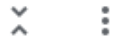


## Life in the Law 2025 (Organisations)



Thank you for participating in this online survey. We are aiming to understand more about the approach to wellbeing and mental health of organisations within the legal sector. Your answers will help inform the future strategy of LawCare.

This survey is designed to be answered by an individual on behalf of an organisation. You can also share your individual views in our [Life in the Law \(Individuals\) survey](#).

Full details on this project can be found in the [Project Information Sheet](#).

### Taking part in Life in the Law 2025



Please read the following statements carefully and tick the box at the bottom to confirm your consent. If you have any questions please contact Dr Emma Jones at [emma.j.jones@sheffield.ac.uk](mailto:emma.j.jones@sheffield.ac.uk)

I have read and understood the [project information sheet dated January 2025](#). (If you will answer No to this question please do not proceed with this consent form until you are fully aware of what your participation in the project will mean.)

I have been given the opportunity to ask questions about the project.

I agree to take part in the project. I understand that taking part in the project will include completing an online survey.

I understand that by choosing to participate as a volunteer in this research, this does not create a legally binding agreement nor is it intended to create an employment relationship with the University of Sheffield.

I understand that my taking part in the online survey is voluntary and that I can withdraw from the online survey at any time up to 14 days after I complete and submit the survey. I do not have to give any reasons for why I no longer want to take part and there will be no adverse consequences if I choose to withdraw.

#### **How my information will be used during and after the project**

I understand my personal details will not be revealed to people outside the project.

I understand and agree that my online survey responses may be quoted in publications, reports, web pages, and other research outputs. I understand that I will not be named in these outputs.

#### **So that the information you provide can be used legally by the researchers**

I agree to assign the copyright I hold in any materials generated as part of this project to The University of Sheffield.

I consent to the above statements.

\* Indicates required question

Section 3 of 31

**Your organisation**



Please note that through this survey references to 'employees/members/colleagues' are designed to refer to those within the organisation's workplace. The wording is intended to recognise that the term 'employees' is not suitable in all legal workplaces.

Which type of organisation are you answering on behalf of? \*

- Law firm/legal services provider
- Barristers Chambers/ Stable/ Library
- Company/corporation/public sector
- Regulatory or representative body for the legal profession
- Other...

Section 4 of 31

What is your position? \*

- Human Resources Professional
- Partner/Director/CEO
- Head of Chambers
- General Counsel/Office of General Counsel
- Operations Manager
- Wellbeing Lead
- Risk and Compliance
- Other...

Which of these best describes your organisation: \*

- A single office location in the UK, Channel Islands or Isle of Man
- Multiple office locations in the UK, Channel Islands or Isle of Man
- Office location(s) in the UK, Channel Islands and Isle of Man and international office location(s).

Approximately how many people in total work for your organisation? \*

- 1-10
- 11- 50
- 51 - 250
- 251+

Is the mental wellbeing of employees/members/colleagues a priority issue for your organisation? \*

- Yes
- No
- Unsure

Is there a designated individual or team in your organisation with responsibility for employee/member/colleague wellbeing? \*

- Yes
- No
- Unsure

Section 6 of 31

Please provide the job title of the individual or team. \*

Short-answer text

Is this individual or team provided with specific training relating to mental health and/or wellbeing? \*

- Yes
- No
- Unsure

Section 7 of 31

Please give details of the training provided.

Long-answer text

Section 8 of 31

**Your employees'/members'/colleagues' wellbeing**

Does your organisation have a policy or policies dealing with employee/member/colleague mental health and/or wellbeing? \*

- Yes
- No
- Unsure

Section 9 of 31

**Your employees'/members'/colleagues' wellbeing continued**



Are partners/senior managers actively involved in its implementation? \*

- Yes – one / small number of senior individuals involved
- Yes – minority of senior individuals involved
- Yes – majority of senior individuals involved
- No
- Unsure

Section 10 of 31

Does your organisation collect data relating to its employees'/members'/colleagues' mental health and/or wellbeing? \*

- Yes
- No
- Unsure

Section 11 of 31

Please specify what data is collected?

Long-answer text

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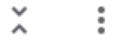
How is this data used?

Long-answer text

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Section 12 of 31

**Your employees'/members'/colleagues' wellbeing continued**



Does your organisation monitor working hours or capacity? \*

- Yes
- No
- Unsure

Section 13 of 31

Please explain how.

Long-answer text

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Section 14 of 31

Do you have mental health and/or wellbeing initiatives, services, or support programmes in place in your organisation? \*

- Yes
- No
- Unsure

**Your employees'/members'/colleagues' wellbeing continued**

Which of the following mental health and/or wellbeing initiatives, services or support programmes does your organisation provide? Please select all that apply.

- Employee Assistance Programme
- Access to a therapist or counsellor
- Internal wellbeing-related webinars for employees/members/colleagues
- Internal wellbeing-related in-person events for employees/members/colleagues
- Mental Health First Aiders
- Promotion of external well-being related events
- Other.....

Does your organisation evaluate the take-up and effectiveness of the wellbeing initiatives, services or support programmes provided? \*

- Yes
- No
- Unsure

Please explain how these are evaluated.

Long-answer text

Please explain why these are not evaluated.

Long-answer text

**Your employees'/members'/colleagues' wellbeing continued**



If your organisation does not have any mental wellbeing initiatives, services, or support programmes in place, does it have plans to set any up?

- Yes
- No
- Unsure
- Not applicable

**Training for individuals who manage others**



Does your organisation provide training for individuals within your organisation who manage others? \*

- Yes - for all
- Yes - for some
- No
- Unsure



Training for individuals who manage others continued



Please describe the type(s) of training provided.

Long-answer text

Has specific mental health and/or wellbeing training been provided for individuals within your organisation who manage others? \*

- Yes – for all
- Yes – for some
- No
- Unsure

Please provide further details of this specific training.

Long-answer text

Are targets or billable hours adjusted to take into account the time needed to manage others or the time spent undertaking appropriate training to fulfil this role? \*

- Yes
- No
- Unsure

Section 23 of 31

**Training for individuals who manage others continued**



What types of adjustments are usually made?

Long-answer text

Section 24 of 31

Is the time and effort those individuals spend managing others recognised in how their performance is measured (e.g. through KPIs, annual objectives and appraisals, etc.)? \*

- Yes
- No
- Unsure

Section 25 of 31

Please explain how this is done in your organisation.

Long-answer text

Section 26 of 31

**Employee/member/colleague disclosures**



Does your organisation have a policy/procedures in place in the event an employee/member/colleague discloses mental ill health? \*

- Yes
- No
- Unsure

Section 27 of 31

Please explain what this entails.

Long-answer text

### Employee/member/colleague disclosures



Does your organisation have a policy/procedures in place in the event an employee/member/colleague discloses an instance of workplace bullying, harassment or discrimination.

- Yes
- No
- Unsure

Please explain what this entails.

Long-answer text

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### Changes in approach



Has your organisation changed any aspects of its approach to mental health and wellbeing since January 2020 (prior to the Covid-19 pandemic)?

- Yes
- No
- Unsure

Please explain your answer.

Long-answer text

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**Changes in approach continued**



Does your organisation have any changes or new initiatives, services or support programmes planned for the next twelve months which are likely to impact upon employee/member/colleague wellbeing? \*

- Yes - likely to impact positively
- Yes - likely to impact negatively
- No
- Unsure



Please explain your answer.

Long-answer text

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**The End**