

## Lupton Fawcett LLP Equality and Diversity Data June 2021

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.

Role within the Firm		
IT/HR/other corporate services role	7	16%
Managerial role	1	2%
Other fee earning role	5	11%
Prefer not to say	3	7%
Role directly supporting a fee earner	12	27%
Solicitor (not partner)	13	29%
Solicitor partner (sole practitioner, member or director)	4	9%

Age								
	IT/HR/other corporate services role	Managerial role	Other fee earning role	Prefer not to say	Role directly supporting a fee earner	Solicitor (not partner)	Solicitor partner (sole practitioner, member or director)	Total
16-24	2%	0%	0%	2%	0%	4%	0%	9%
25-34	4%	0%	11%	2%	4%	13%	0%	36%
35-44	4%	2%	0%	2%	0%	2%	2%	13%
45-54	0%	0%	0%	0%	7%	4%	7%	18%
55-64	2%	0%	0%	0%	16%	4%	0%	22%
65+	2%	0%	0%	0%	0%	0%	0%	2%

Gender								
	IT/HR/other corporate services role	Managerial role	Other fee earning role	Prefer not to say	Role directly supporting a fee earner	Solicitor (not partner)	Solicitor partner (sole practitioner, member or director)	Total
Female	4%	2%	7%	4%	27%	22%	4%	71%
Male	11%	0%	2%	2%	0%	7%	4%	27%
Prefer not to say	0%	0%	2%	0%	0%	0%	0%	2%

Disability								
Individuals with a disability according to the definition of the Equality Act								
	IT/HR/other corporate services role	Managerial role	Other fee earning role	Prefer not to say	Role directly supporting a fee earner	Solicitor (not partner)	Solicitor partner (sole practitioner, member or director)	Total
Yes	0%	0%	0%	0%	0%	0%	0%	0%
No	16%	2%	11%	7%	27%	29%	9%	100%
Prefer	0%	0%	0%	0%	0%	0%	0%	0%
Day to day activities limited because of a health problem or disability								
No	16%	2%	11%	7%	27%	29%	7%	98%
Yes, limited a little	0%	0%	0%	0%	0%	0%	2%	2%

Ethnicity								
	IT/HR/other corporate services role	Managerial role	Other fee earning role	Prefer not to say	Role directly supporting a fee earner	Solicitor (not partner)	Solicitor partner (sole practitioner, member or director)	Total
Any other White background	0%	0%	0%	0%	0%	2%	0%	2%
Asian/Asian British - Indian	0%	0%	0%	0%	0%	4%	0%	4%
Black/Black British -Caribbean	0%	0%	0%	0%	4%	0%	0%	4%
Prefer not to say	0%	0%	0%	0%	0%	2%	0%	2%
White - British/ English/ Welsh/ Northern Irish/ Scottish	16%	2%	11%	7%	22%	20%	9%	87%

Socio-economic Background								
	IT/HR/other corporate services role	Managerial role	Other fee earning role	Prefer not to say	Role directly supporting a fee earner	Solicitor (not partner)	Solicitor partner (sole practitioner, member or director)	Total
Independent/ fee-paying school	0%	0%	4%	0%	0%	0%	4%	9%
Independent/ fee-paying school, where I received a bursary covering 90% or more of my tuition	0%	0%	0%	0%	0%	0%	2%	2%
Prefer	0%	0%	0%	0%	0%	2%	0%	2%
State-run or state-funded school (non-selective)	4%	2%	7%	7%	20%	18%	2%	60%
State-run or state-funded school (selective on academic, faith or other grounds)	11%	0%	0%	0%	7%	9%	0%	27%
Attendance at university by parent(s) or guardian(s)								
neither parent/guardian attended university	9%	0%	2%	4%	27%	16%	4%	62%
Yes, one or both of my parents/guardians attended university	7%	2%	9%	2%	0%	13%	4%	38%

Caring Responsibilities								
	IT/HR/other corporate services role	Managerial role	Other fee earning role	Prefer not to say	Role directly supporting a fee earner	Solicitor (not partner)	Solicitor partner (sole practitioner, member or director)	Total
No	13%	0%	11%	7%	22%	20%	0%	73%
Yes	2%	2%	0%	0%	4%	9%	9%	27%
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								
No	16%	2%	7%	7%	20%	24%	9%	84%
Prefer	0%	0%	4%	0%	0%	0%	0%	4%
Yes, 1-19 hours a week	0%	0%	0%	0%	4%	4%	0%	9%
Yes, 50 or more hours a week	0%	0%	0%	0%	2%	0%	0%	2%