGIS database

Solicitors in private practice

- 2.9 As at 31 July 2008 there were 83,329 solicitors working in private practice firms. This represents an increase of only 0.9% on the 82,557 recorded last year. This growth rate is the lowest recorded to date and reflects the rapidly deteriorating trading position of many private practice firms. For the 83,329 solicitors working in private practice, the Law Society records the position or status of the solicitor within the firm. Table 2.9 shows the status of those solicitors holding practising certificates and working in private practice as at 31 July 2008. It shows the number who are partners (or their equivalents), sole practitioners, assistant solicitors, associates, consultants, and 'other private practice'. The category of 'other private practice' refers to solicitors with practising certificates, in private practice, but with positions in the firm other than those stated. For example, this category includes solicitors employed in training and managerial capacities. This year there has been no change in the proportion of male private practitioners who are partners and only a very small increase in the proportion of women private practitioners at partnership level. Table 2.9 shows that, within an overall total of 38.1%, 49.9% of men, compared with only 22.0% of women, were partners as at 31 July 2008.

Table 2.9 Position of solicitors working in private practice and holding a practising certificate as at 31 July 2008

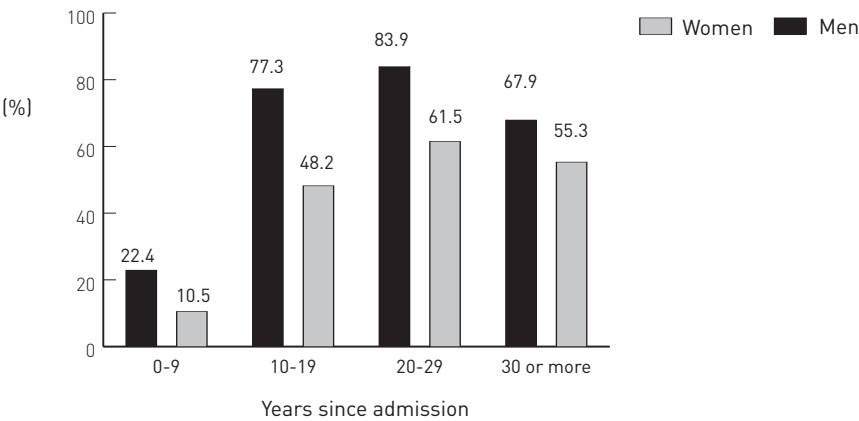
| Position in firm | Men | | Women | | Total | |
|------------------------|--------|-------|--------|-------|--------|-------|
| | No. | % | No. | % | No. | % |
| Partners ¹ | 24,071 | 49.9 | 7,710 | 22.0 | 31,781 | 38.1 |
| Sole practitioners | 3,311 | 6.9 | 1,232 | 3.5 | 4,543 | 5.5 |
| Associate solicitors | 6,821 | 14.1 | 7,861 | 22.4 | 14,682 | 17.6 |
| Assistant solicitors | 9,940 | 20.6 | 16,027 | 45.7 | 25,967 | 31.2 |
| Consultants | 2,894 | 6.0 | 763 | 2.2 | 3,657 | 4.4 |
| Other private practice | 1,217 | 2.5 | 1,482 | 4.2 | 2,699 | 3.2 |
| All positions | 48,254 | 100.0 | 35,075 | 100.0 | 83,329 | 100.0 |

¹ partners or partner equivalents

Source: Law Society's REGIS database

2.10 Chart 3 below is an examination of status analysed by experience (as measured by the number of full years since qualifying as a solicitor) for both men and women. Chart 3 shows that, even after equalising the levels of experience, higher proportions of men achieve partnership status than women. In all of the experience bands a lower proportion of women than men are partners or sole practitioners. Of solicitors in private practice with 10-19 years' experience, the band within which most partners and sole practitioners fall, 77.3% of men are partners or sole practitioners compared with only 48.2% of women.

Chart 3 Percentages of men and women in private practice who were either partners or sole practitioners as at 31 July 2008 by years since admission



Source: Law Society's REGIS database

2.11 In addition to gender differences it is also interesting to compare the age distribution of partners and sole practitioners with those for all solicitors in private practice. Table 2.11 shows that the average age of a sole practitioner is 51.2 years, compared with 46.7 for partners and 41.3 for all solicitors in private practice. Reflecting their younger age profile, women solicitors, at all levels of private practice, are consistently younger on average than their male counterparts.

Table 2.11 The age distribution of sole practitioners and partners as at 31 July 2008

| Age | All in private practice | | | Partners | | | Sole practitioners | | |
|-------------|-------------------------|--------|--------|----------|-------|--------|--------------------|-------|-------|
| | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Total | 48,254 | 35,075 | 83,329 | 24,071 | 7,710 | 31,781 | 3,311 | 1,232 | 4,543 |
| Average age | 44.3 | 37.1 | 41.3 | 47.7 | 43.6 | 46.7 | 52.7 | 47.3 | 51.2 |

Source: Law Society's REGIS database

Ethnic groups

- 2.12 Table 2.12 records the number of solicitors with practising certificates who are known to belong to a minority ethnic group. The provision of information on ethnicity is entirely optional, though at present it is known for 87.7% of practising certificate holders. Using this we estimate that minority ethnic group solicitors accounted for 10.0% of solicitors with practising certificates in 2008, an increase on the 9.5% recorded in 2007. Within this total, 12.8% of women solicitors were members of a minority ethnic group compared with only 7.7% of men.

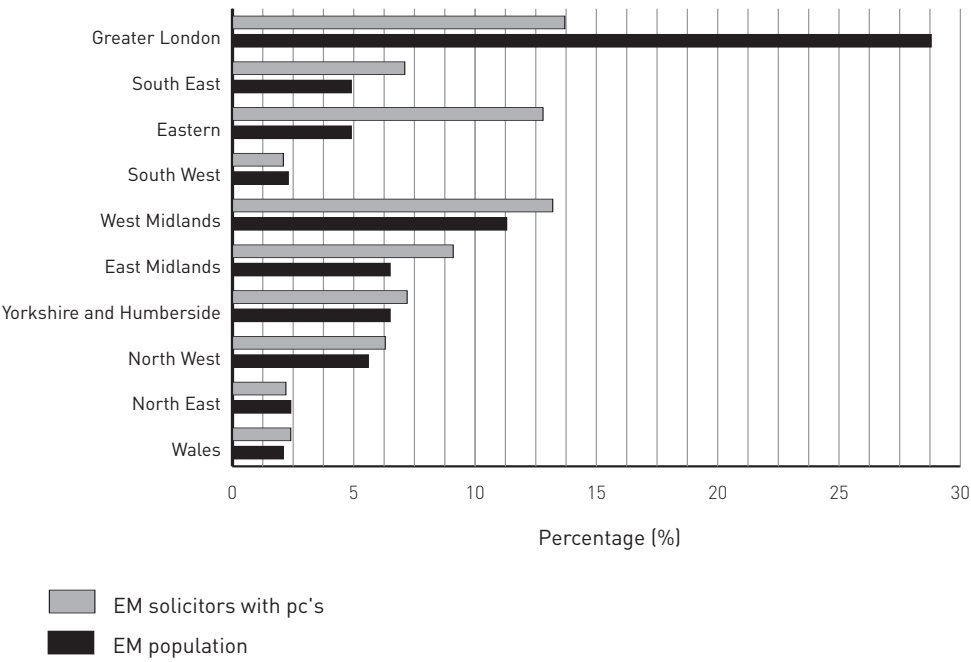
Table 2.12 Ethnic origin of practising certificate holders as at 31 July 2008

| Ethnic origin | Men | Women | Total | % |
|---|--------|--------|---------|-------|
| White/European | 49,409 | 37,996 | 87,405 | 77.7 |
| African-Caribbean | 220 | 529 | 749 | 0.7 |
| Asian | 2,895 | 3,452 | 6,347 | 5.6 |
| Chinese | 426 | 697 | 1,123 | 1.0 |
| African | 487 | 646 | 1,133 | 1.0 |
| Other ethnic origin | 811 | 1,086 | 1,897 | 1.7 |
| All solicitors for whom ethnic origin is known | 54,248 | 44,406 | 98,654 | 87.7 |
| All ethnic minority practising certificate holders known to the Law Society | 4,839 | 6,410 | 11,249 | |
| % of all solicitors with PCs | 7.7 | 12.8 | 10.0 | |
| Unanswered/refused | 8,276 | 5,503 | 13,779 | 12.3 |
| All practising certificate holders | 62,524 | 49,909 | 112,433 | 100.0 |
| % of all solicitors with PCs for whom ethnic origin is known | 86.8 | 89.0 | 87.7 | |

Source: Law Society's REGIS database

2.13 Chart 4 shows, for each Government Office Region (see Map 1, Appendix 1), minority ethnic group solicitors as a proportion of total solicitors with practising certificates, compared with the proportion of the total population in that region who are drawn from minority ethnic groups.

Chart 4 Minority ethnic group solicitors as a proportion of total solicitors with practising certificates compared with people from ethnic minorities as a proportion of the total population



2.14 Table 2.14 shows the proportion of minority ethnic group solicitors with practising certificates in each Government Office Region and abroad. Abroad is defined as outside England and Wales and the table shows that 5,573 or 5.0% of all practicing certificate holders live and work in another jurisdiction. Greater London (13.7%), the West Midlands (13.2%), and the Eastern (12.8%) Government Office Regions have the highest proportion of minority ethnic group solicitors; the majority of whom are Asian. Overall, 6.6% of minority ethnic group solicitors with practising certificates are resident outside of England and Wales. It can also be seen from Table 2.14 that over a third of solicitors with practising certificates (36.7%) are located in Greater London, a proportion which rises to 50.2% for minority ethnic group solicitors.

Table 2.14 Proportion of minority ethnic group solicitors with practising certificates in standard regions and abroad as at 31 July 2008

| Region | Total no. of PC holders | Ethnic Group (%) | | | | | | | |
|--------------------------|----------------------------------|------------------|--------------------|------------|------------|-----------------------------|-----------------------------|------------------------|-------------|
| | | Asian | African- Carib. | Chinese | African | Other ethnic minority | Total ethnic minority | White Euro- pean | Unknown |
| City London ¹ | 18,720 | 4.3 | 0.4 | 1.1 | 0.8 | 2.3 | 8.9 | 76.9 | 14.2 |
| Rest of London | 22,590 | 9.2 | 1.6 | 1.2 | 2.7 | 2.9 | 17.6 | 66.9 | 15.5 |
| Greater London | 41,309 | 7.0 | 1.0 | 1.2 | 1.8 | 2.6 | 13.7 | 71.4 | 14.9 |
| South East | 12,022 | 4.2 | 0.5 | 0.5 | 0.6 | 1.3 | 7.1 | 82.7 | 10.2 |
| Eastern | 7,168 | 7.5 | 1.0 | 0.6 | 2.0 | 1.7 | 12.8 | 74.8 | 12.3 |
| South West | 5,638 | 0.9 | 0.1 | 0.3 | 0.2 | 0.7 | 2.1 | 89.6 | 8.2 |
| West Midlands | 7,721 | 10.5 | 0.9 | 0.4 | 0.3 | 1.1 | 13.2 | 77.9 | 8.9 |
| East Midlands | 4,478 | 7.1 | 0.6 | 0.4 | 0.3 | 0.7 | 9.1 | 82.3 | 8.7 |
| Yorkshire & Humberside | 7,381 | 5.5 | 0.4 | 0.2 | 0.1 | 0.8 | 7.2 | 85.1 | 7.7 |
| North West | 11,696 | 4.2 | 0.2 | 0.4 | 0.5 | 1.0 | 6.3 | 84.9 | 8.9 |
| North East | 2,999 | 1.5 | 0.1 | 0.1 | 0.0 | 0.4 | 2.2 | 89.7 | 8.1 |
| Wales | 3,579 | 1.1 | 0.1 | 0.2 | 0.2 | 0.8 | 2.4 | 88.7 | 8.8 |
| Outside England/Wales | 5,573 | 3.4 | 0.2 | 6.8 | 0.4 | 2.5 | 13.3 | 59.3 | 27.4 |
| Unknown | 2,869 | 1.6 | 0.7 | 0.7 | 0.4 | 1.0 | 4.4 | 85.7 | 9.9 |
| Total | 112,433 | 5.6 | 0.7 | 1.0 | 1.0 | 1.7 | 10.0 | 77.7 | 12.3 |

¹ Solicitors have been allocated to one of the Government Office Regions on the basis of the local Law Society constituency in which they work. The boundaries match reasonably well but some degree of approximation is required.

* Less than 0.05%.

Source: Law Society's REGIS database

- 2.15 Table 2.15 analyses the position held by solicitors in private practice by their ethnicity. It shows that 9.5% of solicitors in private practice are from minority ethnic groups. The table also shows that whereas 39.5% of white Europeans in private practice are at partnership level, the corresponding proportion from ethnic minority groups is much lower at 26.6%. This partly reflects the fact that solicitors from minority ethnic groups have only recently been entering the profession in numbers. It is interesting to note, though, that 8.8% of minority ethnic group solicitors are sole practitioners, compared with only 4.9% for all white European solicitors in private practice.

