

Equality & Diversity

Payne Hicks Beach is committed to achieving an environment which provides equality of opportunity to all in which everyone is given the opportunity to realise their full potential in a transparent culture free from discrimination and harassment. We aim to provide and maintain an inclusive, supportive, understanding and friendly workplace.

Clients

We treat all clients equally and fairly and do not unlawfully discriminate against them. We will also, wherever possible, take steps to promote equal opportunity in relation to access to the legal services that we provide, taking account of the diversity of the communities that we serve

Suppliers

We are committed to the principle of equality and diversity in all our procurement practices and procedures. We expect our chosen contractor or supplier to demonstrate that it maintains effective policies and procedures for ensuring equality and diversity.

Diversity and Inclusion

The Firm is a signatory to the Law Society's Diversity and Inclusion Charter which requires us to carry out a regular diversity survey, submit the responses to the Solicitors Regulation Authority, and publish the data. A summary of the latest survey can be found on the following pages.

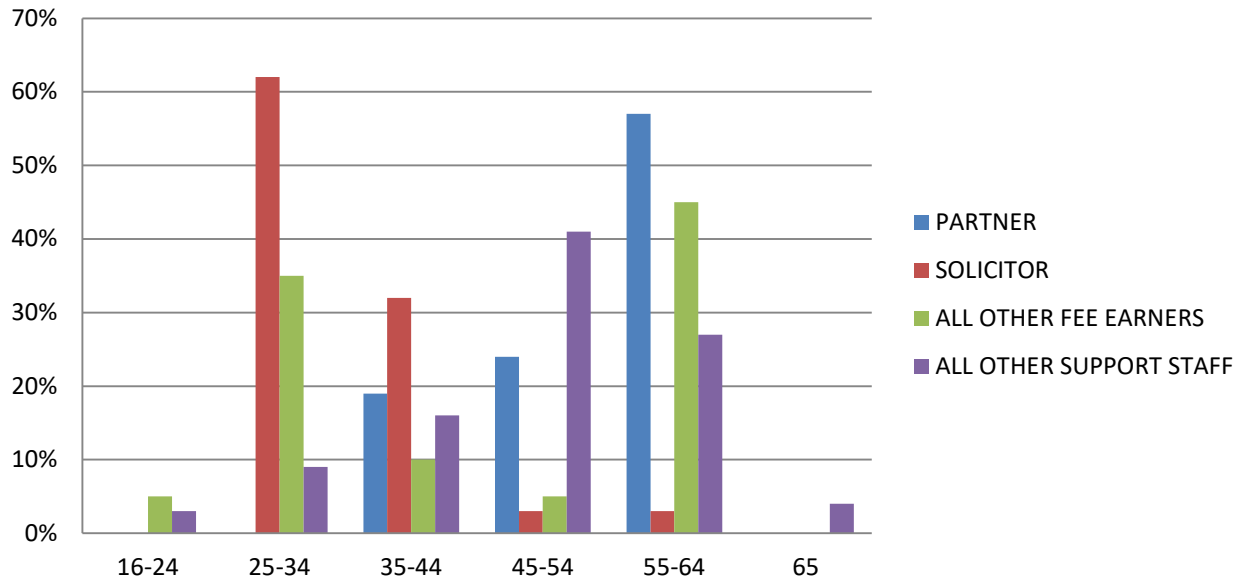
Please note that the summary is based upon responses received to the survey, so is not necessarily fully reflective of the diversity of the firm.

