

# EDI data gathering: Useful resources & benchmarks

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## 1 Introduction

This collection of resources is provided as part of the equality, diversity and inclusion (EDI) data gathering toolkit prepared by IP Inclusive in collaboration with [CIPA](#), [CITMA](#), the [IP Federation](#), the [UK Intellectual Property Office](#) and [IPReg](#). It is intended to be used by signatories to [the IP Inclusive EDI Charter](#) and other IP sector employers, in particular private practices.

Our toolkit also includes:

- Guidance on the legal (in particular data protection and employment law) aspects of EDI data handling
- A template standard EDI data gathering survey
- Practical tips for gathering and processing EDI data

The full toolkit can be accessed at <https://ipinclusive.org.uk/our-edi-data-gathering-toolkit/>.

The content of this document is based on discussions with relevant people and organisations both within and outside the IP sector, including those listed above. It is not comprehensive and it is not intended as formal advice<sup>1</sup>. However, we hope it will be of help to IP Inclusive Charter signatories that are considering embarking on their first EDI data gathering exercise or updating their previous efforts.

We would welcome your feedback. Let us know about the resources and benchmarks you have found useful in your own EDI data gathering and evaluation, and we will update this document to include them. Data gathered by IP sector organisations will be more valuable if we are able to align our approaches and the benchmarks we compare with.

## 2 General guidance on EDI data gathering

As a starting point, you may find the following useful for general guidance and information on what EDI data to gather and how.

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<sup>1</sup> Please see the “disclaimers” in section 7

- The Law Society’s Diversity and Inclusion Framework, which includes some excellent guidance on EDI data gathering: <https://www.lawsociety.org.uk/topics/diversity-and-inclusion-framework/>
- The InterLaw Diversity Forum’s Best Practice Guide to Diversity Monitoring: [https://www.interlawdiversityforum.org/files/ugd/5aa06e\\_490f5a593534432195edd027dad684af.pdf](https://www.interlawdiversityforum.org/files/ugd/5aa06e_490f5a593534432195edd027dad684af.pdf)
  - InterLaw also run The UK Model Diversity Survey (“UK MDS”) scheme (see <https://www.interlawdiversityforum.org/uk-model-diversity-survey>). This is a supplier diversity questionnaire which corporate and financial institutions use to monitor their panel firms/legal service suppliers on diversity, inclusion and culture. The purpose of the survey is to serve as the standard for law firms’ reporting of their diversity metrics; its benefits include data uniformity, time efficiency, and year-by-year analysis of trends both in aggregate and for individual firms.
- The ACAS guidance at: <https://www.acas.org.uk/improving-equality-diversity-and-inclusion/checking-equality-diversity-and-inclusion>
- Guidance from Inclusive Employers, in particular on measuring workplace inclusivity, at <https://www.inclusiveemployers.co.uk/blog/how-to-measure-inclusion-and-diversity-in-the-workplace/>.
- The Chartered Institute of Personnel and Development (CIPD) website at <https://www.cipd.org/uk/>
  - This includes general information about EDI in the workplace and about data protection issues surrounding the information you gather about employees.
  - More detailed resources are available to CIPD members.
- The recording of, and outcomes from, our September 2020 event on “D&I data gathering: making it count”:
  - <https://ipinclusive.org.uk/resources/di-data-gathering-making-it-count/>
  - <https://ipinclusive.org.uk/newsandfeatures/di-data-gathering-follow-up-to-3-september-event/>
- Also an interesting read on collecting EDI data in STEM-related sectors is a September 2025 report on “Data collection, insight and analysis for diversity and inclusion in STEM” published by the All-Party Parliamentary Group (APPG) on Diversity & Inclusion in STEM: <https://www.britishecienceassociation.org/Handlers/Download.ashx?IDMF=28f562b3-f4cb-4063-837c-79f3bb9cbf18>

Commercial tools are also available to manage EDI data collection for you, for example that provided by the UK company [Divrsity](#).