Table 2.15 Status of private practice solicitors by ethnicity

| Ethnic group | All in private practice | Percentage who were: | | | | | Total |
|---------------------|-------------------------|----------------------|--------------|------------|----------|------------------------|-------|
| | | Partners | Sole practs. | Associates | Assists. | Other private practice | |
| African-Caribbean | 459 | 26.1 | 12.6 | 13.0 | 43.9 | 4.3 | 100.0 |
| Asian | 4,660 | 27.5 | 9.1 | 16.1 | 42.1 | 5.3 | 100.0 |
| Chinese | 679 | 20.4 | 3.6 | 34.2 | 34.2 | 7.6 | 100.0 |
| African | 758 | 29.3 | 13.6 | 14.5 | 37.2 | 5.4 | 100.0 |
| Other ethnic origin | 1,333 | 24.9 | 6.3 | 22.7 | 40.2 | 5.9 | 100.0 |
| All ethnic minority | 7,889 | 26.6 | 8.8 | 18.4 | 40.7 | 5.5 | 100.0 |
| White European | 66,309 | 39.5 | 4.9 | 17.4 | 30.4 | 7.8 | 100.0 |
| Unknown | 9,131 | 38.1 | 6.3 | 18.8 | 28.8 | 8.1 | 100.0 |
| Total | 83,329 | 38.1 | 5.5 | 17.6 | 31.2 | 7.6 | 100.0 |

Source: Law Society's REGIS database

- 2.16 Finally, Table 2.16 analyses the numbers of private practice practitioners by their ethnicity and the size of firm in which they work. This table shows that nearly one half of minority ethnic group solicitors (47.0%) work in firms with 4 or fewer partners, compared with only 27.1% of white Europeans.

Table 2.16 Ethnicity by size of firm as at 31 July 2008

| Ethnic group | Sole Practice | 2-4 Partners | 5-10 Partners | 11-25 Partners | 26-80 Partners | 81+ Partners |
|---------------------|---------------|--------------|---------------|----------------|----------------|--------------|
| African-Caribbean | 18.0 | 38.3 | 14.8 | 9.5 | 7.8 | 11.4 |
| Asian | 14.9 | 35.6 | 11.6 | 9.8 | 11.0 | 17.1 |
| Chinese | 6.5 | 19.1 | 9.0 | 17.0 | 12.9 | 35.4 |
| African | 21.1 | 45.0 | 7.5 | 4.3 | 8.0 | 14.0 |
| Other ethnic origin | 9.5 | 21.9 | 12.5 | 11.1 | 15.0 | 30.0 |
| All ethnic minority | 14.1 | 32.9 | 11.3 | 10.1 | 11.3 | 20.2 |
| White European | 7.0 | 20.1 | 15.8 | 14.0 | 16.7 | 26.4 |
| Unknown | 9.4 | 23.6 | 13.3 | 12.1 | 15.9 | 25.8 |
| Total | 7.9 | 21.7 | 15.1 | 13.4 | 16.1 | 25.8 |

Source: Law Society's REGIS database

3. Solicitors' offices and firms

3.1 Information on organisations employing solicitors, especially on private practice firms, is now only available from the Law Society records held on its REGIS database. It should be noted that at present the system cannot differentiate between 'active' and 'inactive' private practice firms, nonetheless, it does record the type of business conducted by all organisations in England and Wales which employ solicitors. The main categories of employment are shown in Table 3.1, together with the numbers of head offices and branch offices for each employer in England and Wales, and in other jurisdictions. This data was substantially revised in 2007 to take into account changes in individual private practice firms' constitution type.

Table 3.1 Organisations employing solicitors by type of business as at 31 July 2008

| Type of business | Head offices | | Branch offices | | Total offices | |
|-----------------------------------|-----------------|-----------|-----------------|-----------|-----------------|-----------|
| | England & Wales | Elsewhere | England & Wales | Elsewhere | England & Wales | Elsewhere |
| Private practice | | | | | | |
| Partnerships in England and Wales | 8,767 | 40 | 2,132 | 30 | 10,899 | 70 |
| Incorporated firms | 1,340 | 4 | 798 | 142 | 2,138 | 146 |
| Multi-national practices | 92 | 34 | 24 | 34 | 116 | 68 |
| Locums services | 204 | 1 | 0 | 0 | 204 | 1 |
| Foreign law practices | 5 | 738 | 11 | 149 | 16 | 887 |
| Other private practice | 63 | 14 | 40 | 4 | 103 | 18 |
| Commerce and industry | 3,087 | 647 | 268 | 84 | 3,355 | 731 |
| Government | | | | | | |
| Government department | 47 | 11 | 19 | 7 | 66 | 18 |
| Local government | 492 | 1 | 27 | 0 | 519 | 1 |
| Court | 65 | 2 | 94 | 0 | 159 | 2 |
| Government funded services | 44 | 8 | 43 | 1 | 87 | 9 |
| Crown Prosecution Service | 44 | 0 | 79 | 0 | 123 | 0 |
| Advice service | 128 | 1 | 20 | 0 | 148 | 1 |
| Educational establishment | 130 | 7 | 7 | 0 | 137 | 7 |
| Other | 165 | 19 | 42 | 1 | 207 | 20 |
| Total | 14,673 | 1,527 | 3,604 | 452 | 18,277 | 1,979 |
| | 16,200 | | | | 20,256 | |

Source: Law Society's REGIS database

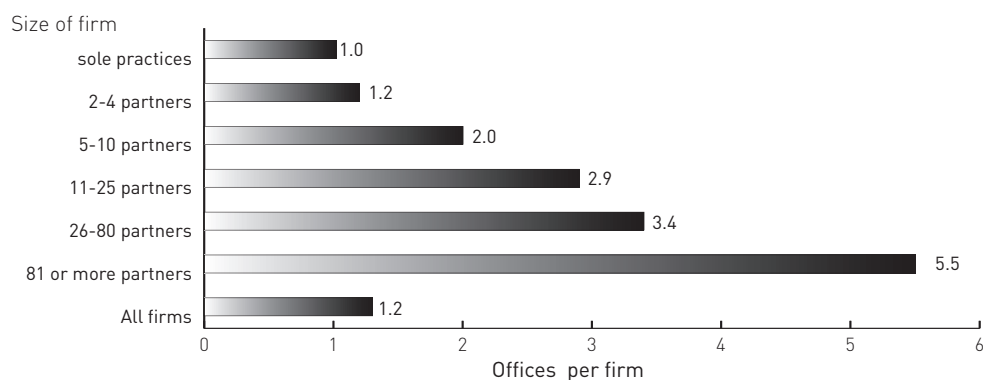
- 3.2 As can be seen from Table 3.1, at 31 July 2008 there were 16,200 separate organisations employing solicitors, of which 14,673 were based in England and Wales and 1,527 elsewhere (i.e. Scotland, Northern Ireland, the Isle of Man, Eire and overseas countries). Each firm, company, local authority or other employer may be located in one or several offices. There were 20,256 separate places of work recorded for solicitors, of which 18,277 were in England and Wales and 1,979 elsewhere. These figures represent a small increase in the numbers recorded for 2007. It can also be seen from Table 3.3 that in 2008 there were 10,267 private practice firms, located in 13,272 separate offices in England and Wales, registered with the Society. These numbers represent the total number of private practice organisations less the 204 listed as providing locum services only. Over the past year the number of these private practice firms has increased by 1.5%, whilst the total number of their offices has increased by 1.2%.
- 3.3 The trend in the numbers of private practice firms and offices over the five years since 2003 is shown in Table 3.3. This shows that over the period the number of firms has increased by 3.6%, whilst the number of offices has decreased by 3.9%. These figures are reflected in the observed 7.2% decrease in the ratio of offices to firms over the period. These changes should, though, be treated with caution (see paragraph 3.1 above).

Table 3.3 Trends in the number of private practice firms and offices

| Year | Number of firms | Number of offices | Ratio |
|---------------------|-----------------|-------------------|-------|
| 2003 | 9,912 | 13,805 | 1.39 |
| 2004 | 10,075 | 13,902 | 1.38 |
| 2005 | 9,873 | 12,847 | 1.30 |
| 2006 | 10,000 | 13,010 | 1.30 |
| 2007 | 10,114 | 13,119 | 1.30 |
| 2008 | 10,267 | 13,272 | 1.29 |
| % change since 2003 | 3.6 | -3.9 | -7.2 |

- 3.4 The numbers of offices occupied by different sizes of firms are shown in Chart 5. This shows that the average number of offices per firm in 2008 was 1.3. As one would expect, the number of offices per firm increases with the size of firm: from 1.02 for sole practices through to 5.5 for the 81-or-more partner firms.

Chart 5 Number of offices by size of firm in 2008



Source: Solicitors Indemnity Fund

3.5 Table 3.5 shows the geographical distribution of the population of England and Wales contrasted with that for private practice firms broken down into the standard regions. Over one-quarter of solicitors' firms, 27.8%, were located in London in 2008, and approaching one-half of all solicitors' firms (42.5%) are now based in the South East (including London). This value is distorted by the presence in London of a large number of firms serving predominantly commercial clients. Outside of the South East (including London) there is reasonable correspondence between the proportion of law firms and the population they serve in the Eastern region, North West and Wales with some relative underprovision in the North East, South West and the East and West Midlands.

Table 3.5 Location (standard regions) of population and private practice firms and practitioners in 2008

| Region | Total= | Population ¹ 52,994 million % | Firms 10,267 % |
|---------------------------------|--------|--|----------------------|
| City of London | | * | 7.5 |
| Rest of London | | 14.0 | 20.3 |
| South East | | 15.3 | 14.8 |
| South West | | 9.5 | 6.7 |
| Wales | | 5.5 | 5.0 |
| West Midlands | | 10.1 | 7.9 |
| East Midlands | | 8.1 | 5.6 |
| Eastern | | 10.4 | 10.3 |
| North West including Merseyside | | 12.9 | 12.0 |
| Yorkshire and Humberside | | 9.5 | 6.9 |
| North East | | 4.8 | 3.2 |
| Total | | 100.0 | 100.0 |

* Less than 0.05%

Sources: ¹ Estimated using Office for National Statistics mid-1999 data;

3.6 Table 3.6 analyses the number of private practice firms in 2008 by the Government Office Region of the head office and the size of firm measured by the partner count. The first thing to notice from this table is that the vast majority of private practices are quite small. Taken overall just under five-sixths (83.0%) of law practices in England and Wales have four partners or fewer. At the other end of the spectrum only 1.9% of all firms have 26 or more partners. The second point to note is the concentration of firms in London (see para 3.5). This concentration is particularly noticeable when we look at the disposition of the larger firms where it can be seen that of the 194 firms with 26 or more partners, over one half (52.1%) were located in the City of London and 61.6% were located in the Greater London area.

Table 3.6 Number of firms in 2008, analysed by size and regional location of head office¹

| Region | Number of firms | | | | | | All firms |
|---------------------------------|-------------------|------------|-------------|--------------|--------------|------------|-----------|
| | Sole Practitioner | 2-4 prttrs | 5-10 prttrs | 11-25 prttrs | 26-80 prttrs | 81+ prttrs | |
| City of London | 256 | 241 | 98 | 69 | 59 | 42 | 766 |
| Rest of Greater London | 1,055 | 886 | 97 | 28 | 11 | 7 | 2,083 |
| South East | 787 | 552 | 124 | 40 | 13 | 1 | 1,518 |
| Eastern | 474 | 466 | 76 | 37 | 5 | 0 | 1,057 |
| South West | 317 | 253 | 77 | 32 | 9 | 0 | 687 |
| West Midlands | 326 | 374 | 83 | 16 | 7 | 2 | 808 |
| East Midlands | 291 | 195 | 57 | 19 | 7 | 1 | 570 |
| Yorkshire and the Humber | 272 | 319 | 71 | 34 | 7 | 1 | 705 |
| North West including Merseyside | 452 | 595 | 142 | 33 | 8 | 5 | 1,234 |
| North East | 125 | 148 | 43 | 8 | 5 | 0 | 329 |
| Wales | 188 | 254 | 60 | 4 | 2 | 0 | 509 |
| Total | 4,543 | 4,283 | 927 | 319 | 135 | 59 | 10,267 |

Source: REGIS data

¹ A small number of firms for whom either the size or location is missing have been allocated to a known group.

4. Staffing

4.1 This chapter relies entirely on data from the Society's REGIS system for private practice staffing information. The data held by the Society excludes information on non-admitted fee earners, as well as information on the number of administrative and support staff employed in private practice. (This has serious implications for the quality of the data given that it was shown that in 2000 there were almost as many non-admitted fee earners as assistant solicitors in private practice, and slightly more administrative and support staff than fee earners). Table 4.1 breaks down the 83,329 solicitors employed in private practice, as at 31 July 2008, by their grade and the size of their firm measured by the partner count. It shows that the overall growth in numbers over the past year was only 0.9%, which is well below the long run average rate of growth of 3.6%. The table also shows the high degree of solicitor concentration in the largest firms. Firms with 81 or more partners (0.6% of firms) employed 17.6% of principals (sole practitioners and partner equivalents) and just over one quarter (25.6%) of all solicitors. At the other end of the size spectrum sole practices, 44.2% of firms, employed 12.5% of all principals and 8.0% of all solicitors.