Recruitment and Selection

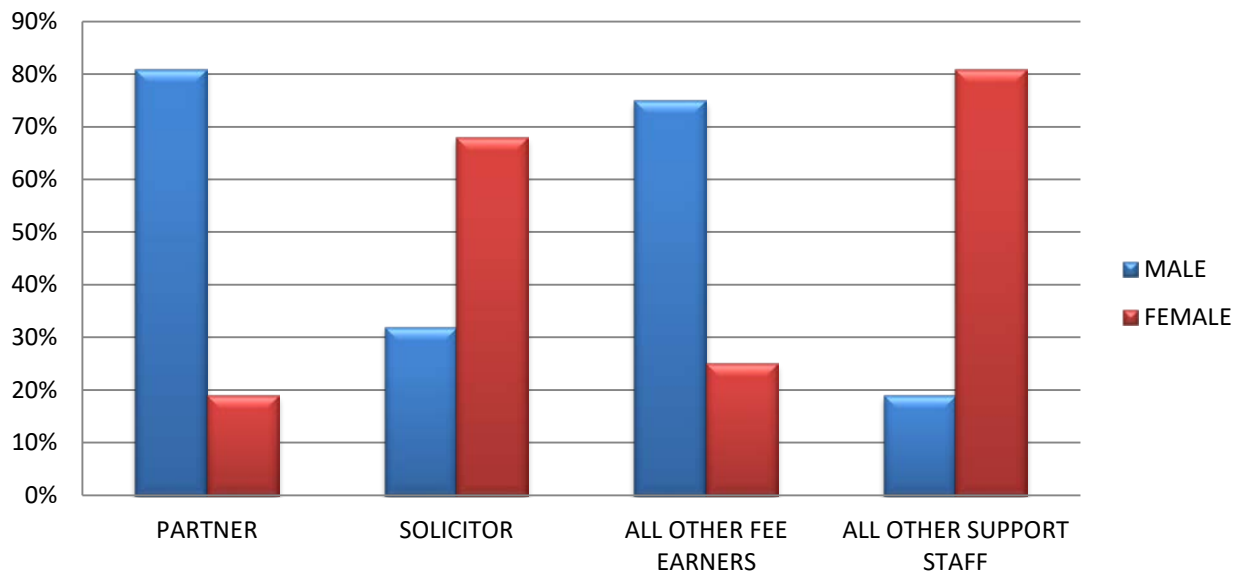
All applications will be considered on the merits of their applicant against the job specification regardless of age, sex, gender re-assignment, marital/civil partnership status, race, nationality, caste, disability, religion or belief, or sexual orientation.

Job specifications will include criteria which are objectively required for the duties and responsibilities of the vacancy and which it is lawful to require.

