Lupton Fawcett LLP - Diversity Data 2023

The information produced below is the result of an annual SRA Workplace Equality and Diversity questionnaire. It is circulated to all Partners and employees in all Lupton Fawcett LLP offices. We are required by the SRA to publish the results of the survey, however please note these results may not accurately reflect the true position across the firm as not all choose to participate.

Role within the Firm	
IT/HR/other corporate services role	26.0%
Managerial role	12.0%
Other fee earning role	12.0%
Role directly supporting a fee earner	9.5%
Chartered Legal Executive	2.5%
Solicitor (not partner)	19.0%
Salaried Partner	9.5%
Partner (Member)	9.5%

Age													
	IT/HR/other corporate services role	Managerial role	Other fee earning role	Role directly supporting a fee earner	Chartered Legal Executive	Solicitor (not partner)	Salaried Partner (Non Member)	Partner (Member)	Total				
16-24	5.0%	0.0%	4.5%	2.5%	0.0%	0.0%	0.0%	0.0%	12.0%				
25-34	9.5%	0.0%	7.0%	4.5%	0.0%	12.0%	0.0%	0.0%	33.0%				
35-44	7.0%	9.5%	0.0%	0.0%	2.5%	7.0%	2.5%	0.0%	28.5%				
45-54	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	4.5%	9.5%	16.5%				
55-64	5.0%	0.0%	0.0%	2.5%	0.0%	0.0%	2.5%	0.0%	10.0%				
65+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				

Gender											
	IT/HR/other corporate services role	Managerial role	Other fee earning role	Role directly supporting a fee earner	Chartered Legal Executive	Solicitor (not partner)	Salaried Partner (Non Member)	Partner (Member)	Total		
Female	14.0%	5.0%	9.5%	7.0%	2.5%	14.0%	4.5%	7.0%	63.5%		
Male	12.0%	7.0%	2.5%	2.5%	0.0%	4.5%	4.5%	2.5%	35.5%		
Prefer not to say	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		

									99.0%			
Disability												
Individuals with a disability according to the definition of the Equality Act												
	IT/HR/other corporate Managerial Other fee Role directly Chartered Solicitor (not Salaried Partner Partner											
	services role	role	earning role	supporting a fee	Legal	partner)	(Non Member)	(Member)	Total			
Yes	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	2.5%			
No	26.0%	12.0%	9.5%	7.0%	2.5%	19.0%	9.5%	9.5%	95.0%			
Prefer	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.5%			
Day to day activities limited because of a health problem or disability												
No	24.0%	12.0%	11.0%	7.0%	2.5%	19.0%	9.5%	9.5%	98.0%			
Yes, limited a little	2.0%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	2.0%			

Ethnicity											
	IT/HR/other corporate	Managerial	Other fee	Role directly	Chartered	Solicitor (not	Salaried Partner	Partner	Total		
	services role	role	earning role	supporting a fee	Legal	partner)	(Non Member)	(Member)	TUtai		
Any other White background	2.5%	0.0%	0.0%	0.0%	0.0%	2.5%	2.5%	0.0%	7.5%		
Black/Black British - African	0.0%	0.0%	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	2.5%		
Black/Black British -Caribbean	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	2.5%		
Prefer not to say	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
White - British/ English/ Welsh/ Northern											
Irish/ Scottish	23.5%	12.0%	12.0%	7.0%	2.5%	14.0%	7.0%	9.5%	87.5%		

