

AWDRY LAW LLP

Diversity Data Report July 2023

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

Role categories

Total number of respondents	85
Percentage for each role category within the firm:	
● Full Equity Solicitor Partners	3.52%
● Salaried or Partial Equity Solicitor Partners	4.70%
● Solicitor	17.64%
● Other fee earning role	21.17%
● Role directly supporting a fee earner	37.64%
● Managerial role	1.17%
● IT/HR/other corporate services role	4.70%
● Barrister	0%
● Chartered Legal Executive / Legal Executive (Fellow)	3.52%
● Licensed Conveyancer	1.17%
● Patent or Trademark Attorney	0%
● Costs Lawyer	0%
● Notary	0%
● Prefer not to say	4.70%

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Ownership and supervisory responsibilities in the firm

Total number of respondents	85
Percentage for each role within the firm:	
● Solicitor (Sole Practitioner, Partner, Member or Director)	25.88%
● Associate or Assistant	25.88%
● Other employee or staff member	43.52%
● Prefer not to say	4.70%

Total number of respondents	85
Percentage of people having a share in the ownership of the firm	8.23%

Total number of respondents	85
Percentage of people having a responsibility for supervising or managing the work of lawyers or other employees	14.11%

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Diversity questions:

Age bands (age in years)

Total number of respondents	85
Percentage within the firm:	
● 16-24	5.8%
● 25-34	20%
● 35-44	27.05%
● 45-54	20%
● 55-64	18.8%
● 65+	2.35%
● Prefer not to say	1.1%

Gender

Total number of respondents	85
Percentage within the firm:	
● Female	78.82%
● Male	16.47%
● Prefer not to say	3.52%

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

Total number of respondents	85
Percentage within the firm:	
● Yes	4.70%
● No	90.58%
● Prefer not to say	3.52%

Disability – Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last at least 12 months

Total number of respondents	85
Percentage within the firm:	
● Yes, limited a lot	0%
● Yes, limited a little	3.52%
● No	92.94%
● Prefer not to say	3.52%

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Ethnic groups

Total number of respondents	85
Percentage within the firm:	
● Black background	1.17%
● British/English/Welsh/North Irish/Scottish White background	88.23%
● White & Asian background	1.17%
● White & Black African	1.17%
● Any other White background	1.17%
● Indian	1.17%
● Irish	1.17%
● Prefer not to say	3.52%

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

Total number of respondents	85
Percentage within the firm:	
● Attended state run / state funded school – non-selective	68.23%
● Attended state run/state funded school, selective on academic, faith or other grounds	17.64%
● Attended independent/fee paying school where I received no bursary or a bursary covering less than 90% of tuition	3.52%
● Attended independent/fee paying school where I received no bursary or a bursary covering 90% or more of my tuition	1.17%
● Attended school outside the UK	1.17%
● Don't know/Not sure	1.17%
● Prefer not to say	7.05%

Socio economic background – education: Did either of your parents attend university and gain a degree (e.g. BA?BSc or equivalent)by the time you were 18?

Total number of respondents	85
Percentage within the firm:	
● Yes	17.64%
● No	67.05%
● Don't know	3.52%
● Prefer not to say	11.76%

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

Total number of respondents	85
Percentage within the firm:	
● Yes	32.94%
● No	62.35%
● Prefer not to say	4.70%

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	85
Percentage within the firm:	
● Yes – 1 – 19 hours	1.17%
● Yes – 20 – 49 hours	0%
● Yes – 50 or more hours per week	4.70%
● No	89.41%
● Prefer not to say	4.70%