Table 4.1 Admitted staff in private practice firms in 2008 by size of firm

| | Sole practices | 2-4 ptnrs. | 5-10 ptnrs. | 11-25 ptnrs. | 26-80 ptnrs. | 81+ ptnrs. | All firms |
|------------------------|----------------|------------|-------------|--------------|--------------|------------|-----------|
| Partners | 0 | 9,996 | 5,821 | 4,794 | 4,795 | 6,375 | 31,781 |
| Sole Practitioners | 4,543 | 0 | 0 | 0 | 0 | 0 | 4,543 |
| Associate solicitors | 242 | 1,112 | 1,185 | 1,626 | 2,769 | 7,749 | 14,682 |
| Assistant solicitors | 1,391 | 5,454 | 4,715 | 3,927 | 4,799 | 5,681 | 25,967 |
| Consultants | 320 | 1,167 | 767 | 490 | 383 | 504 | 3,631 |
| Other private practice | 154 | 602 | 333 | 274 | 349 | 1013 | 2,725 |
| All positions | 6,650 | 18,331 | 12,821 | 11,110 | 13,094 | 21,322 | 83,329 |

Source: Solicitors Indemnity Fund

4.2 Staffing ratios for admitted staff within solicitors' firms are examined in Table 4.2. The ratios shown are the average numbers of associate, assistant, consultant and 'other' private practitioners per principal (i.e. partner equivalents and sole practitioners). There are a number of features to this table. It shows, for example, that associate solicitors and the 'other private practice solicitors' who mainly perform specialist roles within firms are most likely to be found in the largest firms with 81 or more partners, whilst the majority of consultants are found in smaller firms with ten or fewer partners. In terms of the staffing ratios these show that the ratio of assistant/associate solicitors to principals increases from 0.36:1 in sole practices through to 2.11:1 in the 81 or more partner firms. In the intervening size bands the ratios are 0.66 assistants/associates per principal in 2-4 partner firms, 1.01 per principal in 5-10 partner firms, 1.16 per principal in 11-25 partner firms and 1.58 in 26-80 partner firms.

Table 4.2 Number of admitted staff per principal in private practice firms in 2008 by size of firm

| | Sole practices | 2-4 ptnrs. | 5-10 ptnrs. | 11-25 ptnrs. | 26-80 ptnrs. | 81+ ptnrs. | All firms |
|----------------------------------|----------------|------------|-------------|--------------|--------------|------------|-----------|
| Principals | 1.0000 | 1.0000 | 1.0000 | 1.0000 | 1.0000 | 1.0000 | 1.0000 |
| Associates/principals | 0.0533 | 0.1112 | 0.2035 | 0.3392 | 0.5775 | 1.2154 | 0.4042 |
| Assistant/principal | 0.3062 | 0.5456 | 0.8100 | 0.8191 | 1.0009 | 0.8911 | 0.7149 |
| Consultants/principal | 0.0705 | 0.1168 | 0.1317 | 0.1022 | 0.0799 | 0.0790 | 0.1000 |
| Other private practice/principal | 0.0338 | 0.0602 | 0.0572 | 0.0571 | 0.0728 | 0.1588 | 0.0750 |
| All per principal | 1.4639 | 1.8338 | 2.2024 | 2.3177 | 2.7311 | 3.3444 | 2.2940 |

4.3 Table 4.3 provides a breakdown of the number of solicitors employed in private practice analysed by grade, and the Government Office Region (GOR) in which the firms' head office is located. This table shows that in 2008 43.7% of private practitioners were employed in firms located in Greater London, whilst 3.0% were located abroad. Using the population data from Table 3.8 we can calculate that in London there is one practitioner per 204 head of population, compared to an average density in England and Wales of one practitioner per 636 head of population. Excluding the London GOR this ratio increases to one practitioner per 971 head of population. Overall, this density is lowest in the East Midlands GOR where there is one practitioner per 1,203 head of population.

Table 4.3 Admitted staff in private practice firms in 2008 by Government region¹

| | Partners | Sole Practitioner | Associate solicitors | Assist. solicitors | Consultants | Other pr. practice | All solicitors |
|--------------------|----------|-------------------|----------------------|--------------------|-------------|--------------------|----------------|
| Greater Ldn. | 12,333 | 1,287 | 9,574 | 10,378 | 1,430 | 1,393 | 36,395 |
| South East | 3,268 | 788 | 736 | 2,437 | 425 | 210 | 7,864 |
| Eastern | 2,249 | 473 | 268 | 1,690 | 243 | 93 | 5,016 |
| South West | 1,950 | 315 | 458 | 1,423 | 276 | 113 | 4,535 |
| West. Midlands | 2,110 | 338 | 699 | 1,499 | 260 | 192 | 5,099 |
| East. Midlands | 1,395 | 297 | 402 | 1,262 | 124 | 73 | 3,554 |
| Yorks & Humberside | 1,998 | 273 | 541 | 1,682 | 203 | 125 | 4,822 |
| North West | 3,570 | 455 | 862 | 3,294 | 363 | 348 | 8,891 |
| North East | 924 | 131 | 259 | 709 | 86 | 27 | 2,135 |
| Wales | 1,133 | 185 | 213 | 774 | 155 | 98 | 2,558 |
| Abroad | 853 | 0 | 668 | 820 | 66 | 52 | 2,459 |
| All regions | 31,781 | 4,543 | 14,682 | 25,967 | 3,631 | 2,725 | 83,329 |

¹ A small number of individuals have been allocated pro rata to groups where their location or size of firm data is missing

Part II

The recruitment and training of solicitors

This section of the report provides information on the recruitment and training of solicitors. Chapter 5 provides background information on the routes to admission. Chapter 6 presents statistics on the number of undergraduates and graduates in law from universities in England and Wales. Chapter 7 shows summary statistics related to enrolled students. Chapter 8 examines the numbers embarking on and passing the Legal Practice Course (LPC), before moving on to an examination of the personal characteristics and placement of trainees. Chapter 9 gives information on those admitted to the Roll in 2007-08.

5. Routes to admission to the Roll

5.1 There are seven routes to qualification as a solicitor:

- law graduate;
- non-law graduate;
- overseas lawyer (transfer);
- barrister (transfer);
- Scots/Northern Irish lawyers (transfer);
- Fellow of the Institute of Legal Executives (FILEX);
- justices' clerk.

5.2 The most frequently used route to qualification as a solicitor is to take a first degree in law and then to spend a year taking the full-time Legal Practice Course (LPC), followed by a two-year traineeship. This route can be completed in six years. Non-law graduates have to undertake a one-year full-time conversion course, the Common Professional Exam (CPE), which is also the legal qualification needed by non-law graduates wishing to train for the Bar. They then proceed to qualification in the same way as a law graduate. This is the second most frequently used route. (Two-year part-time courses are also available for both the LPC and the CPE). Non-graduates enter the profession via transfer after first obtaining a qualification as a Fellow of the Institute of Legal Executives (FILEX) and passing the LPC. Members of the Justices' Clerks Association may also enter the profession after passing the LPC, and demonstrating that they have had at least five years' continuous service in the 10 years prior to their application for admission. Other routes involve transfer after qualifying as a barrister, or as a lawyer in another jurisdiction, and meeting the necessary transfer conditions.

6. Undergraduates and graduates in law

6.1 This chapter records the numbers of applicants, acceptances and graduations recorded for undergraduate law courses in England and Wales. The statistics for applicants and acceptances to universities have been supplied by the Universities and Colleges Admissions Service (UCAS), and statistics on the number and achieved grade of law degree graduates have been supplied by the Higher Educational Statistical Agency (HESA).

6.2 Table 6.2 shows the number of applicants and acceptances for undergraduate places at university full-time law degree courses for the academic years 2006 and 2007. The figures relate to individuals: applicants are counted only once irrespective of the number of applications made on the UCAS application form. The table shows that a total of 26,539 people applied to study law at undergraduate level in 2007, which is over a third (33.6%) higher than in the previous year. Within this greatly increased total, female applications increased faster than male applications, by 36.7% and 28.8% respectively. The total number of acceptances (an acceptance is defined as a formal acceptance of a university place offered through the UCAS scheme) made by universities increased markedly but more slowly than applications, by 31.1%, from 13,499 in 2006 to 17,702 in 2007. The pattern in acceptances mirrored applications in that female acceptances increased fastest by 33.1%, compared to 28.0% for male acceptances. Taken overall, 66.7% of applicants were successful in securing a place in 2007 compared to 68.0% of individuals in 2006.

Table 6.2 Home and overseas applicants and acceptances for university first degree law courses in England and Wales 2006 and 2007

| University applicants | | | | | | | | | |
|-----------------------|-------|--------|--------|----------|--------|-------|--------|--------|--------|
| For entry in: | UK | | | Overseas | | | Total | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| 2006 | 6,051 | 9,716 | 15,767 | 1,783 | 2,313 | 4,096 | 7,834 | 12,029 | 19,863 |
| 2007 | 8,203 | 13,560 | 21,763 | 1,888 | 2,888 | 4,776 | 10,091 | 16,448 | 26,539 |
| % change | 35.6 | 39.6 | 38.0 | 5.9 | 24.9 | 16.6 | 28.8 | 36.7 | 33.6 |

| University acceptances | | | | | | | | | |
|------------------------|-------|--------|--------|----------|--------|-------|-------|--------|--------|
| For entry in: | UK | | | Overseas | | | Total | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| 2006 | 4,244 | 6,970 | 11,214 | 985 | 1,300 | 2,285 | 5,229 | 8,270 | 13,499 |
| 2007 | 5,623 | 9,365 | 14,988 | 1,071 | 1,643 | 2,714 | 6,694 | 11,008 | 17,702 |
| % change | 32.5 | 34.4 | 33.7 | 8.7 | 26.4 | 18.8 | 28.0 | 33.1 | 31.1 |

Source: UCAS

- 6.3 Table 6.3 shows the number of female and overseas students as a proportion of the total acceptances to university law degree courses. In 2007, 62.2% of acceptances were from women candidates, up marginally from the 61.3% recorded in 2006. The proportion of overseas acceptances, 15.3%, was slightly lower than the 16.9% recorded in the previous year.

Table 6.3 Proportion of law students accepted in 2006 and 2007 who were female or from overseas

| Year | Female students | | Overseas students | |
|------|-----------------|------|-------------------|------|
| | No. | % | No. | % |
| 2006 | 8,270 | 61.3 | 2,285 | 16.9 |
| 2007 | 11,008 | 62.2 | 2,714 | 15.3 |

Source: UCAS

- 6.4 Table 6.4 shows the number of minority ethnic group students (excluding overseas students) who gained places on law degree courses for the academic year 2007. In total, minority ethnic group law students accounted for 31.3% of students starting a first degree law course in 2007. This represents a decrease on 2006, when the comparable proportion was 34.2%. Within this total, female acceptances were slightly more likely than males to be drawn from ethnic minorities: 31.7% of acceptances as opposed to 30.5 %.

Table 6.4 Minority ethnic students from the UK accepted to first degree law courses at universities and colleges in 2007

| Ethnic group | | Acceptances of students from UK | | |
|---------------------------------|---------------------------|---------------------------------|--------|--------|
| | | Male | Female | Total |
| White | White British | 3,550 | 5,889 | 9,439 |
| Black | Black Caribbean | 72 | 240 | 312 |
| | Black African | 324 | 497 | 821 |
| | Black Other | 22 | 50 | 72 |
| Asian | Indian | 337 | 661 | 998 |
| | Pakistani | 460 | 618 | 1078 |
| | Bangladeshi | 106 | 184 | 290 |
| | Chinese | 53 | 76 | 129 |
| | Other Asian | 96 | 123 | 219 |
| Mixed | White and Black Caribbean | 33 | 100 | 133 |
| | White and Black African | 24 | 53 | 77 |
| | White and Asian | 61 | 86 | 147 |
| | Other mixed | 48 | 116 | 164 |
| Other | Other | 81 | 164 | 245 |
| Unknown | Unknown | 356 | 508 | 864 |
| All minority ethnic acceptances | | 1,717 | 2,968 | 4,685 |
| All acceptances | | 5,623 | 9,365 | 14,988 |
| % from minority ethnic groups | | 30.5 | 31.7 | 31.3 |

Source: UCAS

- 6.5 Table 6.5 shows recent trends in the number of students graduating in law. It contrasts the number of graduates in 2007 with the position one and five years previously. The table shows that, in 2007, the total number of graduates was 13,662, an increase of 6.3% on the previous year. In the five years since 2002 the total number of graduates grew by 48.4% from a base of 9,204. The table shows that within this total the number of male law graduates has risen by 44.4% over the past 5 years, whereas the number of female law graduates has risen more quickly by 50.9% over the same period.

