

**THE LAW SOCIETY OF ENGLAND & WALES
COMPETITION SECTION**

Statement on Ethnic Diversity In The Competition Law Profession

The Competition Section Committee of The Law Society considers that the competition bar (both barristers and solicitors) suffers from sub-optimal ethnic diversity. This statement seeks to identify the issue and to kick start a process whereby concrete progress can be made.

Issue

The UK competition authorities, private competition law bar (solicitors), and competition law barrister sets suffer from insufficient ethnic diversity, in particular at the senior level (senior positions within authorities, partners at law firms, authority panel barristers, and junior barristers and silks).

Goal

To:

1. Increase ethnic diversity in senior level positions at UK competition authorities, private competition law bar (solicitors), and competition law barrister sets, and
2. To create opportunities for ethnically diverse junior solicitors and barristers to showcase their talent to law firms, their clients and competition authorities.

Steps

Likely steps include:

- Organising a session with senior competition law partners and representatives of authorities to discuss the issue, possible initiatives, and concrete steps that can be taken.
- Writing to/speaking to/with each of the firms, authorities and barrister sets asking for views on:
 - What drives the issue?
 - What is needed to encourage change – and what steps are being taken to engender change?
 - The timetable for change/implementation?
- Working with stakeholders, including those at regulators, to create more opportunities for junior solicitors and barristers.

We will look to organise events and discussions early in 2023.

Signed



Keith Jones, Chair



Ruchit Patel



Omar Shah