



**Paula Gray**  
**Employee**  
**7267197**

[Employee-related decision Date: 27 March 2025](#)

**Decision - Employee-related decision**

Outcome: Control of non-qualified staff (Section 43 / Section 99 order)

Outcome date: 27 March 2025

Published date: 1 April 2025

**Firm details**

**Firm or organisation at time of matters giving rise to outcome**

Name: Davis Simmonds & Donaghey

Address(es): 5 High Street, Gillingham, ME7 1BE

Firm ID: 266782

**Outcome details**

This outcome was reached by SRA decision.

**Reasons/basis**

**Summary of decision**

The SRA has put restrictions on where and how Ms Gray can work in an SRA regulated firm. It was found that:

Ms Gray, who is not a solicitor, was involved in a legal practice and has been convicted of a criminal offence which is such that it is undesirable for her to be involved in a legal practice in any of the ways described in the order below.

**The facts of the case**

On 22 August 2024, Ms Gray was convicted of an offence of theft from her former employer, Davis Simmonds & Donaghey, whilst working as the firm's Head of Accounts. The circumstances of the offence were that on two occasions Ms Gray transferred sums totalling £1370.40 from the firm's office account to her own.

### **Decision on outcome**

An order pursuant to section 43(2) of the Solicitors Act 1974 was imposed as Ms Gray's conduct meant that it was undesirable for her to be involved in a legal practice without the SRA's prior approval. The order pursuant to section 43 was made with effect from the date of the letter or email notifying Ms Gray of this decision.

Ms Gray's conduct was serious because it involved her acting dishonestly, which was an abuse of her position of trust at the firm.

Ms Gray was also ordered to pay the SRA's costs of £600.

### **What our Section 43 order means**

- i. no solicitor shall employ or remunerate her in connection with his/her practice as a solicitor;
- ii. no employee of a solicitor shall employ or remunerate her in connection with the solicitor's practice;
- iii. no recognised body shall employ or remunerate her;
- iv. no manager or employee of a recognised body shall employ or remunerate her in connection with the business of that body;
- v. no recognised body or manager or employee of such a body shall permit her to be a manager of the body; and Page 8 of 8 Solicitors Regulation Authority Limited
- vi. no recognised body or manager or employee of such a body shall permit her to have an interest in the body except in accordance with the SRA's prior written permission.

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