Table 6.5 **Number of students graduating in law from universities in England and Wales 2002, 2006 and 2007¹**

| Year of graduation | University Graduates in Law | | |
|--------------------|-----------------------------|--------|--------|
| | Male | Female | Total |
| 2002 | 3,487 | 5,717 | 9,204 |
| 2006 | 4,633 | 8,225 | 12,858 |
| 2007 | 5,036 | 8,626 | 13,662 |
| % change 2007/2006 | 8.7 | 4.9 | 6.3 |
| % change 2007/2002 | 44.4 | 50.9 | 48.4 |

¹ Figures relate to single honours law degrees and do not include modular or joint honour degrees which may also allow graduates to proceed directly to study the Legal Practice Course (para. 6.6)

Sources of data: 1995 and onwards, Higher Educational Statistical Agency

- 6.6 The HESA statistics do not represent the total numbers of graduates with a qualifying law degree. These are degrees which have covered the General Council of the Bar and the Law Society's seven foundations of legal knowledge which form the academic stage of legal education, and which allow graduates to proceed directly to study the Legal Practice Course. Many institutions now offer modular or joint honours degrees that have a substantial element of law study: depending on the choice of subjects, such degrees may or may not lead to a qualifying degree. The Law Society's Legal Education Department believes it is possible that there is a further substantial (i.e. higher than 4,000) number of law students with qualifying law degrees from joint honours or modular degrees graduate each year. However, a firm estimate of this figure cannot be made without collecting, on an individual and yearly basis, statistics from every institution offering such degrees.

6.7 Table 6.7 shows that, in 2007, of the 13,662 law graduates, just over half, 55.7% achieved a first class or upper second class degree. This proportion represents a marginal increase on the figure of 55.4% recorded for 2006. Overall, a higher proportion of women graduated with firsts or upper seconds than men: 57.4% and 52.8% of graduates respectively. There are no figures showing the classes of degree awarded to minority ethnic group law students.

Table 6.7 Class of degrees in law awarded in England and Wales in summer 2007

| Class of degree | All law graduates | | | | | |
|---------------------------------------|-------------------|-------|-------|-------|--------|-------|
| | Men | | Women | | Total | |
| | No. | % | No. | % | No. | % |
| First | 271 | 5.4 | 479 | 5.5 | 750 | 5.5 |
| Upper second | 2,390 | 47.5 | 4,476 | 51.9 | 6,866 | 50.3 |
| Lower second | 1,876 | 37.2 | 3,091 | 35.8 | 4,967 | 36.4 |
| Third/pass | 459 | 9.1 | 529 | 6.1 | 988 | 7.2 |
| Unclassified | 41 | 0.8 | 52 | 0.6 | 93 | 0.7 |
| Total | 5,036 | 100.0 | 8,626 | 100.0 | 13,662 | 100.0 |
| Total: first and upper second | 2,661 | | 4,955 | | 7,615 | |
| Percentage with first or upper second | 52.8 | | 57.4 | | 55.7 | |

Source: Higher Educational Statistical Agency

7. Student enrolments with the Law Society

- 7.1 All students who wish to embark on the Legal Practice Course (LPC), or enter into a training contract, must enrol with the Society as student members. The Society then maintains records of these students at each stage of their training. This includes performance on the LPC, the registration of traineeships, and the admission to the Roll of those who have successfully completed their training. Up until 1992, when an annual enrolment process was introduced, a certificate of enrolment was valid for five years. Annual enrolment allows better monitoring of students who maintain an interest in a career as a solicitor.
- 7.2 Primarily this monitoring consists of examining the proportions of women and minority ethnic students showing an interest in becoming a solicitor. Information on the proportion of enrolled students who were female, or from a minority ethnic group, enables the Society to examine the scope for further recruitment to the profession of members of these groups. Neither the number of students enrolling with the Society each year, nor the total number enrolled, can be used to predict the numbers who will subsequently enter the profession. This is because no consistent relationship has ever been identified between enrolments and subsequent admissions.
- 7.3 Details on the ethnic origin of students, as well as other demographic data, are sought at the time of their enrolment. Students are not obliged to complete the question on their ethnicity, but historically a high proportion of students have been prepared to do so. In 2007-08 the ethnicity of 92.6% of students enrolling with the Society was recorded. Table 7.4 shows the fuller breakdown of enrolments by gender and ethnicity. Table 7.5 shows the comparative data for one and five years ago, that is for 2002-03 and 2006-07.
- 7.4 In the year up to 31 July 2008, 11,558 students enrolled with the Law Society, an increase of only 1.8% on the previous year. Of these, 7,361 (63.7%), were women. This represents a slight increase on the proportion of women students recorded in 2006-07 (62.7 %), and also on the proportion for 2002-03 (62.4%). The proportion of women amongst minority ethnic group students was, at 65.7%, slightly higher than the proportion found amongst all who had enrolled. African-Caribbeans were the ethnic grouping with the highest proportion of women students. For this group of enrolled students, 76.5% were women.
- 7.5 Of those students enrolling with the Society last year, 3,574, or 30.9% of the total, were drawn from minority ethnic groups. This can be compared with the 30.7% from minority ethnic groups recorded in 2006-07, and the 24.3% recorded in 2002-03. In order to make this comparison registered students with missing ethnicity data have been allocated pro rata to the known totals.

Table 7.4 The ethnic origin and gender of students enrolling with the Law Society in 2007-08

| Ethnic origin | Male | | Female | | Total |
|---------------------|--------------|-------------|--------------|-------------|---------------|
| | No. | % | No. | % | No. |
| African-Caribbean | 40 | 23.5 | 130 | 76.5 | 170 |
| Asian | 623 | 35.8 | 1,115 | 64.2 | 1,738 |
| Chinese | 93 | 31.7 | 200 | 68.3 | 293 |
| African | 164 | 36.3 | 288 | 63.7 | 452 |
| Other ethnic origin | 214 | 32.7 | 441 | 67.3 | 655 |
| All ethnic minority | 1,134 | 34.3 | 2,174 | 65.7 | 3,308 |
| White European | 2,716 | 36.8 | 4,674 | 63.2 | 7,390 |
| Unknown | 347 | 40.3 | 513 | 59.7 | 860 |
| Total | 4,197 | 36.3 | 7,361 | 63.7 | 11,558 |

Source: Law Society's REGIS database

Table 7.5 Trends in the ethnic origin of students enrolling with the Law Society¹

| | 2002-2003 | | 2006-07 | | 2007-08 | |
|----------------------|--------------|--------------|---------------|--------------|---------------|--------------|
| | No. | % | No. | % | No. | % |
| Ethnic origin | | | | | | |
| African-Caribbean | 106 | 1.2 | 196 | 1.7 | 184 | 1.6 |
| Asian | 1,170 | 12.7 | 1,844 | 16.2 | 1,878 | 16.2 |
| Chinese | 233 | 2.5 | 302 | 2.7 | 317 | 2.7 |
| African | 341 | 3.7 | 536 | 4.7 | 488 | 4.2 |
| Other ethnic origin | 380 | 4.1 | 603 | 5.3 | 708 | 6.1 |
| All ethnic minority | 2,231 | 24.3 | 3,482 | 30.7 | 3,574 | 30.9 |
| White European | 6,964 | 75.7 | 7,869 | 69.3 | 7,984 | 69.1 |
| Total | 9,195 | 100.0 | 11,351 | 100.0 | 11,558 | 100.0 |
| Gender | | | | | | |
| Male | 3,453 | 37.6 | 4,230 | 37.3 | 4,197 | 36.3 |
| Female | 5,742 | 62.4 | 7,121 | 62.7 | 7,361 | 63.7 |
| Total | 9,195 | 100.0 | 11,351 | 100.0 | 11,558 | 100.0 |

Source: Law Society's REGIS database

¹ To make the comparison individuals with unknown ethnicity have been allocated pro rata.

8. Post-graduate education and training

The Legal Practice Course

- 8.1 The LPC is the next stage towards qualification as a solicitor for graduates with a first degree in law, and for graduates in other disciplines who have completed the one-year full-time conversion course, the Common Professional Exam (CPE).
- 8.2 In 2008, of the 9,662 students who enrolled on the LPC, 8,798, or 91.1%, sat the summer / autumn examinations. This latter figure is the total number of enrolments less those who were deferred or absent from the examinations. Taken overall, the pass rate in 2008 was 78.8%. Of those actually taking the examination, the pass rate was 86.5%, which represents a marked increase on the 2007 figure of 75.6%. Table 8.2 below shows the full set of results. Candidates who pass with distinction now account for over one quarter (26.1%) of total passes.

Table 8.2 Legal Practice Course results of summer examinations – summer / autumn 2008

| Results | No. of students | 2008 % of those sitting exam | % of all students |
|---|-----------------|---------------------------------|-------------------|
| Diploma with distinction | 2,519 | 28.1 | 26.1 |
| Diploma with commendation | 2,894 | 32.3 | 30.0 |
| Diploma | 2,193 | 24.5 | 22.7 |
| Total passes | 7,606 | 86.5 | 78.8 |
| Referred | 793 | 8.8 | 8.2 |
| Resit | 320 | 3.6 | 3.3 |
| Failed | 79 | 0.9 | 0.8 |
| Total failed | 1,192 | 13.5 | 12.3 |
| Total sitting the examination | 8,798 | 100.0 | 91.1 |
| Deferred | 101 | | 1.1 |
| Absent | 10 | | 0.1 |
| Withdrawn | 58 | | 0.6 |
| No result | 695 | | 7.2 |
| Total not sitting the examination | 864 | | 8.9 |
| Total students enrolled on the LPC | 9,662 | | 100.0 |

Source: Law Society database

Table 8.3 Places on the Legal Practice Course for 2006-07, 2007-08 and 2008-09

| College of Law/universities | Full-time | | | Part-time | | |
|------------------------------------|-----------|--------|--------|-----------|---------|--------|
| | '06-07 | '07-08 | '08-09 | '06-07 | '07-08 | '08-09 |
| Anglia Ruskin University | 70 | 70 | 70 | 30 | 30 | 30 |
| BPP Law School, Holborn, Ldn. | 1,080 | 1,080 | 1,188 | 288 | 288 | 288 |
| BPP Law School, Waterloo, Ldn. | 252 | 252 | 252 | 54 | 54 | 54 |
| BPP Law School, Leeds | 360 | 360 | 360 | 72 | 72 | 72 |
| BPP Law School, Manchester | 360 | 360 | 360 | 108 | 108 | 108 |
| Bournemouth University | 96 | 96 | 96 | - | - | - |
| Cardiff Law School | 180 | 180 | 180 | - | - | - |
| The College of Law: | | | | | | |
| All branches | | | | 1,000* | 1,280 * | 1,380* |
| Bloomsbury (Store St.), Ldn. | 1,260 | 1,260 | 1,260 | 200** | 200 ** | 288** |
| Moorgate, Ldn. | 1,000 | 1,000 | 1,000 | - | - | |
| Chester | 580 | 580 | 580 | * | ** | |
| Guildford | 700 | 700 | 700 | * | ** | |
| York | 484 | 484 | 484 | * | ** | |
| Birmingham | 528 | 528 | 528 | 40* | 40** | 40** |
| De Montfort University | 100 | 100 | 100 | 130 | 130 | 130 |
| Inns of Court School of Law | 176 | 176 | 176 | - | - | - |
| Leeds Metropolitan University | 105 | 105 | 105 | 45 | 45 | 45 |
| Liverpool John Moores University | 40 | 40 | 40 | 72 | 72 | 72 |
| London Metropolitan University | 110 | 110 | 110 | 54 | 54 | 54 |
| Manchester Metropolitan University | 168 | 168 | 168 | 64 | 48 | 64 |
| Nottingham Law School | 648 | 648 | 648 | 90 | 90 | 90 |
| Nottingham at Kaplan Law School | - | 300 | 300 | - | - | - |
| Oxford Institute of Legal Practice | 353 | 353 | 353 | - | - | - |
| Staffordshire University | 125 | 125 | 125 | 25 | 25 | 25 |
| Swansea University | 100 | 100 | 100 | - | - | - |
| Thames Valley University | 50 | 50 | 50 | - | - | - |
| University of Central England | 120 | 120 | 120 | 30 | 30 | 30 |
| University of Central Lancashire | 60 | 60 | 80 | 48 | 48 | 48 |
| University of Glamorgan | 108 | 108 | 108 | 32 | 32 | 32 |
| University of Hertfordshire | - | - | - | 64 | 64 | 64 |
| University of Huddersfield | 80 | 80 | 80 | 36 | 36 | 36 |
| Northumbria University | 160 | 160 | 160 | 50 | 50 | 50 |
| University of Plymouth | 120 | 120 | 120 | - | - | - |
| University of Sheffield | 180 | 180 | 180 | - | - | - |
| University of Wales, Aberystwyth | 50 | 100 | 100 | - | - | - |
| University of the West of England | 342 | 342 | 342 | 58 | 58 | 58 |
| University of Westminster | 120 | 120 | 120 | 64 | 64 | 64 |
| University of Wolverhampton | 60 | 60 | 60 | 30 | 30 | 30 |
| Total | 10,325 | 10,675 | 10,803 | 2,498 | 3,064 | 3,152 |

Source: Law Society database

*Part-time block (day or weekend).