Socio-economic Background												
	IT/HR/other corporate	Managerial	Other fee	Role directly	Chartered	Solicitor (not	Salaried Partner	Partner	Total			
	services role	role	earning role	supporting a fee	Legal	partner)	(Non Member)	(Member)				
Independent/ fee-paying school	0.0%	0.0%	2.5%	0.0%	0.0%	4.5%	2.5%	0.0%	9.5%			
Independent/ fee-paying school, where I												
received a bursary covering 90% or more of												
my tuition	0.0%	0.0%	0.0%		0.0%	0.0%		0.0%	2.5%			
Prefer	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.5%	0.0%	5.0%			
State-run or state-funded school (non-												
selective)	9.5%	12.0%	7.0%	7.0%	2.5%	12.0%	4.5%	9.5%	64.0%			
State-run or state-funded school (selective												
on academic, faith or other grounds)				a -a (0.00/	0.00/						
	9.5%	0.0%	0.0%		0.0%	0.0%		0.0%	12.0%			
Attended school outside the UK	4.5%	0.0%	0.0%		0.0%	2.5%	0.0%	0.0%	7.0%			
		Attendan	ce at universit	y by parent(s) or	guardian(s)							
Neither parent/guardian attended university	40.00/	4 50/	0.5%	7 40/	2 50/	7 40/	7.40/	7.40/	50.00/			
	19.0%	4.5%	2.5%	7.1%	2.5%	7.1%	7.1%	7.1%	56.9%			
Yes, one or both of my parents/guardians	7.40/	4 50/	0.5%	0.50/	0.0%	12.0%	2.50/	2.5%	40.00/			
attended university	7.1%	4.5%	9.5%				2.5%	2.5%	40.6%			
Don't know / not Sure	0.0%	2.5%	0.0%		0.0%	0.0%	0.0%	0.0%	2.5%			
Parent or guardian's Career												
	IT/HR/other corporate	Managerial	Other fee	Role directly	Chartered Legal	Solicitor (not	Salaried Partner	Partner				
	services role	role	earning role	supporting a fee	Executive	partner)	(Non Member)	(Member)	Total			
			0	earner		. ,	· · · · ·	· · · ·				
Modern professional and traditional	7.00/	7.00/	0.50/	0.50/	2.50/	7.00/	7.00/	7.00/	42.5%			
professional occupations	7.0%	7.0%	2.5%	2.5%	2.5%	7.0%	7.0%	7.0%	42.3%			
Senior, middle or junior managers or	4.5%	0.0%	7.0%	0.0%	0.0%	4.5%	0.0%	2.5%	18.5%			
administrators		0.0%		0.0%	0.0%	0.0%			5.0%			
Clerical and intermediate occupations	2.5%		0.0%				2.5%	0.0%	7.0%			
Technical and craft occupations	0.0%	0.0%	0.0%	2.5%	0.0%	4.5%	0.0%	0.0%	7.0%			
Routine, semi-routine manual and service	0.59/	4 50/	2.5%	2.5%	0.00/	2.59/	0.09/	0.09/	21.5%			
occupations	9.5%	4.5%	2.5%	2.5 /0	0.0%	2.5%	0.0%	0.0%	21.370			
Small business owners who employed less	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.5%			
than 25 people	2.3%	0.0%	0.0%	0.0 %	0.0%	0.0%	0.0%	0.0%	2.370			
Long term unemployed (claimed												
Jobseeker's Allowance or earlier												
unemployment benefit for more than a year)	0.0%	0.0%	0.0%	2.5%	0.0%	0.0%	0.0%	0.0%	2.5%			
Other, such as: retired, this question does	0.076	0.076	0.076	2.070	0.070	0.076	0.070	0.078	2.070			
not apply to me, I don't know	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
	0.078	0.070	0.070	0.070	0.070	0.070	0.070	0.070	0.070			

Prefer not to say.	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
									99.5%

Caring Responsibilities													
Primary carer for a child or children under 18?													
	IT/HR/other corporate services role	Managerial role	Other fee earning role	Role directly supporting a fee earner	Chartered Legal Executive	Solicitor (not partner)	Salaried Partner (Non Member)	Partner (Member)	Total				
No	19.0%	4.5%	12.0%	7.1%	0.0%	9.5%	7.1%	2.5%	61.7%				
Yes	7.1%	7.1%	0.0%	2.5%	2.5%	9.5%	2.5%	7.1%	38.3%				
Prefer	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
Individuals who give ar	y help or support to fan	nily members, f	riends, neighb	ours or others be	cause of either	long-term physic	al or mental ill-he	ealth / disability					
			or problems	related to old age)								
No	14.5%	12.0%	12.0%	4.5%	2.5%	19.0%	4.5%	9.5%	78.5%				
Yes, 1-19 hours a week	12.0%	0.0%	0.0%	4.5%	0.0%	0.0%	2.5%	0.0%	19.0%				
Yes, 50 or more hours a week	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.5%	0.0%	2.5%				
Prefer not to say	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				