

AWDRY BAILEY & DOUGLAS LLP

Diversity Data Report February 2022

We are required to collect annually, report and publish data on the diversity of our workforce. This data is confirmed below.

Role categories

Total number of respondents	111
Percentage for each role category within the firm:	
• Solicitor (Sole Practitioner, Partner, Member or Director)	6.3%
• Solicitor	16.2%
• Other fee earning role	14%
• Role directly supporting a fee earner	34.2%
• Managerial role	5%
• IT/HR/other corporate services role	14.4%
• Barrister	0%
• Chartered Legal Executive / Legal Executive (Fellow)	7.2%
• Licensed Conveyancer	2.7%
• Patent or Trademark Attorney	0%
• Costs Lawyer	0%
• Notary	0%
• Prefer not to say	0%

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Ownership and supervisory responsibilities in the firm

Total number of respondents	111
Percentage for each role within the firm:	
• Solicitor (Sole Practitioner, Partner, Member or Director)	6.3%
• Associate or Assistant	20.7%
• Other employee or staff member	73%
• Prefer not to say	0%

Total number of respondents	111
Percentage of people having a share in the ownership of the firm	2.7%

Total number of respondents	111
Percentage of people having a responsibility for supervising or managing the work of lawyers or other employees	25.2%

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Diversity questions:

Age bands (age in years)

Total number of respondents	111
Percentage within the firm:	
• 16-24	6.2%
• 25-34	21%
• 35-44	25.3%
• 45-54	25.9%
• 55-64	18.9%
• 65+	0.9%
• Prefer not to say	1.8%

Gender

Total number of respondents	111
Percentage within the firm:	
• Female	79.2%
• Male	17.1%
• Prefer not to say	3.7%

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Partners / Directors / Members / employees with disabilities (according to the definition in the Equality Act 2010)

Total number of respondents	111
Percentage within the firm:	
• Yes	6.3%
• No	90.9%
• Prefer not to say	2.8%

Ethnic groups

Total number of respondents	111
Percentage within the firm:	
• Asian background	4.5%
• Mixed background	4.5%
• Black background	0.9%
• White background	85.6%
• Other ethnic background	0.9%
• Prefer not to say	3.6%

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Socio economic background – education: state or fee-paying school between the ages of 11 to 18

Total number of respondents	111
Percentage within the firm:	
• Attended UK state school / comprehensive	89.2%
• Attended UK independent / fee paying school	2.7%
• Attended school outside the UK	1.8%
• Prefer not to say	6.3%

Socio economic background – education: Those attending University (to study a BA, BSc course or higher) where they were the first generation in their family to do so

Total number of respondents	111
Percentage within the firm:	
• Yes	23.5%
• No	27%
• Did not attend University	38.7%
• Prefer not to say	10.8%

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Caring responsibilities: Those who are the primary carer for a child or children under 18

Total number of respondents	111
Percentage within the firm:	
• Yes	29.8%
• No	64.8%
• Prefer not to say	5.4%

Caring responsibilities: Those who look after, or give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill health / disability or problems related to old age

Total number of respondents	111
Percentage within the firm:	
• Yes	10.9%
• No	84%
• Prefer not to say	5.1%

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Transgender: (gender identity different from your registered sex at birth)

Total number of respondents	111
Percentage within the firm:	
• Yes	0%
• No	94.6%
• Prefer not to say	3.6%
• Invalid/No response to this question	1.8%