

AWDRY LAW LLP

Diversity Data Report July 2025

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	70
Percentage for each role category within the firm:	
● Full Equity Solicitor Partners	3.03%
● Salaried or Partial Equity Solicitor Partners	3.03%
● Solicitor	11.36%
● Other fee earning role	7.57%
● Role directly supporting a fee earner	12.87%
● Managerial role	3.03%
● IT/HR/other corporate services role	6.81%
● Barrister	0%
● Chartered Legal Executive / Legal Executive (Fellow)	3.09%
● Licensed Conveyancer	0.75%
● Patent or Trademark Attorney	0%
● Costs Lawyer	0%
● Notary	0%
● Prefer not to say	1.51%

AWDRY LAW LLP

Ownership and supervisory responsibilities in the firm

Total number of respondents	70
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	70
Percentage of people having a share in the ownership of the firm	4.54%

Total number of respondents	70
Percentage of people having a responsibility for supervising or managing the work of lawyers or other employees	9.09%

AWDRY LAW LLP

Diversity questions:

Age bands (age in years)

Total number of respondents	70
Percentage within the firm:	
● 16-24	4.54%
● 25-34	10.60%
● 35-44	6.81%
● 45-54	20%
● 55-64	16.66%
● 65+	2.27%
● Prefer not to say	1.51%

Gender

Total number of respondents	70
Percentage within the firm:	
● Female	45.45%
● Male	6.06%
● Prefer not to say	1.51%

AWDRY LAW LLP

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

Total number of respondents	70
Percentage within the firm:	
● Yes	3.78%
● No	48.48%
● Prefer not to say	0.75%

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	70
Percentage within the firm:	
● Yes, limited a lot	0%
● Yes, limited a little	3.03%
● No	42.42%
● Prefer not to say	3.03%

AWDRY LAW LLP

Ethnic groups

Total number of respondents	70
Percentage within the firm:	
● Black background	0
● British/English/Welsh/North Irish/Scottish White background	48.48%
● White & Asian background	1.17%
● Pakistani	1.51%
● White & Black African	0.75%
● Any other White background	1.51%
● Indian	0
● Irish	0
● Prefer not to say	0

AWDRY LAW LLP

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

Total number of respondents	70
Percentage within the firm:	
● Attended state run / state funded school – non-selective	37.87%
● Attended state run/state funded school, selective on academic, faith or other grounds	9.09%
● Attended independent/fee paying school where I received no bursary or a bursary covering less than 90% of tuition	1.51%%
● Attended independent/fee paying school where I received no bursary or a bursary covering 90% or more of my tuition	1.51%
● Attended school outside the UK	2.27%
● Don't know/Not sure	0
● Prefer not to say	0

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	70
Percentage within the firm:	
● Yes	9.09 %
● No	40.15%
● Don't know	1.51%
● Prefer not to say	2.27%

AWDRY LAW LLP

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

Total number of respondents	70
Percentage within the firm:	
● Yes	15.90%
● No	35.60%
● Prefer not to say	1.51%

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	70
Percentage within the firm:	
● Yes – 1 – 19 hours	0
● Yes – 20 – 49 hours	0.75%
● Yes – 50 or more hours per week	0.75%
● No	49.24%
● Prefer not to say	1.51%