

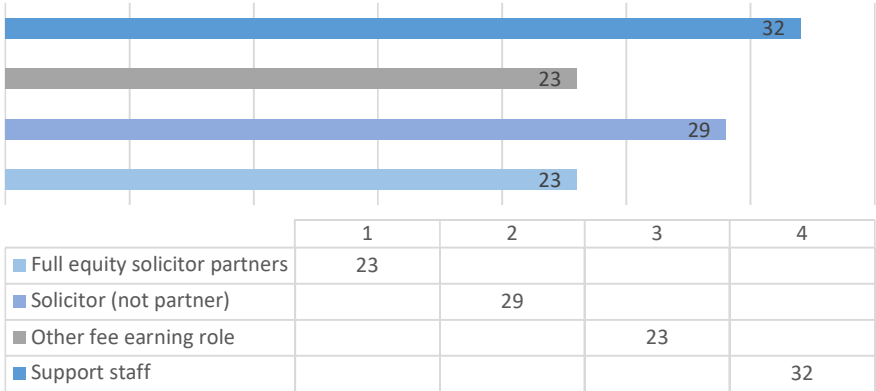
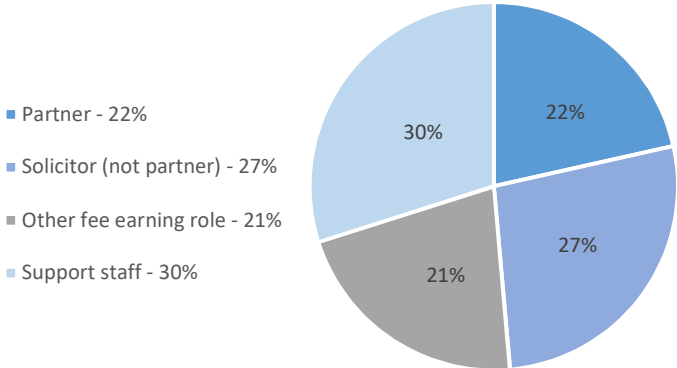
# PAYNE HICKS BEACH

## Diversity Survey Results 2023

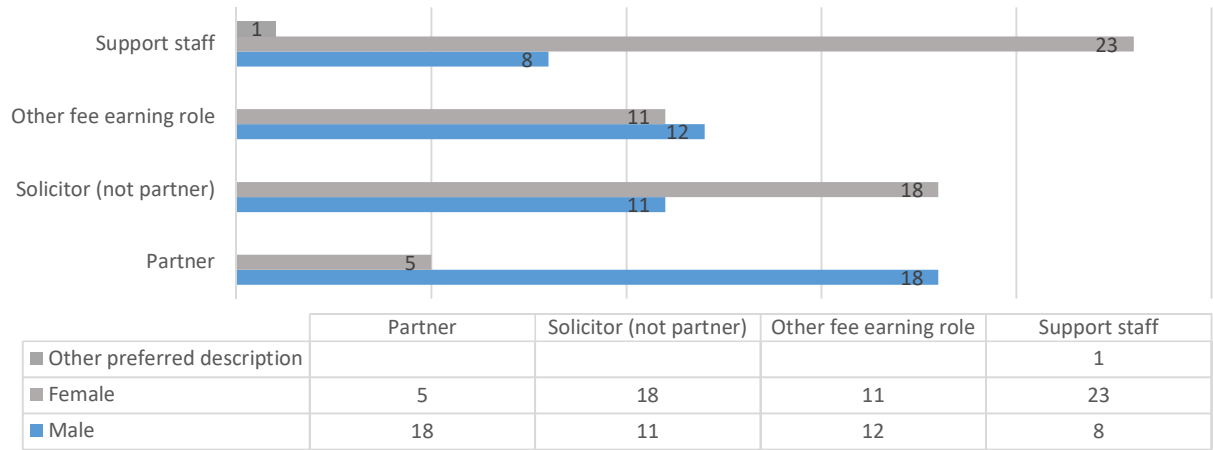
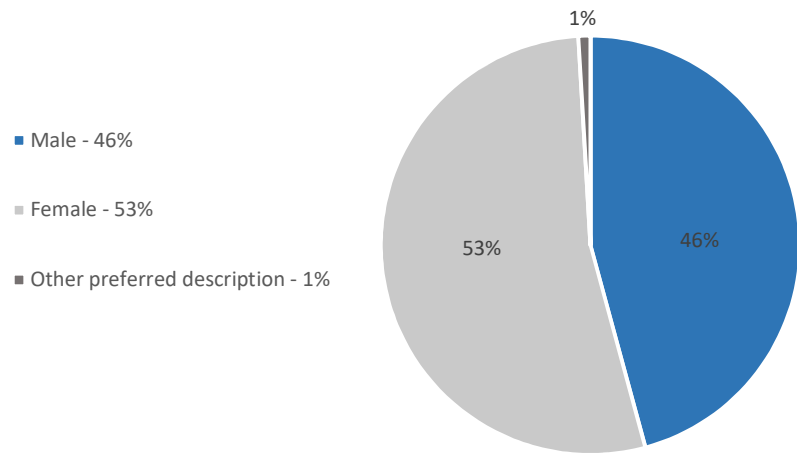
The Solicitors Regulation Authority (**SRA**) requires all regulated firms, regardless of size, to collect report and publish data about the diversity make-up of their workforce every two years.

