

Lupton Fawcett Diversity Data as at June 2019

The information produced below is the result of an annual SRA Workplace Equality questionnaire, circulated to all Directors and staff in all Lupton Fawcett LLP offices. We are required by the SRA to publish the results of the survey even though they do not accurately reflect the true position across the firm because not all choose to participate.

SRA Questions	Staff Response
Role within the Firm	
Solicitor partners (sole practitioner, member or director)	11%
Solicitor (not partner/member)	17%
Fee earning role (not Solicitor)	12%
Role supporting a fee earner / solicitor	33%
Managerial Role (none fee earning)	12%
Business Support	14%
Age	
16-24	16%
25-34	31%
35-44	19%
45-54	17%
55-64	12%
65 Plus	2%
Prefer Not to say	3%
Gender	
Male	37%
Female	60%
Prefer not to say	3%
Disability	
Individuals with a disability according to the definition of the Equality Act	
No	94%
Yes	3%
Prefer not to say	3%
Day to day activities limited because of a health problem or disability	
Yes, limited a little	10%
Yes, limited a lot	
No	86%
Prefer not to say	4%
Ethnicity	
Bangladeshi	
Chinese	
Indian	1%
Pakistani	1%
Any other Asian background	
African	1%

Caribbean	
Any other Black background	
White & Asian	
White & Black African	
White & Black Caribbean	
White & Chinese	
Any other mixed / multiple ethnic background	
White British	92%
White Irish	
White Gypsy or Irish Traveller	
Any other white background	2%
Arab	
Any other ethnic group	2%
Prefer not to say	1%
Socio-economic Background	
Attended UK State school (Non-selective)	59%
Attended UK State school (Selective)	26%
Attended UK Independent / fee-paying school (no bursary)	9%
Attended UK Independent / fee-paying school (bursary)	2%
Attended school outside the UK	2%
Prefer not to say	2%
Highest level of qualifications achieved by parent(s) or guardian(s)	
Degree	42%
Below	23%
Don't know	13%
No Formal Qualification	16%
Other	1%
Prefer not to say	5%
Caring Responsibilities	
Individuals with primary carer responsibilities for a child or children under 18	24%
No primary carer responsibilities	75%
Prefer not to say	1%
Individuals who 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	
None	94%
1-19 hours per week	
20-49 hours per week	1%
50 or more hours a week	2%
Prefer not to say	3%