

# AWDRY BAILEY & DOUGLAS SOLICITORS

## Diversity Data Report February 2021

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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	101
Percentage for each role category within the firm:	
• Solicitor (Sole Practitioner, Partner, Member or Director)	6.9%
• Solicitor	16.8%
• Other fee earning role	6.9%
• Role directly supporting a fee earner	41.6%
• Managerial role	4.9%
• IT/HR/other corporate services role	10.3%
• Barrister	0%
• Chartered Legal Executive / Legal Executive (Fellow)	8.9%
• Licensed Conveyancer	3%
• Patent or Trade Mark 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	101
Percentage for each role within the firm:	
• Solicitor (Sole Practitioner, Partner, Member or Director)	6.9%
• Associate or Assistant	16.8%
• Other employee or staff member	71.3%
• Prefer not to say	0%

Total number of respondents	101
Percentage of people having a share in the ownership of the firm	3%

Total number of respondents	101
Percentage of people having a responsibility for supervising or managing the work of lawyers or other employees	30.7%

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## Diversity questions:

### Age bands (age in years)

Total number of respondents	101
Percentage within the firm:	
• 16-24	3%
• 25-34	25.7%
• 35-44	23.8%
• 45-54	26.7%
• 55-64	17.8%
• 65+	3%
• Prefer not to say	0%

### Gender

Total number of respondents	101
Percentage within the firm:	
• Female	84%
• Male	16%
• Prefer not to say	0%

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

Total number of respondents	101
Percentage within the firm:	
• Yes	4%
• No	94%
• Prefer not to say	2%

### Partners / Directors / Members / employees with a health problem or disability which has lasted, or is expected to last, at least 12 months (according to the definition in the Equality Act 2010)

Total number of respondents	101
Percentage within the firm:	
• Yes	4%
• No	94%
• Prefer not to say	1%

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## Ethnic groups

Total number of respondents	101
Percentage within the firm:	
• Asian background	2%
• Mixed background	2%
• Black background	0%
• White background	94%
• Other ethnic background	1%
• Prefer not to say	1%

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

Total number of respondents	101
Percentage within the firm:	
• Attended UK state school / comprehensive	91%
• Attended UK independent / fee paying school	6%
• Attended school outside the UK	1%
• Prefer not to say	2%

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**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	101
Percentage within the firm:	
• Yes	23.7%
• No	24.7%
• Did not attend University	45.5%
• Prefer not to say	6%

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

Total number of respondents	101
Percentage within the firm:	
• Yes	31%
• No	67%
• Prefer not to say	2%

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**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	101
Percentage within the firm:	
• Yes	10.9%
• No	83.1%
• Prefer not to say	6%

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

Total number of respondents	101
Percentage within the firm:	
• Yes	0%
• No	89.1%
• Prefer not to say	4.9%
• Invalid/No response to this question	5.9%

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## Highest level of qualification achieved by either of your parent(s)/guardian(s) by the time you were 18

Total number of respondents	101
Percentage within the firm:	
• At least one has a degree level qualification	24.7%
• Qualifications below degree level	39.6%
• No formal qualifications	9%
• Don't know	10.9%
• Not applicable	1%
• Other	0%
• Prefer not to say	8.9%
• Invalid/No response to this question	5.9%
• Question not asked	0%



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## Work of the main/highest income earner in your household when you were aged about 14

Total number of respondents	101
Percentage within the firm:	
• Modern professional	5.9%
• Clerical and intermediate	5.9%
• Senior managers and administrators	17.8%
• Technical and craft occupations	15.8%
• Semi-routine manual and service occupations	4%
• Routine manual and service	6.9%
• Middle or junior managers	5.9%
• Traditional professional occupations	8.9%
• Short term unemployed	1%
• Long term unemployed	2%
• Inactive (excluding those that are retired)	0%
• Retired	0%
• Not applicable	0%
• Other	4.9%

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• Don't know	4.9%
• Prefer not to say	10%
• Invalid/No response to this question	5.9%
• Question not asked	0%