## 3 Benchmarks

### 3.1 General

Knowing your benchmarks should be key not only to analysing your EDI data, but also to the construction of your data gathering survey.

We have provided below some suggested sources of benchmarking data. Some relate specifically to the IP sector, others to the whole legal services sector and others still to wider UK society. Please contact us if you know of other, perhaps more specialist, data sources we could add to these.

### 3.2 IP sector benchmarks

Useful benchmarks for data on IP professionals include:

- IP Inclusive<sup>2</sup>:
  - 2019 survey results reported at <https://ipinclusive.org.uk/wp-content/uploads/2020/01/ipi-2019-benchmarking-survey-report.pdf>
  - 2020 survey results not formally published, but summaries can be made available on request
  - Further survey planned for 2026-27
- IPReg:
  - 2021 survey results reported at <https://ipreg.org.uk/about-us/equality-diversity-and-inclusion/ipreg-diversity-survey-2021>
  - 2024 survey results reported at <https://ipreg.org.uk/sites/default/files/2025-01/ipreg-diversity-survey-2024-report-final-additional-analysis.pdf>
  - Further survey planned for 2026
- CIPA:
  - 2024 membership survey results (including diversity-related data) reported at <https://www.cipa.org.uk/report/membership-survey-results/>
- Specialist IP sector recruitment consultants, some of whose salary surveys provide insights into issues such as gender and ethnicity balance, social mobility and attitudes to EDI: see, for example, the surveys run by Caselton Clark<sup>3</sup>, Fellows and Associates<sup>4</sup> and Sacco Mann<sup>5</sup>.
- Specialist IP sector publications such as *World Intellectual Property Review* (WIPR) (see, for example, <https://newtonmedia.foleon.com/worldipreview/diversity-2022/growing-fears> for a report of its 2022 survey)

### 3.3 Legal sector benchmarks

Useful benchmarks from the wider legal sector include:

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<sup>2</sup> Note that our 2019 and 2020 surveys used slightly different questions and/or response options. Those in 2020 had been partly tailored to take account of respondent feedback in 2019.

<sup>3</sup> 2024 results via <https://www.caseltonclark.co.uk/blog/2024/05/intellectual-property-salary-survey-2023>

<sup>4</sup> 2025 results at <https://fellowsandassociates.com/wp-content/uploads/2025/07/FellowsSalarySurvey2025.pdf>

<sup>5</sup> 2024 results at <https://sitescdn.weareventure.co.uk/public/saccomann/site/live/uploads/ptmdsalarysurvey2024pdf.pdf>

- The Legal Services Board’s “Diversity Dashboard” at <https://legalservicesboard.org.uk/research/diversity-dashboard-0>, which brings together diversity data from the individual legal services regulators – including the Bar Standards Board, IPReg and the Solicitors Regulation Authority.
- Relevant membership bodies (for example The Law Society<sup>6</sup>, The Bar Council<sup>7</sup> and CILEx<sup>8</sup>).
- General legal sector recruitment consultants.

## 4 Limitations to external data sets

It is important to remember that the potential benchmarking data referred to in section 3 may be limited in the following ways.

- Regulators can only capture data from qualified and regulated professionals.
- Membership body data will typically be limited to the people they represent and might not, therefore, cover the people who work alongside them in business support roles.
- Recruiters’ data is gathered for very specific purposes, of which EDI may only be a small part.
- Data gathered by recruiters and IP sector publications may be limited to attorneys, solicitors and barristers and again exclude people in so-called supporting roles: for these, consider whether representative bodies such as ACCA, CILEx, CIM, CIPD or ICAEW publish useful data.
- Some surveys gather data from a more international audience (as in the WIPR survey referred to at 3.2 above).
- IP Inclusive data – although in theory extending to the whole UK IP sector – is also limited by the number and range of people who actually respond, so cannot reflect the whole picture.