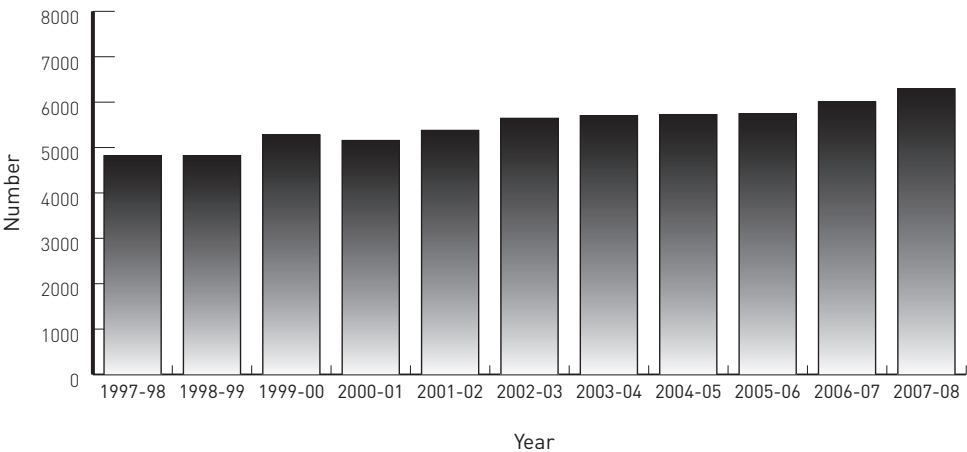
**Part-time evening.

- 8.3
- Table 8.3 shows the number of places available at institutions which have been validated to run the LPC. The number of full-time places available in 2008-09 will be 10,803. This is a slight increase of 1.2% on the number of places which were available in 2007-08.
- 8.4
- In addition, there will also be 3,152 places available on part-time LPC courses in 2008-09, a rise of 2.9% on those available last year.

Traineeships

- 8.5
- In addition to obtaining pre-vocational qualifications, those embarking on a career as a solicitor also have to undergo a period of training, in most cases for two years, before gaining admission to the Roll. The trainee is assigned to a training establishment, and a training contract is drawn up. Forms covering the registration of trainees are lodged with the Law Society.
- 8.6
- Chart 6 below shows the registrations of traineeships from 1997-98 to the present. In the year that ended 31 July 2008 there were 6,303 new traineeships registered with the Society. This represents an increase (4.8%) on the level recorded last year, when trainee registrations stood at 6,012. Trainee registrations are now running at the highest levels recorded to date.

Chart 6 Annual registration of trainees 1997-98 to 2007-08



Source: Law Society’s REGIS database

- 8.7
- Table 8.7 shows the data on the total number of trainees registered in 1997-98 and 2007-08 with the total analysed by trainee gender. Overall, the number of traineeships has increased by just under one third (30.6%) over the period. Within this total growth, that for women trainees was markedly higher than that for males (54.4% and 3.0% respectively). In fact, for each of the years since 1997-98 the majority of new trainees have been female. In this latest year, 63.4% of trainees registered were women, up slightly on the proportion recorded last year (61.5%).

Table 8.7 Number of traineeships registered in 1997-98 and 2007-08 analysed by gender of trainee

| Year | Male | | Female | | Total |
|-------------------------------|-------|------|--------|------|-------|
| | No. | % | No. | % | No. |
| 1997-98 | 2,238 | 47.1 | 2,588 | 52.9 | 4,826 |
| 2007-08 | 2,306 | 36.6 | 3,997 | 63.4 | 6,303 |
| % change 2007-08 over 1997-98 | | 3.0 | | 54.4 | 30.6 |

Source: Law Society's REGIS database

- 8.8 Since 1997 we have been able to examine the ethnic origin of new trainees. This year the ethnicity and gender of new trainees is shown in Table 8.8. The trainees' ethnic origin was validly recorded for 5,552 trainees, or 88.1% of the 6,303 new traineeships registered. This shows some slight decline in the quality of this data from last year, when the ethnicity of 93.2% of new trainees was known. In 2007-08, minority ethnic group trainees represented 20.9% of trainees of known ethnicity, up from the 18.4% recorded last year. The ethnic grouping most highly represented was 'Asian', which accounted for 58.0% of minority ethnic group trainees. Overall, the proportion of women was slightly higher amongst minority ethnic group trainees than for the group of trainees as a whole. Whereas 63.4% of all trainees were women, this proportion rose to 67.2% amongst those from minority ethnic groups. The 'African-Caribbean' group had the highest proportion of women trainees at 79.1 % and the 'Chinese' group the lowest at 61.5%.

Table 8.8 Trainee registrations by ethnic origin and gender 2007-08

| Ethnic origin | Male | Female | Total | Trainees with known ethnicity |
|---|-------|--------|-------|-------------------------------|
| | No. | No. | No. | % |
| African-Caribbean | 9 | 34 | 43 | 0.8 |
| Asian | 228 | 445 | 673 | 12.1 |
| Chinese | 40 | 64 | 104 | 1.9 |
| African | 35 | 80 | 115 | 2.1 |
| Other ethnic origin | 68 | 157 | 225 | 4.1 |
| Total known ethnic minority | 380 | 780 | 1,160 | 20.9 |
| Ethnic minority trainees as % of those with known ethnicity | 19.0 | 22.0 | 20.9 | - |
| White European | 1,620 | 2,772 | 4,392 | 79.1 |
| Total with known ethnicity | 2,000 | 3,552 | 5,552 | 100.0 |
| % of trainees with known ethnicity | 86.7 | 88.9 | 88.1 | |
| Trainees with unknown ethnicity | 306 | 445 | 751 | |
| % of trainees with unknown ethnicity | 13.3 | 11.1 | 11.9 | |
| All trainees | 2,306 | 3,997 | 6,303 | |
| All trainees % | 36.6 | 63.4 | 100.0 | |

Source: Law Society's REGIS database

8.9 Table 8.9 shows the numbers of new male and female traineeships registered in each Government Office Region (modified to maintain the important division between the City and the Rest of London) in 2007-08. Of the 6,303 trainees registered, 1,690 (26.8%) were located in the City of London. A further 1,322, or 21.0%, were located in the rest of London. Taken overall, just under one-half (47.8%) of first-year trainees were located in London in 2007-08. This is close to the 47.4% of London registrations recorded last year. Male trainees were more likely than female trainees to be located in London. Whereas over one-half (54.2%) of male trainees were located in London, the corresponding proportion for female trainees was only 44.1%. The region with the highest proportion of female trainees was the East Midlands with 72.8%, and the region with the lowest proportion was the City of London with 55.7%.

Table 8.9 Trainee placements in 2007-08 analysed by Government Office Region

| Region | Male | | | Female | | | Total | |
|--------------------------|--------------|-------------|--------------|--------------|-------------|--------------|--------------|--------------|
| | No. | % | % by region | No. | % | % by region | Total | % by region |
| City of London | 749 | 44.3 | 32.5 | 941 | 55.7 | 23.5 | 1,690 | 26.8 |
| Rest of London | 500 | 37.9 | 21.7 | 821 | 62.1 | 20.6 | 1,322 | 21.0 |
| South East | 143 | 30.4 | 6.2 | 327 | 69.6 | 8.2 | 470 | 7.5 |
| Eastern | 118 | 30.1 | 5.1 | 275 | 69.9 | 6.9 | 393 | 6.2 |
| South West | 71 | 31.9 | 3.1 | 151 | 68.1 | 3.8 | 222 | 3.5 |
| West Midlands | 146 | 32.5 | 6.3 | 302 | 67.5 | 7.6 | 448 | 7.1 |
| East Midlands | 64 | 27.2 | 2.8 | 171 | 72.8 | 4.3 | 234 | 3.7 |
| Yorkshire and Humberside | 157 | 36.0 | 6.8 | 280 | 64.0 | 7.0 | 437 | 6.9 |
| North West | 238 | 33.0 | 10.3 | 484 | 67.0 | 12.1 | 723 | 11.5 |
| North East | 55 | 30.6 | 2.4 | 126 | 69.4 | 3.1 | 181 | 2.9 |
| Wales | 64 | 35.0 | 2.8 | 119 | 65.0 | 3.0 | 182 | 2.9 |
| Total | 2,306 | 36.6 | 100.0 | 3,997 | 63.4 | 100.0 | 6,303 | 100.0 |

Source: Law Society's REGIS database

8.10 In addition to looking at the regional distribution of traineeships, we are also able to look at the types of organisation in which these male and female trainees are placed. This data, in Table 8.10, shows overwhelmingly that trainees are placed in private practice firms. Of the traineeships registered in 2007-08, 5,942 (94.3%) were in private practice firms. Male trainees were marginally more likely to be placed in private practice firms, and female trainees were marginally more likely to be placed in local government, commerce and industry, and other sectors.

Table 8.10 Trainee placements in 2007-08 analysed by category of employment of training institution

| Category of employment | Male | | Female | | Total | |
|---------------------------|-------|-------|--------|-------|-------|-------|
| | No. | % | No. | % | No. | % |
| Private practice | 2,199 | 95.4 | 3,743 | 93.6 | 5,942 | 94.3 |
| Commerce and industry | 43 | 1.9 | 100 | 2.5 | 143 | 2.3 |
| Government department | 14 | 0.6 | 7 | 0.2 | 21 | 0.3 |
| Local government | 21 | 0.9 | 78 | 2.0 | 99 | 1.6 |
| Court | 5 | 0.2 | 18 | 0.5 | 23 | 0.4 |
| Crown prosecution service | 8 | 0.3 | 14 | 0.4 | 22 | 0.3 |
| Advice service | 9 | 0.4 | 29 | 0.7 | 38 | 0.6 |
| Other | 7 | 0.3 | 8 | 0.2 | 15 | 0.2 |
| Total | 2,306 | 100.0 | 3,997 | 100.0 | 6,303 | 100.0 |

Source: Law Society's REGIS database

- 8.11 Given the importance of private practice firms to the training process, it is interesting to look at the characteristics of those firms which provide training placements. Of particular importance is the distribution of trainees by the size of firm in which they were placed. Data on the number of male and female trainees analysed by size of firm (measured by the total number of partners) is shown in Table 8.11. Of the 5,942 traineeships registered with private practice firms in 2007-08, just over one-third, 33.7%, were located in the small number of very large firms with 81 or more partners. At the other end of the spectrum only 4.6% of trainees were placed for training within sole practices. Male trainees were much more likely than female trainees to be placed in the very largest 81 or more partner firms. The proportions here were 40.1% and 30.0% respectively. In contrast to this, female trainees were more likely than male trainees to be placed in the smaller and medium-sized firms with between two and 80 partners although some of the differences here were not substantial. In sole practices there was little difference in the proportion of male and female trainees.

Table 8.11 Trainee placements in 2007-08 analysed by the size of private practice firm in which trainees were located

| Size of firm | Male | | Female | | Total | |
|----------------|-------|-------|--------|-------|-------|-------|
| | No. | % | No. | % | No. | % |
| Sole practice | 86 | 3.9 | 186 | 5.0 | 272 | 4.6 |
| 2-4 partners | 332 | 15.1 | 735 | 19.6 | 1,068 | 18.0 |
| 5-10 partners | 257 | 11.7 | 534 | 14.3 | 792 | 13.3 |
| 11-25 partners | 239 | 10.9 | 553 | 14.8 | 793 | 13.3 |
| 26-80 partners | 402 | 18.3 | 611 | 16.3 | 1,014 | 17.1 |
| 81+ | 882 | 40.1 | 1,123 | 30.0 | 2,004 | 33.7 |
| Total | 2,199 | 100.0 | 3,743 | 100.0 | 5,942 | 100.0 |

Source: Law Society's REGIS database

- 8.12 Since August 1987, in order to try to ensure that the solicitors' profession is open to all regardless of their background, the Council of the Law Society has recommended minimum starting salaries for trainee solicitors. Recent rates set by the Council are shown below in Table 8.12. Since August 2002 the revision has taken place annually (as shown in the table), and also, in August 2003, the 'Council Recommended' salary level was introduced.

Table 8.12 Starting salaries for trainee solicitors

| Effective date | Central London ¹ | Outer London | Rest of England and Wales |
|------------------------------------|-----------------------------|--------------|---------------------------|
| Council recommended minimum | | | |
| From 1/8/2002 | £14,600 | £13,000 | £13,000 |
| From 1/8/2003 | £15,300 | £13,600 | £13,600 |
| From 1/8/2004 | £15,900 | £14,200 | £14,200 |
| From 1/8/2005 | £16,450 | £14,720 | £14,720 |
| From 1/8/2006 | £17,110 | £15,332 | £15,332 |
| From 1/8/2007 | £17,660 | £15,820 | £15,820 |
| From 1/8/2008 | £18,420 | £16,500 | £16,500 |
| Council recommended | | | |
| From 1/8/2004 | £16,680 | £14,870 | £14,870 |
| From 1/8/2005 | £17,050 | £15,180 | £15,180 |
| From 1/8/2006 | £17,527 | £15,605 | £15,605 |
| From 1/8/2007 | £18,090 | £16,100 | £16,100 |
| From 1/8/2008 | £18,870 | £16,790 | £16,790 |

¹ Central London is the City of London, Holborn and Westminster.