The summary below is a snapshot relating to the 50% of our staff who participated in the survey in July 2023.

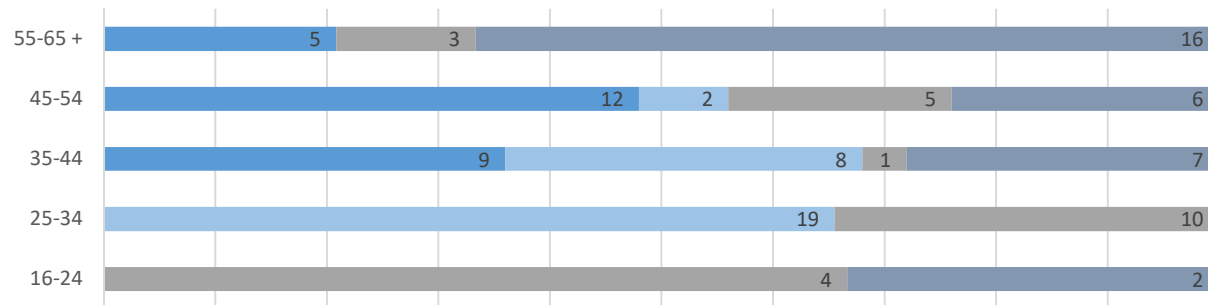
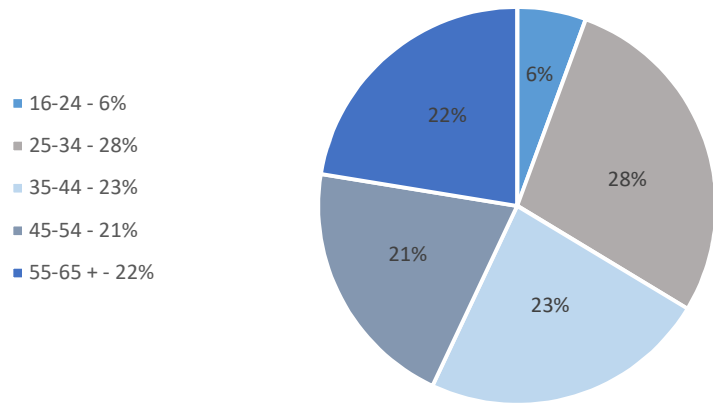
**Figure 1: Role categories**



