

## Research disproportionality

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In 2009, the SRA commissioned Pearn Kandola, a group of business psychologists who specialise in the area of diversity, to look in more detail at the SRA's regulatory outcomes. This followed the report published in 2008 by Lord Ouseley highlighting that black and minority ethnic (BME) solicitors were over represented in a number of key regulatory outcomes at the SRA.

Their report and the SRA's progress in meeting their recommendations are available to download below.

- [Implementing the Pearn Kandola recommendations, December 2011](https://referral.sra.org.uk/sra/equality-diversity/archive/implementing-pk-progress/)  
[<https://referral.sra.org.uk/sra/equality-diversity/archive/implementing-pk-progress/>]
- [Pearn Kandola full report, July 2010 \(PDF 73 pages, 480K\)](https://referral.sra.org.uk/globalassets/documents/sra/equality-diversity/disproportionality-final-report.pdf)  
[<https://referral.sra.org.uk/globalassets/documents/sra/equality-diversity/disproportionality-final-report.pdf>]
- [Pearn Kandola interim report, December 2009 \(PDF 23 pages, 894K\)](https://referral.sra.org.uk/globalassets/documents/sra/equality-diversity/disproportionality-interim-report.pdf)  
[<https://referral.sra.org.uk/globalassets/documents/sra/equality-diversity/disproportionality-interim-report.pdf>]