- 8.13 Analyses of trainees' actual starting salaries by gender and region are shown below in Table 8.13. This shows that, in 2007-08, average starting salaries were highest in Central London (the City, Holborn and Westminster) at £32,697, and lowest in Wales at £17,171. Taken over all trainees, the average starting salary was £23,865. This represents a large increase of 10.9% on the average salary paid last year, which was £21,518. Within this total rise male trainee salaries increased by 8.5% on average, whilst the increase for female trainees was larger at 13.0%.

Table 8.13 Trainees' starting salaries by Government Office Region and gender

| Region | Male average (£) | Female average (£) | All trainees average (£) | % male average salary over female | Average salary as % of minimum |
|----------------------|------------------|--------------------|--------------------------|-----------------------------------|--------------------------------|
| Central London | 33,146 | 32,361 | 32,697 | 2.4 | 185 |
| Rest of Greater Ldn | 25,688 | 24,101 | 24,663 | 6.6 | 156 |
| South East | 19,553 | 19,846 | 19,756 | -1.5 | 125 |
| Eastern | 18,597 | 18,403 | 18,465 | 1.1 | 117 |
| South West | 18,053 | 18,153 | 18,121 | -0.6 | 115 |
| West Midlands | 19,869 | 18,819 | 19,163 | 5.6 | 121 |
| East Midlands | 18,775 | 17,955 | 18,175 | 4.6 | 115 |
| Yorks and Humberside | 18,713 | 18,345 | 18,475 | 2.0 | 117 |
| North West | 19,049 | 18,579 | 18,734 | 2.5 | 118 |
| North East | 19,332 | 18,262 | 18,592 | 5.9 | 118 |
| Wales | 17,438 | 17,017 | 17,171 | 2.5 | 109 |
| Total | 25,092 | 23,175 | 23,865 | 8.3 | n/a |

Source: Law Society's REGIS database

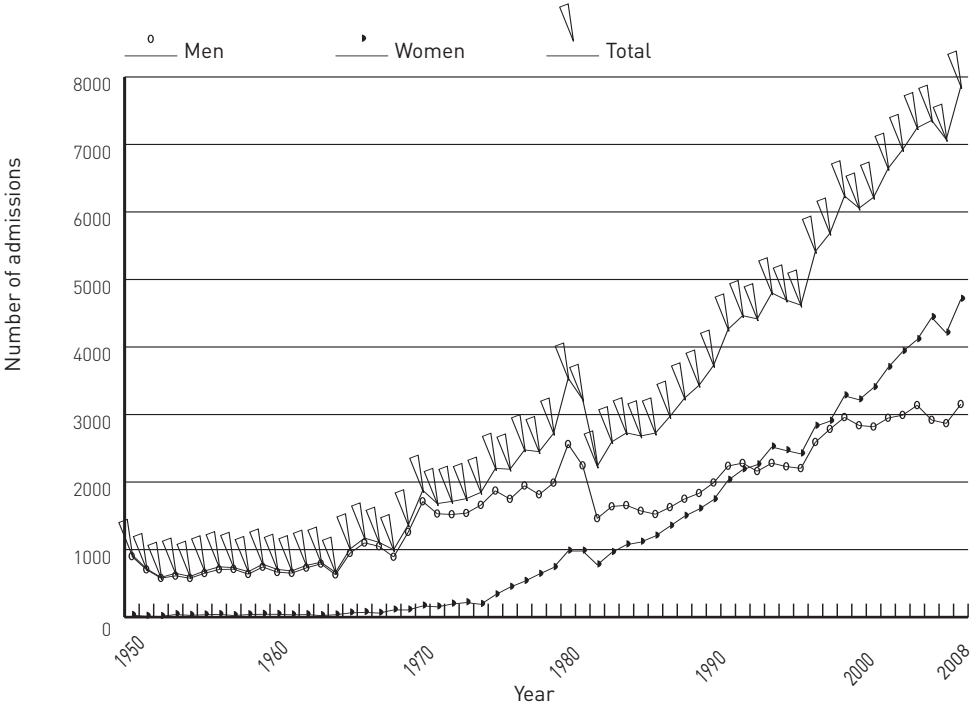
- 8.14 Table 8.13 also breaks the data down by trainee gender. On average, male trainees were offered starting salaries which were 8.3% above the average level for females. The average salary levels for male and female trainees recorded on REGIS being £25,092 and £23,175 respectively. Only in the South West and South East regions were average female starting salaries higher than that for men.

9. Admission to the Roll

9.1 There are two distinct routes to admission to the Roll: a direct route, followed by completing the required educational and vocational training outlined in Chapter 5, and the transfer route, which includes transfers from other legal professions within England and Wales, such as barristers, legal executives and magistrates and justices’ clerks, as well as lawyers who qualified in other jurisdictions. This latter group includes a number of Scottish and Northern Irish lawyers.

9.2 The total number of individuals admitted to the Roll in the year that ended 31 July 2008 was 7,861. This represents a large increase of 8.8% on the 7,223 individuals who were admitted in 2006-07. This growth rate, which is one of the highest recorded to date, has been largely fuelled as we will see by transfers in from other professions and jurisdictions. Chart 7 shows the growth in admissions of men and women separately for the period 1950 to 2008. Over this period, total annual admissions rose by 848.9% at an average annual increase of 3.8% per year. Over the same period, female admissions have grown at an average annual rate of 9.4%, which equates to a doubling of the number of female admissions approximately every seven years. The average growth rate for males, 2.2%, has been less than one-quarter that for women admissions over the period.

Chart 7 Growth in solicitors’ admissions to the Roll 1950-2008



Source: Law Society’s REGIS database

9.3 Table 9.3 shows the trend over the past 10 years in the number of men and women admitted to the profession. Between 1998 and 2008, total admissions grew by 38.3% from a base of 5,685. Over this period, male admissions rose by only 13.3%, whilst female admissions grew almost five times faster, by 62.3%. Women have accounted for the majority of new admissions in each year since 1997-98 and, in 2007-08, 59.9% of those admitted were female.

Table 9.3 Men and women admitted to the Roll 1997-98 to 2007-08

| | Men | | Women | | Total No. | Annual change % |
|-------------------------------------|-------|------|-------|------|--------------|--------------------|
| | No. | % | No. | % | | |
| 1997-98 | 2,784 | 49.0 | 2,901 | 51.0 | 5,685 | 4.9 |
| 1998-99 | 2,959 | 47.4 | 3,278 | 52.6 | 6,237 | 9.7 |
| 1999-2000 | 2,838 | 46.9 | 3,218 | 53.1 | 6,056 | -2.9 |
| 2000-01 | 2,819 | 45.3 | 3,399 | 54.7 | 6,218 | 2.7 |
| 2001-02 | 2,949 | 44.4 | 3,697 | 55.6 | 6,646 | 6.9 |
| 2002-03 | 2,991 | 43.2 | 3,933 | 56.8 | 6,924 | 4.2 |
| 2003-04 | 3,137 | 43.3 | 4,110 | 56.7 | 7,247 | 4.7 |
| 2004-05 | 2,918 | 39.7 | 4,438 | 60.3 | 7,356 | 1.5 |
| 2005-06 | 2,869 | 40.6 | 4,206 | 59.4 | 7,075 | -3.8 |
| 2006-07 | 2,900 | 40.1 | 4,323 | 59.9 | 7,223 | 2.1 |
| 2007-08 | 3,153 | 40.1 | 4,708 | 59.9 | 7,861 | 8.8 |
| % change 2007-08 over 1997-98 | | 13.3 | | 62.3 | | 38.3 |

Source: Law Society's REGIS database

- 9.4 The age distribution of those admitted in 2007-08 is shown in Table 9.4. The table shows there was little substantive difference in the age distribution of male and female admissions. Taken overall, the average age of those admitted was 29.8 years. The average age for males was slightly higher than that for females, the average ages being 30.8 and 29.2 years respectively. Just under three-fifths (57.6%) of new admissions were aged 28 years or less, and just under two-thirds (66.0%) were aged 29 or less.

Table 9.4 The age distribution of solicitors admitted to the Roll in 2007-08

| Age | Male | | Female | | All admissions. | | Cumulative |
|-------------|-------|-------|--------|-------|-----------------|-------|------------|
| | No. | % | No. | % | No. | % | % |
| 23 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0.0 |
| 24 | 31 | 1.0 | 64 | 1.4 | 95 | 1.2 | 1.2 |
| 25 | 266 | 8.4 | 553 | 11.7 | 819 | 10.4 | 11.6 |
| 26 | 443 | 14.1 | 920 | 19.5 | 1,363 | 17.3 | 29.0 |
| 27 | 488 | 15.5 | 837 | 17.8 | 1,325 | 16.9 | 45.8 |
| 28 | 374 | 11.9 | 550 | 11.7 | 924 | 11.8 | 57.6 |
| 29 | 276 | 8.8 | 383 | 8.1 | 659 | 8.4 | 66.0 |
| 30-34 | 671 | 21.3 | 843 | 17.9 | 1,514 | 19.3 | 85.2 |
| 35-39 | 272 | 8.6 | 289 | 6.1 | 561 | 7.1 | 92.4 |
| 40-44 | 165 | 5.2 | 148 | 3.1 | 313 | 4.0 | 96.3 |
| 45-49 | 85 | 2.7 | 78 | 1.7 | 163 | 2.1 | 98.4 |
| 50-54 | 49 | 1.6 | 26 | 0.6 | 75 | 1.0 | 99.4 |
| 55 and over | 30 | 1.0 | 10 | 0.2 | 40 | 0.5 | 99.9 |
| Total known | 3,150 | 99.9 | 4,701 | 99.9 | 7,851 | 99.9 | |
| Unknown | 3 | 0.1 | 7 | 0.1 | 10 | 0.1 | 100.0 |
| Grand total | 3,153 | 100.0 | 4,708 | 100.0 | 7,861 | 100.0 | |
| Average age | | 30.8 | | 29.2 | | 29.8 | |

Source: Law Society's REGIS database

9.5 Table 9.5 shows the proportion of men and women who were admitted in the year 2007-08 by each of the different routes. For 10.8% of admissions these data were not recorded. Just over three-fifths of admissions, 63.7%, were through the direct qualification route and, of these, just under three-quarters (71.4%) were law graduates and the remainder were non-law graduates who had passed the CPE. Women were significantly more likely than men to qualify by this direct route, 66.9% of admissions as against 58.9%, and, within this total, were more likely than men to have qualifying law degrees. In contrast, men were slightly more likely than women to qualify via a transfer in; the relevant proportions here being 29.3% and 23.0% respectively. Men were, in particular, markedly more likely than women to have been barristers or to be transferring in from another jurisdiction, 28.4 % as opposed to 20.9%. In fact, much of the unprecedented growth in admissions this year is attributable to the growth in transfers in, which rose by 44.9% in the past year, and in particular by the growth in overseas lawyer transfers, which increased by 55.4%. Taken overall, in 2008, women accounted for 59.9% of admissions to the Roll.

Table 9.5 The routes to admission to the Roll in 2007-08

| Entry routes | Male | | Female | | All admissions | |
|---------------------------|-------|-------|--------|-------|----------------|-------|
| | No. | % | No. | % | No. | % |
| Direct entry: | | | | | | |
| Law degree | 1,249 | 39.6 | 2,326 | 49.4 | 3,575 | 45.5 |
| Non-law degree | 607 | 19.3 | 826 | 17.5 | 1,433 | 18.2 |
| Total direct entry | 1,856 | 58.9 | 3,152 | 66.9 | 5,008 | 63.7 |
| Entry by transfer: | | | | | | |
| Overseas lawyer | 764 | 24.2 | 829 | 17.6 | 1,593 | 20.3 |
| Barrister | 132 | 4.2 | 154 | 3.3 | 286 | 3.6 |
| FILEX | 29 | 0.9 | 99 | 2.1 | 128 | 1.6 |
| Total transfers | 925 | 29.3 | 1,082 | 23.0 | 2,007 | 25.5 |
| Route unknown | 372 | 11.8 | 474 | 10.1 | 846 | 10.8 |
| All admissions | 3,153 | 100.0 | 4,708 | 100.0 | 7,861 | 100.0 |
| % | 40.1 | | 59.9 | | 100.0 | |

Source: Law Society's REGIS database

9.6 In 2008 just over one quarter of admissions (25.5%) were transfers in from other professions and jurisdictions. Table 9.6 analyses transfers in by whether they were from other professions within England or Wales, or from other jurisdictions, and shows the country of origin of those transferring from other jurisdictions. Of the 2007 transfers, around a fifth, 20.6%, were from other professions based within England and Wales, individuals who had previously qualified as either barristers or legal executives. The remaining 79.4% were transfers in from other jurisdictions. Most notable here were Australian and New Zealand lawyers, who alone accounted for just over one fifth (22.0%) of all transfers in. In addition to these, transfers from Hong Kong accounted for a further 12.6%, those from the US / Canada and the Indian subcontinent 9.0%, and those from other parts of the UK a further 5.0% of all transfers.