Age Range

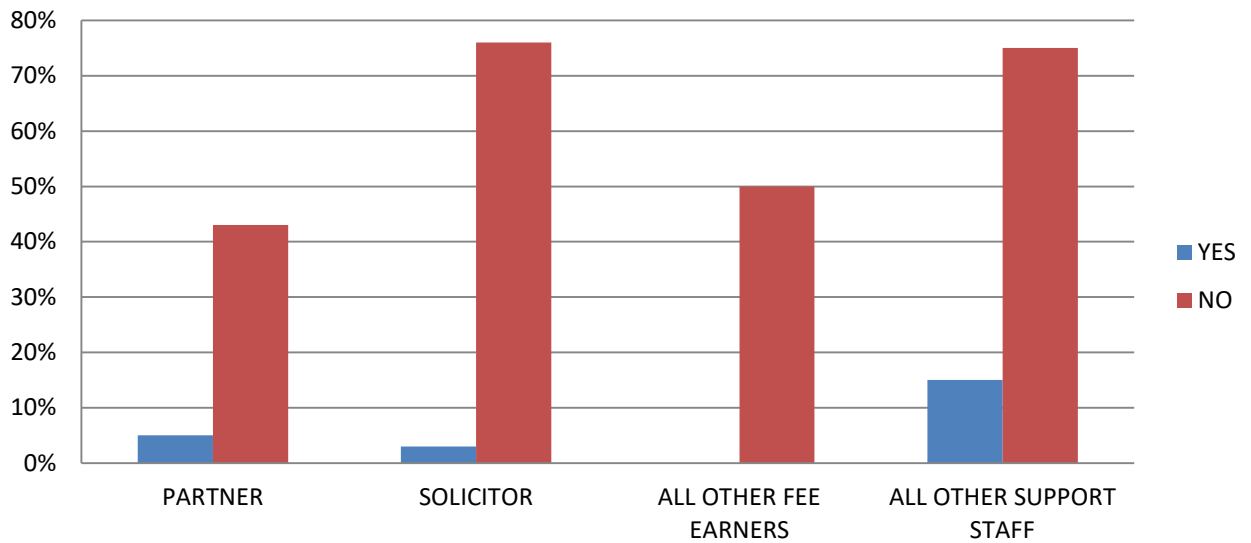


Gender



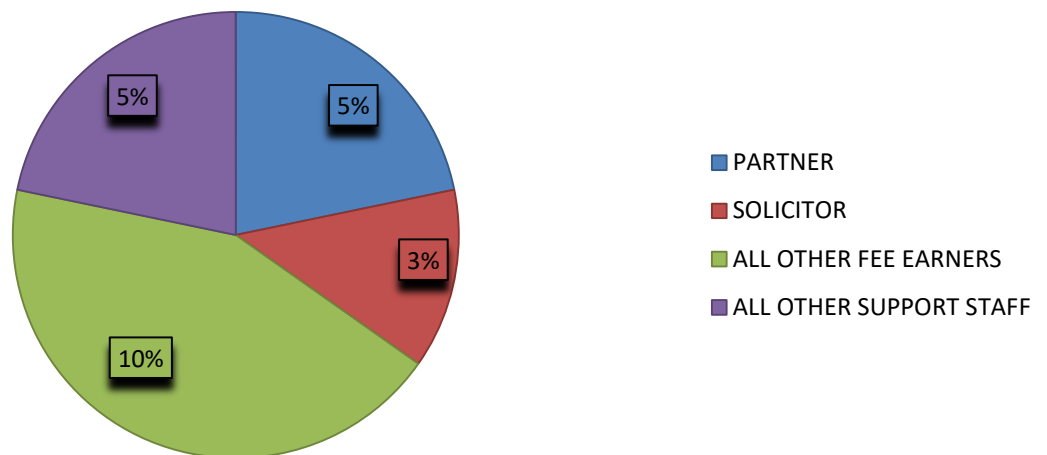
Disability

(individuals with a disability in accordance with the definition of the Equality Act 2010)

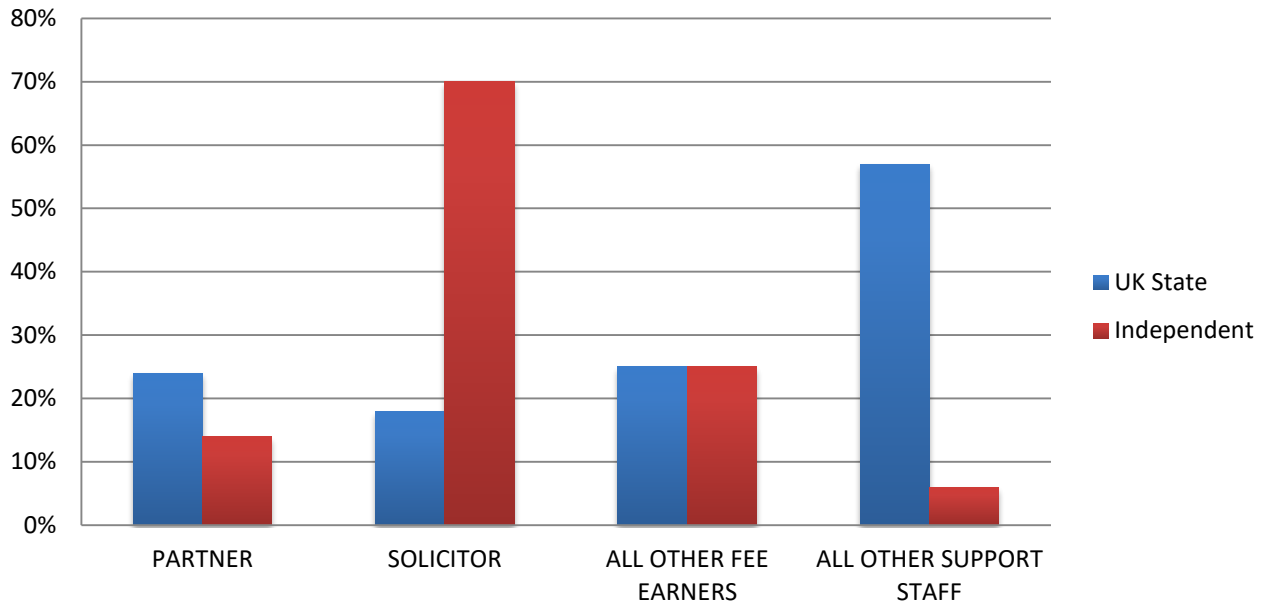


Ethnic Origin

(from non British/NI or other white background)



School Type



Caring Responsibilities