**Figure 2: Sex**

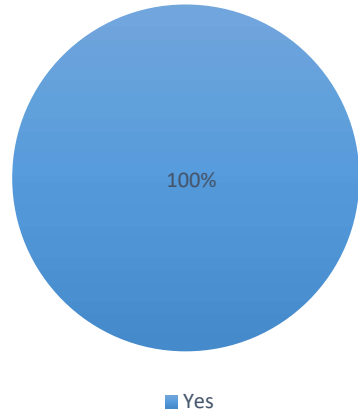


**Figure 3: Age categories**

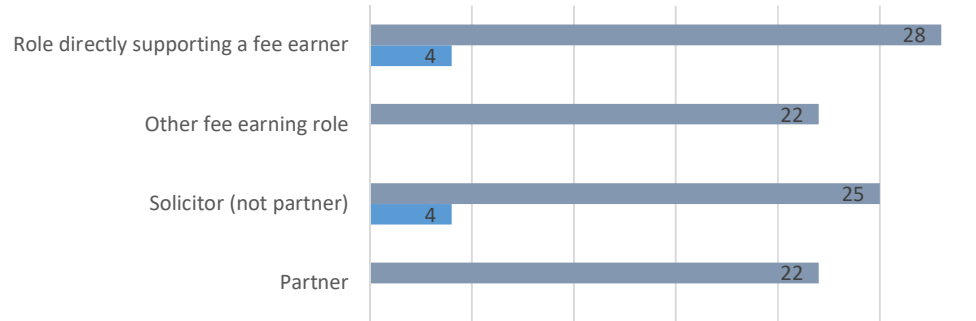
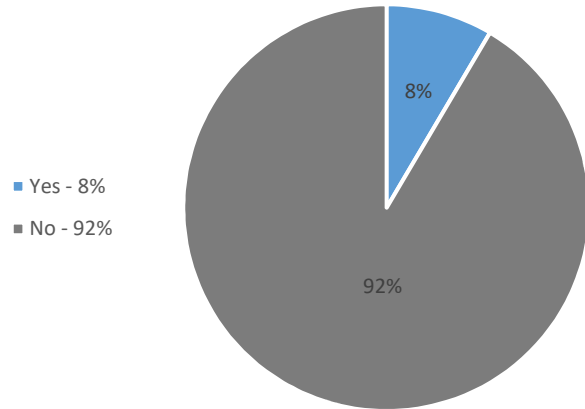


	16-24	25-34	35-44	45-54	55-65 +
Partner			9	12	5
Solicitor (not partner)		19	8	2	
Other fee earning role	4	10	1	5	3
Support staff	2		7	6	16

**Figure 4: Gender identity the same as sex registered at birth**

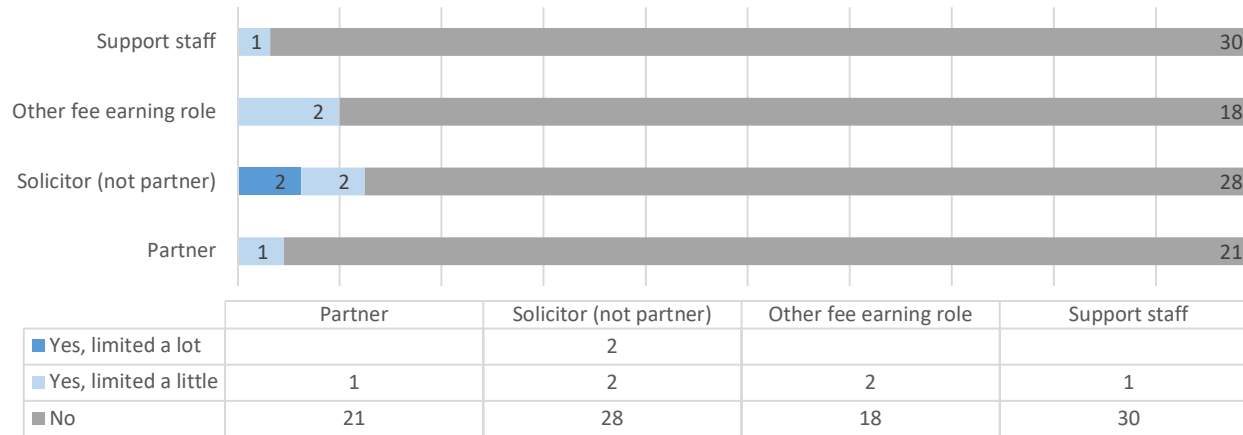
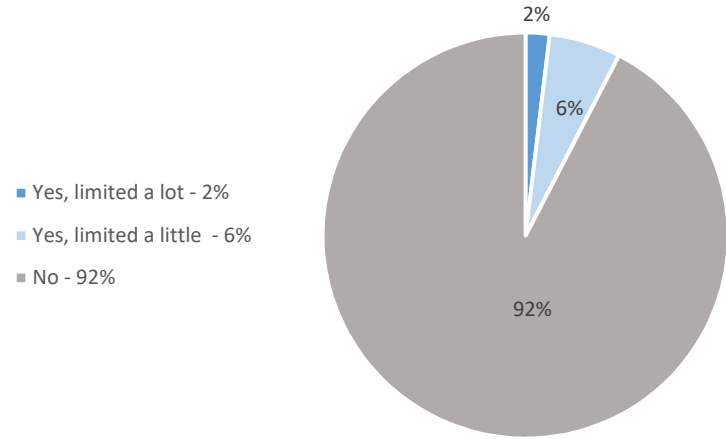