Table 9.6 Analysis of transfers into the profession 2007-08

| | Male | | Female | | All transfers | |
|----------------------------------|------------|--------------|--------------|--------------|---------------|--------------|
| | No. | % | No. | % | No. | % |
| From other professions: | | | | | | |
| Legal executives | 29 | 3.1 | 99 | 9.1 | 128 | 6.4 |
| Barristers | 132 | 14.3 | 154 | 14.2 | 286 | 14.3 |
| Sub-total | 161 | 17.4 | 253 | 23.4 | 414 | 20.6 |
| From other jurisdictions: | | | | | | |
| Hong Kong | 70 | 7.5 | 182 | 16.8 | 252 | 12.6 |
| Australia/New Zealand | 219 | 23.7 | 223 | 20.6 | 442 | 22.0 |
| USA/Canada | 108 | 11.7 | 72 | 6.6 | 180 | 9.0 |
| Scotland/N. Ireland/Isle of Man | 47 | 5.1 | 52 | 4.8 | 100 | 5.0 |
| Other EU countries | 76 | 8.2 | 82 | 7.6 | 158 | 7.9 |
| Non-EU countries | 3 | 0.3 | 6 | 0.6 | 9 | 0.5 |
| Singapore/Malaysia | 46 | 5.0 | 51 | 4.7 | 98 | 4.9 |
| India/Pakistan/Sri Lanka | 107 | 11.6 | 73 | 6.7 | 180 | 9.0 |
| South Africa | 27 | 2.9 | 28 | 2.6 | 55 | 2.8 |
| Nigeria | 49 | 5.2 | 41 | 3.8 | 89 | 4.4 |
| All other jurisdictions | 11 | 1.2 | 19 | 1.7 | 30 | 1.5 |
| Sub-total | 764 | 82.6 | 829 | 76.6 | 1,593 | 79.4 |
| Grand total | 925 | 100.0 | 1,082 | 100.0 | 2,007 | 100.0 |

Source: Law Society database

- 9.7 The main factor affecting age on admission is the route taken to qualification. Table 9.7 shows the average age on qualification for men and women for each of the separate routes. These reflect the average times taken to qualify by each route and show that the group with the lowest average age, 27.9 years, were direct entrants with qualifying law degrees. Those admitted by the CPE route were aged 30.6 years on average. Taken overall, the average age for direct admissions was 28.7 years. Those transferring in were, on average, just under five years older than direct admissions, at 33.4 years. There was little difference between the average ages of men and women qualifying by the same route, though male transfers in from other jurisdictions were over three years older on average than their female counterparts.

Table 9.7 Average age on admission to the Roll by route to admission and gender 2007-08

| Entry routes | Male | | Female | | All admissions | |
|---------------------------|-------|-------------|--------|-------------|----------------|-------------|
| | No. | Average age | No. | Average age | No. | Average age |
| Direct entry: | | | | | | |
| Law degree | 1,249 | 28.3 | 2,326 | 27.7 | 3,575 | 27.9 |
| Non-law degree | 607 | 31.0 | 826 | 30.3 | 1,433 | 30.6 |
| Total direct entry | 1,856 | 29.2 | 3,152 | 28.4 | 5,008 | 28.7 |
| Entry by transfer: | | | | | | |
| Overseas lawyer | 764 | 35.0 | 829 | 31.6 | 1,593 | 33.2 |
| Barrister | 132 | 34.1 | 154 | 31.7 | 286 | 32.8 |
| FILEX | 29 | 37.0 | 99 | 35.8 | 128 | 36.1 |
| Total transfers | 925 | 34.9 | 1,082 | 32.0 | 2,007 | 33.4 |
| Route unknown | 372 | 28.3 | 474 | 28.5 | 846 | 28.4 |
| All admissions | 3,153 | 100.0 | 4,708 | 100.0 | 7,861 | 100.0 |
| % | 40.1 | 30.8 | 59.9 | 29.2 | 100.0 | 29.8 |

Source: Law Society's REGIS database

9.8 Table 9.8 shows the numbers and percentages qualifying via each route in 2007-08 contrasted with the position one year and five years ago. In order to make the comparison, the 10.8% of admissions for whom the route was unknown in 2007-08 have been allocated pro rata to the other known categories. The table shows that the proportion of direct admissions reduced sharply this year falling as it did from 78.7% of all admissions in 2006-07 to 71.4% in 2007-08. Within the total number of direct entrants, the proportion of non-law graduates has remained stable at just over one fifth. Whereas 19.2% of all admissions in 2002-03 were non-law graduates, this proportion had only risen slightly to 20.4% by 2007-08. The route which has shown real growth is transfers in. These increased from 21.3% of all admissions in 2006-07 to 28.6% in 2007-08.

Table 9.8 Trends in the main routes to admission to the Roll 2002-03 to 2007-08

| Routes to admission | 2002-03 | 2006-07 | 2007-08 |
|---------------------|---------|---------|---------|
| Law degree | 3,811 | 4,128 | 4,006 |
| Non-law degree | 1,328 | 1,560 | 1,606 |
| Transfers | 1,786 | 1,535 | 2,249 |
| Total | 6,925 | 7,223 | 7,861 |
| Routes to admission | % | % | % |
| Law degree | 55.0 | 57.2 | 51.0 |
| Non-law degree | 19.2 | 21.6 | 20.4 |
| Transfers | 25.8 | 21.3 | 28.6 |
| Total | 100.0 | 100.0 | 100.0 |

9.9 We are also able to examine trends in the number of admissions drawn from minority ethnic groups. Table 9.9 shows the comparison between 2002-03, 2006-07 and 2007-08. The table shows that, as a proportion of those admissions for whom the ethnicity was known, minority ethnic group admissions represented over one fifth, 22.6%, of the total in 2007-08, compared with 17.2% five years ago. Fluctuations in the intervening years mean that although there is no great consistency it appears that this proportion is increasing over time. Most of the observed increase over the past five years has been fuelled by increases in 'Chinese' admissions. Chinese admissions increased by 94.2% over the past year and 292% over the past five years. In contrast to this, the small number of African-Caribbean admissions reduced by over a third (34.5%) in the past year, and have almost halved (46.2%) in the past five years.

Table 9.9 Trends in minority ethnic group admissions to the Roll 2002-03, 2006-07 and 2007-08

| Ethnicity | 2002-03 | 2006-07 | 2007-08 | % change | |
|-------------------------------------|--------------|--------------|--------------|----------------------------|----------------------------|
| | | | | 2007-08 over 2006-07 | 2007-08 over 2002-03 |
| African-Caribbean | 67 | 55 | 36 | -34.5 | -46.2 |
| Asian | 506 | 612 | 712 | 16.3 | 40.7 |
| Chinese | 108 | 218 | 423 | 94.2 | 292.0 |
| African | 96 | 118 | 153 | 29.8 | 59.5 |
| Other | 139 | 212 | 242 | 14.3 | 74.3 |
| Total from ethnic minorities | 916 | 1,215 | 1,567 | 28.9 | 71.0 |
| Number of admissions | | | | | |
| where ethnicity is known | 5,311 | 6,082 | 6,930 | 13.9 | 30.5 |
| Ethnic minorities as a % | | | | | |
| of those with known ethnicity | 17.2 | 20.0 | 22.6 | 13.2 | 31.1 |
| Total admissions | 6,924 | 7,223 | 7,861 | 8.8 | 13.5 |
| % of admissions | | | | | |
| with known ethnicity | 76.7 | 84.2 | 88.2 | 4.7 | 14.9 |
| Male admissions | 2,991 | 2,900 | 3,153 | 8.7 | 5.4 |
| Males as % of total | 43.2 | 40.1 | 40.1 | - | - |
| Female admissions | 3,933 | 4,323 | 4,708 | 8.9 | 19.7 |
| Females as % of total | 56.8 | 59.9 | 59.9 | - | - |
| Total admissions | 6,924 | 7,223 | 7,861 | 8.8 | 13.5 |

Source: Law Society's REGIS database

- 9.10 In 2007-08 there were 1,567 admissions from minority ethnic groups out of a total of 7,861. Comparable figures for last year were 1,215 admissions out of a total of 7,223. The increase in the representation of minority ethnic groups over the past year is, as we have seen, largely accounted for by the increase in the number of Chinese admissions.
- 9.11 A fuller breakdown of minority ethnic group admissions in 2007-08 is shown in Table 9.11. This table analyses admissions by both gender and ethnicity and shows that last year 63.6% of those admitted from minority ethnic groups were female. This is a higher value than that for admissions as a whole (59.9%). Within minority ethnic groups, the proportion of female admissions was highest amongst African-Caribbeans, 80.5%, and lowest amongst Africans, 52.3%.

Table 9.11 Minority ethnic group admissions in 2007-08 by gender

| Ethnic group | Male | | Female | | Total |
|--|-------|------|--------|------|-------|
| | No. | % | No. | % | No. |
| African-Caribbean | 7 | 19.5 | 29 | 80.5 | 36 |
| Asian | 273 | 38.4 | 438 | 61.6 | 712 |
| Chinese | 135 | 31.9 | 288 | 68.1 | 423 |
| African | 73 | 47.7 | 80 | 52.3 | 153 |
| Other | 82 | 33.9 | 160 | 66.1 | 242 |
| Total admissions from ethnic minorities | 571 | 36.4 | 996 | 63.6 | 1,567 |
| Number of admissions where ethnicity is known | 2,688 | 38.8 | 4,242 | 61.2 | 6,930 |
| Ethnic minorities as a % of those with known ethnicity | | 21.2 | | 23.5 | 22.6 |
| Number of admissions where ethnicity is unknown | 465 | 49.9 | 466 | 50.1 | 931 |
| Total admissions | 3,153 | 40.1 | 4,708 | 59.9 | 7,861 |
| % of admissions with known ethnicity | 85.3 | | 90.1 | | 88.2 |

Source: Law Society's REGIS database

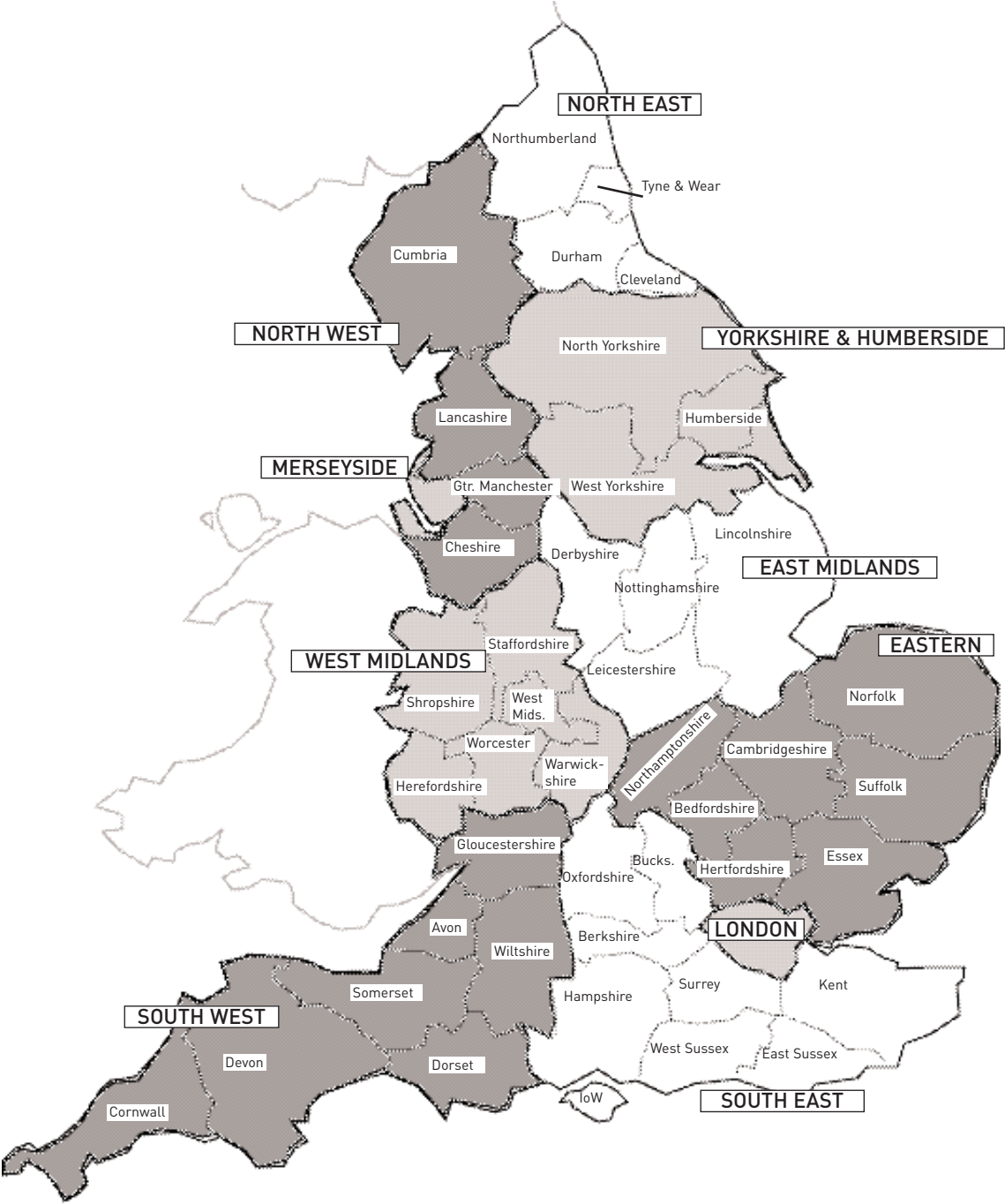
Appendices

Map 1 Government Office Regions

| Standard Statistical Region | County* | Government Office Region |
|-----------------------------|---|--------------------------|
| North | Cleveland* Durham Northumberland Tyne and Wear | North East |
| | Cumbria | |
| North West | Cheshire Greater Manchester Lancashire Merseyside** | North West |
| Yorkshire and Humberside | Humberside* North Yorkshire South Yorkshire West Yorkshire | Yorkshire and the Humber |
| East Midlands | Derbyshire Leicestershire Lincolnshire Northamptonshire Nottinghamshire | East Midlands |
| West Midlands | Hereford and Worcester* Shropshire Staffordshire Warwickshire West Midlands | West Midlands |
| South West | Avon* Cornwall Devon Dorset Gloucestershire | South West |
| East Anglia | Cambridgeshire Norfolk Suffolk | East of England |
| South East | Bedfordshire Essex Hertfordshire | |
| | Greater London | London |
| | Berkshire* Buckinghamshire East Sussex Hampshire Isle of Wight* Kent Oxfordshire Surrey West Sussex | South East |

