



Informing Progress - Shaping the Future

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Making Law More Inclusive: The Law Society's Latest LGBTQ+ Survey

FOIL has long championed the view that a fairer, more inclusive legal profession is a stronger and more sustainable one. However, DEI remains an area where the legal sector, including the insurance law community FOIL represents, still has work to do. By supporting initiatives that generate honest, evidence-based insight, our members can make contributions that help drive meaningful change.

One such initiative is the Law Society's *Pride in the Law* survey, which is currently live and focuses on developing a better understanding of the experiences of LGBTQ+ solicitors. The survey aligns closely with FOIL's own values by showing a commitment to listening, to evidence, and to using a collective voice to support positive change across the industry. FOIL members are encouraged to take part and advocate the survey within their organisations to inspire colleagues to participate.

Pride in the Law 2026

Since the Law Society conducted its landmark *Pride in the Law* survey five years ago, the pace of change around DEI in the legal profession has been profound. Attitudes have evolved, legislation has progressed, and the conversation around LGBTQ+ rights and visibility in the workplace has grown in prominence. Despite this, those within the profession will recognise that awareness and progress are not the same, and the Law Society is seeking to identify what has changed, and where support is still needed.

The latest *Pride in the Law* survey is now open, and participation is welcome from all, regardless of sexual orientation, gender identity, location, or career stage. The survey is designed to gather honest, frank insight from LGBTQ+ solicitors and allies across England and Wales, with all responses completely anonymous and secure. Once available, the findings will help shape the next phase of the Law Society's DEI strategy work around LGBTQ+ inclusion.

To help promote the survey, the Law Society has created visuals to raise awareness, each carrying a distinct message designed to resonate with different parts of the profession. We encourage members to re-share the visuals across their organisations to help the survey reach as many people as possible.



Why the Survey Matters

The legal profession reflects and reinforces the values of the society it serves, and so a diverse, inclusive industry is fundamental to underpinning public trust in the justice system. This imposes a responsibility on all those who work within it. Professional effectiveness is another factor, with well-established evidence showing a strong connection between performance and psychological safety, of which inclusion is a key part. Teams that feel they can bring their whole selves to work are more engaged, more innovative, and more productive, particularly in fast-moving, high-pressure environments characteristic of law firms.

The 2021 survey provided a detailed picture of LGBTQ+ experiences in the workplace at a particular moment in time, identifying career progression, disclosure, allyship, and organisational culture among the key challenges faced. The 2026 iteration will build on that foundation and help develop a solid understanding of where meaningful progress has been made and where the profession is still falling short.

This is work that sits naturally alongside FOIL's, as we make a point of keeping DEI firmly on the agenda of our member organisations through regular thought leadership and a sustained programme of events designed to keep the conversation moving. This year alone, we have brought together experts from across the breadth of the DEI spectrum to share

their insight directly with our membership, helping firms identify practical, informed strategies to drive action. The *Pride in the Law* survey reflects the kind of member-driven approach FOIL promotes, so there is real value in members adding their voice to the activity.

Details of the Survey

The survey takes no more than 20 minutes to complete, with solicitors invited to share their experiences of working in the legal profession as LGBTQ+ individuals or allies. A wide range of areas relevant to everyday professional life are covered, such as inclusion in the workplace, the impact of identity on career development, and the extent to which LGBTQ+ solicitors feel seen and supported within their organisations.

The Law Society is particularly keen to hear diverse perspectives from across firm size, practice area, seniority, geography, and identity to build a picture that is an accurate reflection of the breadth of experience within the profession. Participation from allies is equally important, as their knowledge, awareness, and willingness to honestly reflect on how well an organisation is performing and how they can make a meaningful contribution by completing and sharing the survey.

Why FOIL Members Should Take Part

For FOIL members, this is an opportunity to contribute directly to a body of evidence that will inform guidance and support across the entire profession, including the insurance and litigation sectors in which our members work. Whether completing the survey personally or sharing it internally, every response helps create a more complete and representative picture of where the profession stands today.

The deadline for survey responses is **11.59 pm on Sunday 28th June**, and everyone who completes the survey will be entered into a prize draw with a chance to win a £100 voucher.

Please follow the link [Pride in the Law survey](#) to access and complete the survey.

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