**Figure 5: Considered to have a disability according to the definition in the Equality Act 2010**



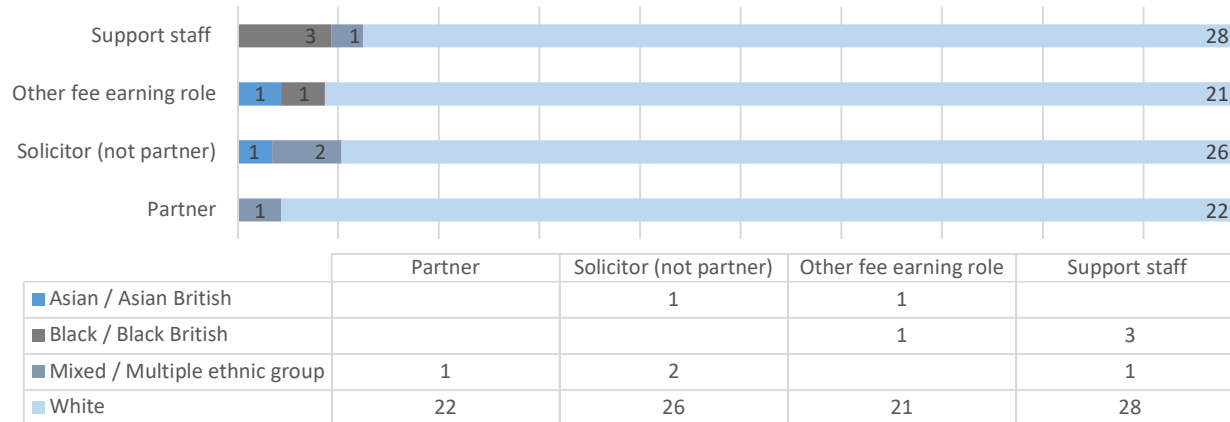
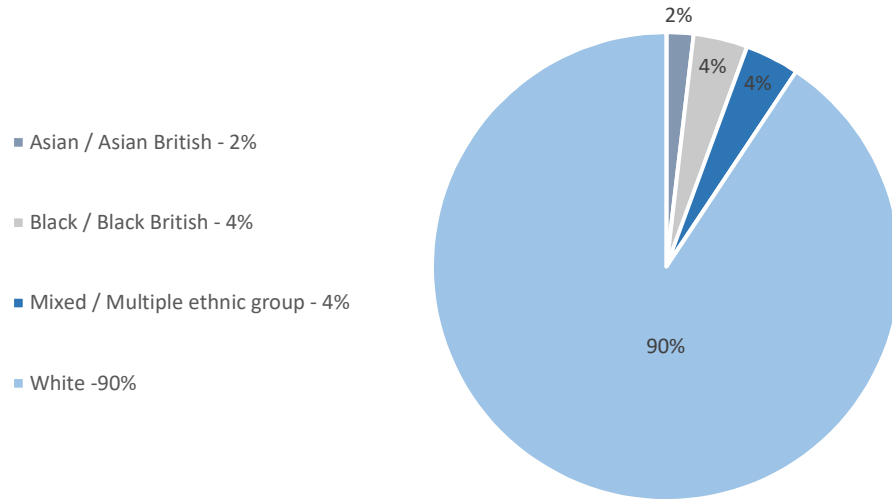
	Partner	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
No	22	25	22	28
Yes	0	4	0	4