* Counties prior to local government reorganisation

** North West region includes Merseyside from 1 August 1998



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Glossary of terms relating to the solicitors' profession

Admitted staff Staff that are solicitors on the roll but may or may not currently hold a practising certificate.

Associate See 'Position in firm'.

Barrister See 'Professional legal roles'.

Common Professional Exam (CPE) See 'Legal qualifications'.

Equity partner See 'Position in firm'.

Establishment Directive Establishment of Lawyers Directive 98/5/EC.

Ethnicity Where used in the Annual Statistical Report this refers to cultural groups of various kinds. The general ethnic classifications used are those that employers and others collecting information for the purpose of Equal Opportunities policies use. These classifications do not refer to the international or national citizenship status of individuals. For further information anti-racist language refer to the British Sociological Association online guidelines at www.britisoc.co.uk.

European corporate practice A lawyers' corporate practice incorporated in an EU state other than the UK, which does not practise from an office in England and Wales, and is wholly owned and directed by RELs and/or non-registered European lawyers, with or without solicitors, RFLs and/or English barristers.

Fee-earner A member of staff who earns fees eg a solicitor, legal executive, licensed conveyancer. 'Non-fee earning' refers to a member of staff who does not earn fees (secretaries, administrative staff etc).

Fellow of the Institute of Legal Executives (FILEX) See 'Legal qualifications'.

Government Office Region Refer to the map in the Appendix.

Incorporated practice See 'Practice type'.

Justices' clerk See 'Professional legal roles'.

Lawyer A lawyer is often used loosely as term for a member of the legal profession who will have obtained legal qualifications relating to one or more jurisdiction. A person describing themselves as a lawyer may or may not also be a solicitor and likewise may or may not be a registered European lawyer (see Registered European lawyers below). (Also see the term 'Non-registered European Lawyer' below).

The 'Setting up in practice - updated January 2002' section from the Guide online includes the following. (For more information contact the Professional Ethics department).

Registered European lawyers (RELs): An EU lawyer who is an EU national and is not a solicitor, barrister or advocate of any part of the UK, and who wishes to practise on a permanent basis in the UK, must register with one of the UK Bars or Law Societies. This is required by the Establishment of Lawyers Directive 98/5/EC. A REL is an EU lawyer who is registered with the Law Society under the Directive. Once registered, the REL becomes subject to the same rules as solicitors. An information pack on RELs is available from Professional Ethics (0870 606 2577).

Registered foreign lawyers (RFLs): An RFL is a foreign lawyer registered with the Law Society under section 89 of the Courts and Legal Solicitors Act 1990 in order to be permitted to enter into partnership (or an incorporated practice) with solicitors or RELs.

Non-registered European lawyer: A lawyer of a legal profession covered by the Establishment Directive who is based in the EU but outside England and Wales, and is not: a solicitor, a REL or an RFL, or an advocate or barrister of the UK or the Irish Republic. Note that this definition is not the same as that in the Solicitors' Practice Rules 1990.

Legal executive See 'Professional legal roles'.

Legal practice course (LPC) Refer to chapter 8 for post-graduate education and training.

Legal qualifications Refer to chapter 5 for routes to qualifications as a solicitor.

Limited liability partnership (LLP) See 'Practice type'.

Locums services These are businesses that act as agencies supplying on a contract or temporary basis admitted staff or paralegals.

Magistrate See 'Professional legal roles'.

Multi-national legal practice A MNP, or a recognised body (see 'Recognised body') with one or more RFL members, shareowners or directors.

Multi-national partnership (MNP) An unincorporated partnership whose members consist of one or more RFLs and one or more other lawyers, including at least one solicitor or REL, as permitted by rule 7(6) of the Solicitors' Practice Rules 1990. For further information refer to The Guide Online which includes an 'Information pack on MNPs and other Multi-national legal practices'.

Non-registered European lawyer See 'Lawyer'.

Overseas Lawyer See 'Professional legal roles'.

Paralegal A paralegal is not a lawyer and is a legal assistant who: is qualified through education in legal studies, training and/or work experience in a law environment; is employed or retained by a solicitor in private practice, law office, corporate or in-house solicitor, government agency or other entity; works under the ultimate direction and supervision of a solicitor; and performs substantive legal work (this is work requiring sufficient legal knowledge that, without the assistance of a paralegal, it would be performed by a solicitor).

Participation rate The participation rate is the percentage of solicitors on the Roll holding practising certificates.

Partner See 'Position in firm'.

Permitted partnerships See 'Practice type'.

Position in firm

Principal: A Principal may either be a partner or sole practitioner.

Sole practitioner: A sole practitioner works in a practice as the sole principal.

Partner: A partner is member in a partnership recognised in law. Partnership is controlled by the Partnership Act 1890, an essential condition of which is that a partnership is assumed to exist whenever the members of a business share profit whether or not the sharing of profit is on an equal basis. A partnership is regulated by an agreement which sets out the duties and responsibilities of the partners during the subsistence of the partnership and also upon its dissolution.

Equity partner: An equity partner receives their contractually agreed share of the profits but also has a residual claim on profits from the firms interests such as property.

Salaried partner: A salaried partner receives a salary and through a contractual agreement a share of profits.

Associate: A term used in some firms to denote solicitors who are not at partnership level but are more senior than an assistant solicitor.

The 'Setting up in practice - updated January 2002' section from The Guide Online includes information on 'Supervising and managing your practice' and 'Salaried partners' (for more information contact the Professional Ethics department).

Practice type

Private practice: This term distinguishes the private sector law practice organisations from other sectors which employ in-house solicitors. There are various categories of the private practice business type and these are of separate legal entities, for instance partnerships, incorporated firms, multi-national practices, locums services, foreign law practices, other private practice.

Other type of business categories for organisations employing in-house solicitors include: commerce and industry; government (government department, local government, court, government funded services and crown prosecution service); and other (advice service, educational establishment and other).

For further information on companies visit www.companieshouse.gov.uk

In The Guide Online there is information – in the ‘Setting up in practice - updated January 2002’ section – on ‘Permitted partnerships’; and an ‘Information Pack on Incorporated Practice (Limited Liability Partnerships LLPs)’. For more information contact the Professional Ethics department.

Permitted partnerships: Types of partnership that are permitted by rule 7(6) of the Solicitors’ Practice Rules 1990.

Incorporated practice: A practice or part of a practice incorporated as a company. By law and under professional rules, a company can only provide the service of solicitors to the public if it is a ‘recognised body’ under the Administration of Justice Act 1985 (AJA). Under professional rules, a company can only provide the services of registered European lawyers (RELs) to the public if it is a ‘recognised body’. Solicitors and RELs can also practise through a limited liability partnership (LLP), which is another type of body corporate, and which must also be a ‘recognised body’. The ‘Solicitors’ Incorporated Practice Rules 2001 (SIPR)’ contain the requirements for recognition, and the application procedure.

Limited Liability Partnership: Despite the name ‘limited liability partnership’: an LLP is not a partnership; an LLP has members, not partners; and partnership law does not apply to an LLP. An LLP is a corporate body. It is incorporated by registration with the Registrar of Companies in England and Wales under the Limited Liability Partnerships Act 2000. Although it is a body corporate, an LLP is not a company.

Practising certificate holders In order to act as a solicitor, the Solicitors Act 1974 requires that the solicitor’s name appears on the roll and that a current practising certificate is held. For further information on requirements to have a practising certificate contact the Law Society’s Professional Ethics department.

Principal See ‘Position in firm’.

Private practice See ‘Practice type’.

Professional legal roles

Barrister: A barrister is a member of the bar: the branch of the legal profession which has rights of audience before all Courts. Barristers are trained for, and specialize in, courtroom advocacy. Since 1994 solicitors have been allowed to apply for rights of audience (see below). For information on Barristers refer to www.barcouncil.org.uk

Legal executive: Legal executives are qualified lawyers who specialise in a particular area of law and work alongside solicitors or barristers. For further information refer to http://www.ilex.org.uk/professional_issues/default.asp

Justices' clerk: A qualified principal legal adviser to a magistrate. For more information visit <http://www.jc-society.co.uk/>

Magistrate: There are two forms of recognised magistrates: Justices of the Peace (JPs) and District Judges (Stipendiary magistrates). Stipendiary magistrates are legally qualified and salaried. A JP is a lay magistrate – person appointed to administer judicial business in a Magistrates Court. A JP also sits in the Crown Court with a judge or recorder to hear appeals and committals for sentence.

Overseas Lawyer: This term refers to a lawyer who works overseas from the jurisdiction that their legal qualifications relate to. For instance, the term refers to a lawyer who has qualified overseas from England and Wales and may be or may not have the requirements to become registered as a 'Registered Foreign Lawyer' (RFL) or 'Registered European Lawyer' (REL) (see 'Lawyer'). The term 'Non-registered European Lawyer' in some cases may describe an overseas lawyer (see 'Lawyer'). For related information refer to the Information pack produced by the Law Society's Professional Ethics department titled 'MNPs and other multi-national practices - revised April 2002' and contained in The Guide Online [www.guide-on-line.lawsociety.org.uk].

Qualified Lawyer Transfer Test (QLTT) Refer to chapter 9 for admissions to the Roll by transfer. Overseas lawyers are required to pass the QLTT to be admitted to the Roll.

Recognised body A body corporate recognised by the Law Society under section 9 of the Administration of Justice Act 1985 as suitable to undertake the provision of professional services such as are provided by individuals practising as solicitors or lawyers of other jurisdictions. Contained in The Guide Online [www.guide-on-line.lawsociety.org.uk] are information packs on recognised bodies - one for companies and one for LLPs.

Registered European lawyer See 'Lawyer'. An individual registered with the Law Society under the Establishment Directive. There is an information pack on RELs in The Guide Online [www.guide-on-line.lawsociety.org.uk]. Note that this definition of a REL is not the same as that in the European Communities (Lawyer's Practice) Regulations 2000.

Registered foreign lawyer (RFL) See 'Lawyer'. An individual registered with the Law Society under section 89 of the Courts and Legal Services Act 1990.

Salaried partner See 'Position in firm'.

Sole practitioner See 'Position in firm'.

Solicitors on the roll To become a solicitor one must have obtained the required legal qualifications to be admitted to the Roll. There are two distinct routes to admission to the Roll: a direct route, followed by completing the required educational and vocational training (see Chapter 5), and the transfer route, which includes transfers from other legal professions (see Chapter 9).

Under the Solicitors Act 1974, the Law Society is required to maintain records of all qualified solicitors on the roll.

There are reasons why statistics for solicitors on the roll are higher than numbers of solicitors with practising certificates. For instance, included are: solicitors who are 'non-practising' and who choose not to renew their practising certificate; retired solicitors who have chosen not to remove their name from the roll; and solicitors who are employed by organisations where they are not practising as a solicitor eg in an academic role like that of a lecturer.

Traineeship In addition to obtaining pre-vocational qualifications, those embarking on a career as a solicitor also have to undergo a period of training, in most cases two years before gaining admission to the Roll. The trainee is assigned to a training establishment, and a training contract is drawn up. Forms covering the registration of trainees are lodged with the Law Society.

www.research.lawsociety.org.uk

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Research Unit

The Law Society

113 Chancery Lane

London WC2A 1PL

Enquiry Line: 020 7320 5623

Fax: 020 7316 5642

EnquiriesSRU@lawsociety.org.uk