

Statement of Amandeep Khasriya

Over the last 8 years, I have worked in Surrey at Moore Barlow's Richmond office and have had extensive involvement with the Law Society (TLS) in various roles including being part of their Diversity and Inclusion forum, taking part in their D&I Charter pilot, as well as being a previous Council member and I am currently Vice Chair of TLS Women Solicitors Network - so I'm acutely aware of the inner workings of the TLS.

With three of Moore Barlow's six offices being based in Surrey (Richmond, Guildford and Woking) I have established a strong presence and close ties to this region. But I want to learn more about the experiences of our community and members who work and live in Surrey and represent your views at Chancery Lane. For me, this isn't just about influencing our profession but also impacting the wider community in Surrey where there will be the next generation of up and coming lawyers. As a leading diversity and inclusion campaigner, I'm also committed to ensuring the profession remains as diverse and accessible as possible.

I want to help drive the strategic direction of TLS's work and share the feedback, issues and insights you have. A big part of that will be working closely with our active Surrey Law Society and meeting as many members as possible and to increase awareness of TLS and member activities in this area. I want the member voices of this region to be heard in a safe space. To do this will require cultural change and open, honest conversations about the issues faced on the ground by our members and more widely in the profession.

I hope that by joining Council, I will have an excellent platform for collaborating with our members and likeminded individuals to tackle issues such as access to justice, regulatory changes, SQE, mental health and wellbeing, inclusion, diversity, and women in leadership.

Practical knowledge

My practical knowledge comes from my experience working in the profession for the past 15 years. As a mother and Asian full-time solicitor working in Surrey, I have experienced challenges of flexible-working, unconscious-bias, presenteeism and billable hours.

I will leverage my experience gained acting for seriously injured and vulnerable people in my role as Partner at Moore Barlow working exclusively for claimants in major trauma cases. I also head up my firm's Diversity and Inclusion committee and have been recognised as a Future Leader in the INvolve HERoes Women Role Model List 2020 and 2021. I was Highly Commended for the Woman Solicitor of the Year category at the Law Society Excellence Awards and more recently won the Silver Award at the City Wealth Power Women Awards.

Industry impact

I currently play an active role as a committee member on TLS' Women Lawyers Division and as a mentor within the Reignite programme and have been heavily involved in high-profile projects that promote gender equality.

During lockdown one, I found new ways of supporting women through this crisis by recording podcasts with expert guests on relevant and pressing issues. For me, the importance of understanding gender experiences and how diverse groups were being impacted differently during Covid-19 became clear. It has over 800 listeners.

I have presented to over 3,000 people to promote the importance of gender diversity and volunteered over 1,000 hours of time to advance women in the workplace. I arranged events and training to raise awareness on D&I (and combined wellbeing) issues and initiatives, including Black History Month, Menopause Awareness Day, International Women's Day, Pride Month and Neurodiversity Week.

My passion for supporting the legal profession is rooted in my own experiences. I was part of the first generation in my family to attend university. As a British Indian woman, I have grown up on the outside of a dominant culture and seen first-hand how difficult it can be for marginalised groups to access certain opportunities.

My plan for action:

Action 1: Engagement with our members - my mission is to build strong relationships with our members, whether you are in private practice or work in-house and represent your views at Council. I want to ensure your views are heard and built into the work of the Law Society, influencing our consultation responses and the regulatory environment solicitors work in but also understanding the challenges faced members in the profession and your lived experience.

Action 2: Mentoring focusing on intersectionality and support for women with protected characteristics, such as race or disability, is also vital to ensure fair and timely progress to leadership roles. The statistics speak for themselves: while the diversity of legal talent is increasing, diversity at partnership level remains low and we must not lose sight of the barriers to entry and career progression for all minority groups.

Action 3: Holding virtual and in person town halls and focus group meetings for our members, to see what your experience is, what worked well and what could TLS do better. I see the role as a Council member as ensuring two-way engagement. While the TLS needs to understand what issues we are facing in our region, I want to ensure that you also understand what the TLS is doing for you.

COUNCIL AND COMMITTEE SERVICE

Present

Women Lawyers Division (Vice Chair from Oct 22)	2018 - present
Past	
COUNCIL (Women Lawyers)	2021 - 2022

Law Society Reignite mentor	2018 - 2020
Law Society Diversity and Inclusion London forum	2017 - 2019
Law Society Women in Leadership roundtables	2018

AWARDS

Finalist in the Women in Law Awards for 'Outstanding Returner of the Year' 2020 Global - INvolve HERoes Future Leaders, Role Model List 2020 and 2021

Finalist and Highly commended for the Law Society's excellence awards for 'Woman Solicitor of the Year' 2021.

Brummer Magazine City of London top 30 Women Trailblazer list.

Power Women awards, Silver Award winner - Woman of the Year - Future Leaders - Senior Associate.

SPARE TIME

Mother to two, Joshua and Lara!