These and analogous points should be considered when using any data set as a benchmark.

## 5 Benchmarking against the wider community

Sometimes it helps to benchmark specific metrics against data from the wider community. For example, do you have better or worse gender or ethnic diversity than the UK average?

[The Office for National Statistics](#) is a good starting point, in particular for information about the employment and labour market (see <https://www.ons.gov.uk/employmentandlabourmarket>); people, population and community (<https://www.ons.gov.uk/peoplepopulationandcommunity>); census responses (<https://www.ons.gov.uk/census>); and certain local statistics. It also has a

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<sup>6</sup> See the annual statistics reports available at <https://www.lawsociety.org.uk/about-us/bicentenary-year/snapshot-of-the-solicitor-profession> and <https://www.lawsociety.org.uk/career-advice/becoming-a-solicitor/entry-trends>

<sup>7</sup> See <https://www.barstandardsboard.org.uk/news-publications/research-and-statistics/statistics-about-the-bar.html>

<sup>8</sup> See <https://cilexregulation.org.uk/diversity-data/>

dedicated Centre for Equalities and Inclusion: see

<https://www.ons.gov.uk/aboutus/whatwedo/programmesandprojects/onscentres/centreforequalitiesandinclusion>.

The government also publishes data on ethnicity (see its collection of UK facts and figures at <https://www.ethnicity-facts-figures.service.gov.uk/>) and “social mobility index” data at <https://www.gov.uk/government/publications/social-mobility-index>.

You can also try specialist organisations and support groups, for example:

- For data on ethnicity, the Institute of Race Relations’ website (see <https://irr.org.uk/research/statistics/ethnicity-and-religion/>)
- Stonewall for data to do with the proportions and experiences of LGBTQ+ people in the population (see <https://www.stonewall.org.uk/lgbtq-facts-and-figures>)
- The Fawcett Society for gender-related statistics (see <https://www.fawcettsociety.org.uk/Pages/Category/reports-and-publications?Take=36>)
- The charity Scope for data about disabled people (see <https://www.scope.org.uk/media/disability-facts-figures/>)
- The national benchmarks published by the Social Mobility Foundation (see <https://socialmobilityworks.org/toolkit/measurement/>) for issues related to socioeconomic and/or educational background
- Research from organisations such as WISE and STEM Women about gender balance in, and in accessing, STEM-based careers (see <https://www.wisecampaign.org.uk/research-and-statistics/> and <https://www.stemwomen.com/women-in-stem-statistics-progress-and-challenges>)

## 6 Benchmarking against the IP sector’s clients

It might be useful to compare diversity among IP professionals with that among their clients. The UK IP Office has published reports on *Gender profiles in UK patenting* and *Gender profiles in worldwide patenting*<sup>9</sup>; similar data may be available through other IP offices, including WIPO (see, for example, <https://www.wipo.int/en/web/gender> and <https://www.wipo.int/edocs/pubdocs/en/wipo-pub-constat-wp-86-en-closing-innovation-and-intellectual-property-diversity-gaps-a-global-literature-review.pdf>).

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<sup>9</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/514320/Gender-profiles-in-UK-patenting-An-analysis-of-female-inventorship.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/514320/Gender-profiles-in-UK-patenting-An-analysis-of-female-inventorship.pdf) and <https://www.gov.uk/government/publications/gender-profiles-in-worldwide-patenting-an-analysis-of-female-inventorship-2019-edition>

## **7 The disclaimers**

*Whilst we hope you find them useful, please note that the ideas and information provided here are not intended as legal or HR advice. You should always seek independent professional advice on legal and HR aspects of your equality, diversity and inclusion policies.*

*Please also note that our EDI data gathering toolkit is tailored primarily for IP professionals in private sector organisations. Within in-house departments and teams, different constraints are likely to apply to EDI data gathering due to wider corporate EDI and data protection policies.*