**Figure 6: Those whose day-to-day activities are limited because of a health problem or disability, which has lasted, or expected to last at least 12 months**



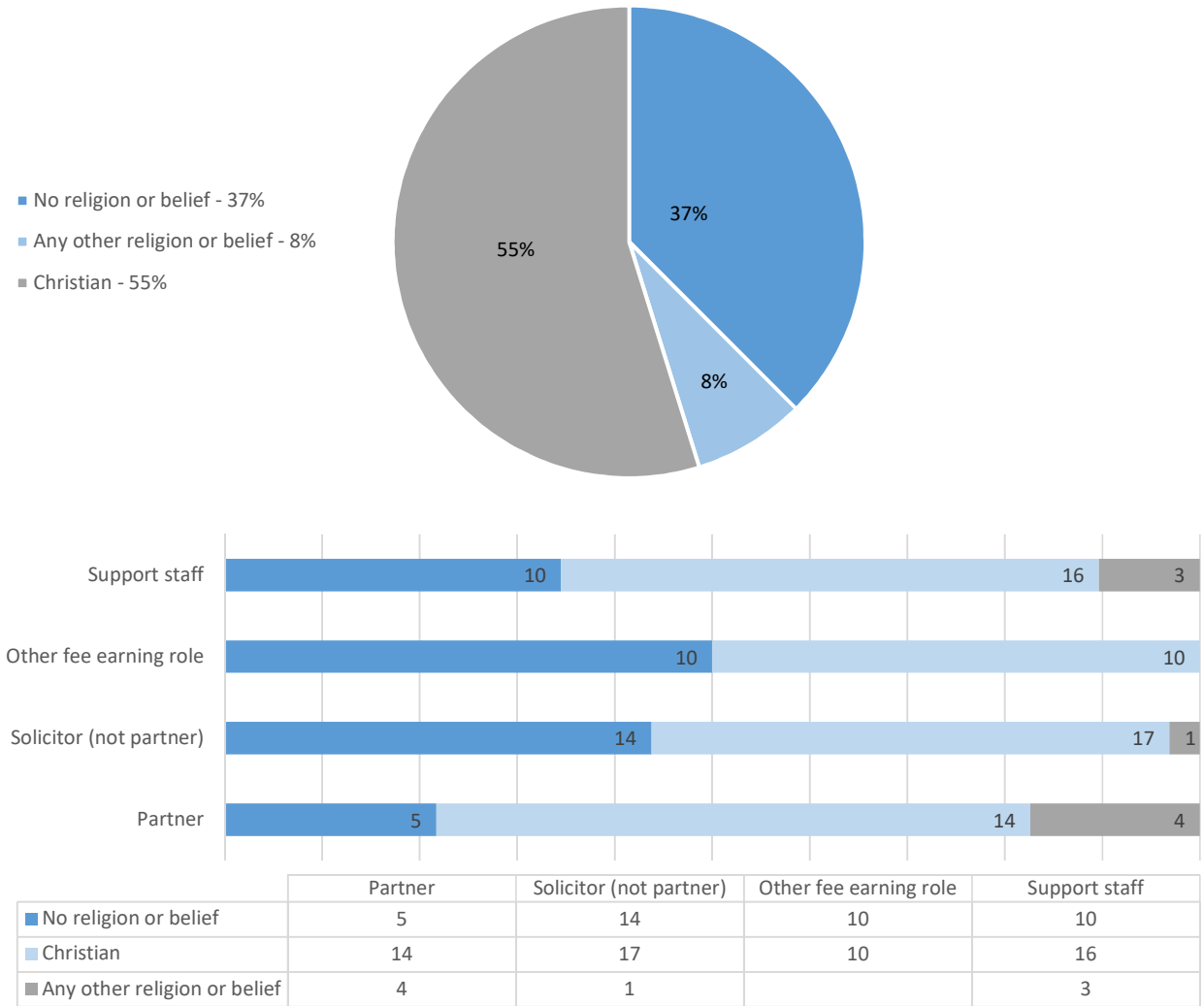
■ Yes, limited a lot   ■ Yes, limited a little   ■ No

