
Initial Equality Impact Assessment (EIA)

This document supports, and should be read with, the CLSB’s [consultation](#) on the practising fee for Costs Lawyers in 2026. The consultation closes on 14 August 2025.

The Legal Services Board’s [Guidance](#) on its Practising Fee Rules states that a regulator must carry out an equality impact assessment (EIA) in relation to its proposed practising fee, and the EIA should be informed by consultation with the regulated community. Below is a preliminary EIA setting out how we anticipate the level of the proposed practising fee for 2026 (£312) will affect practitioners with protected characteristics. We have used the summary format recommended by the Legal Services Board.

We welcome your input, particularly if you have evidence which suggests that the practising fee could create barriers to access or progression for certain groups of Costs Lawyers.

Protected characteristic group	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence / consultation / data used (source of diversity data below can be found here on our website)	Actions to address negative impact
Disability	No	8.7% of Costs Lawyers report having a disability. We have no data to suggest that practising fees affect this group disproportionately and questions in previous practising fee consultations revealed no evidence of differential impact.	Not applicable
Gender reassignment	No	We have not asked this question of the profession since 2023 when the number of respondents who answered that their gender was different to their sex registered at birth, and the number who preferred not to say, were both less than 5. We have no data that would indicate any disproportionate impact of the practising fee on this group.	Not applicable

Marriage or civil partnership	No	We do not collect data on the marital status of practitioners, however as our fee is set at the same level for all practitioners and marital status does not impact ability to practise, we have not identified any risk of differential impact based on this characteristic.	Not applicable
Pregnancy and maternity	Yes	We previously identified that, due to the way we calculate practising fees for Costs Lawyers who reinstate their authorisation part way through the year, practitioners who took parental leave were incurring different practising fees depending on the time of year that their leave commenced. After consulting, we implemented a remissions policy that ensures practitioners receive a reduction in their fee for the whole period they are on parental leave, regardless of the start date.	We will apply the remissions policy again this year (and going forward). More information is available in the parental leave section of our practising FAQs .
Race	No	10.3% of Costs Lawyers identify as Black, Asian or Other Minority Ethnic background. Our EDI work continues to identify how the CLSB can influence greater diversity from these groups but there is no data that suggests that the practising fee presents a barrier or evidences differential impact.	Not applicable
Religion or belief	No	43.4% of Costs Lawyers report having no religion or being atheist and a further 46.3% identify as Christian. The proportion of practitioners from other faith groups is small, around 1% or less per group, although a material number of practitioners preferred not to report their religion (5.8%) so these groups might be larger than recorded. Our data does not suggest any differential impact of the practising fee on smaller faith groups. Questions in previous practising fee consultations also revealed no evidence of this.	Not applicable

Sexual orientation	No	7.9% of Costs Lawyers identify as LGBTQIA+. We have no evidence that a practising fee has any differential impact on this group.	Not applicable
Sex (gender)	Yes	There is potential for women to be disproportionately impacted by incurring practising fees whilst on parental leave. Our data shows that, to date, all Costs Lawyers who have been reinstated to the Register part way through a practising year due to taking parental leave have been women.	This is addressed through our remissions policy, see above under “pregnancy and maternity”.
Age	No	Due to the profile of qualifying Costs Lawyers, only a small proportion (14.5%) are under the age of 35, and 22.7% are 55 or older. The majority of Costs Lawyers fall in the middle age ranges. There is no evidence to suggest that a practising fee which is the same for all practitioners has any differential impact on the younger or older groups. Questions in previous practising fee consultations also revealed no evidence of this.	Not applicable