**Figure 7: Ethnicity**

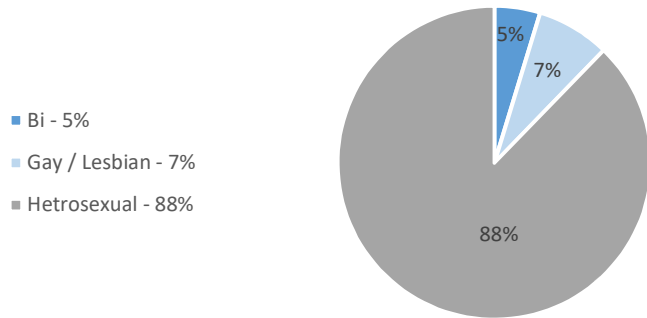


	Partner	Solicitor (not partner)	Other fee earning role	Support staff
Asian / Asian British		1	1	
Black / Black British			1	3
Mixed / Multiple ethnic group	1	2		1
White	22	26	21	28

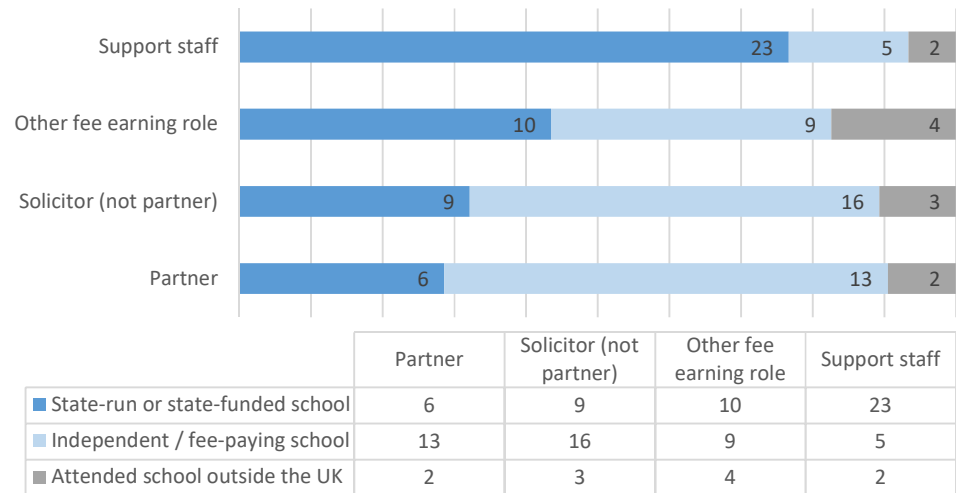
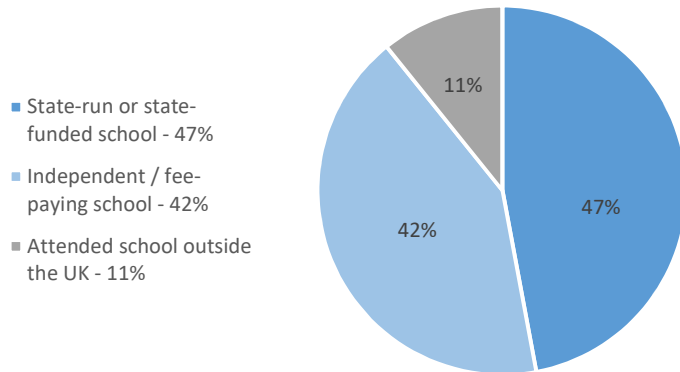
**Figure 8: Religion or belief**



**Figure 9: Sexual orientation**

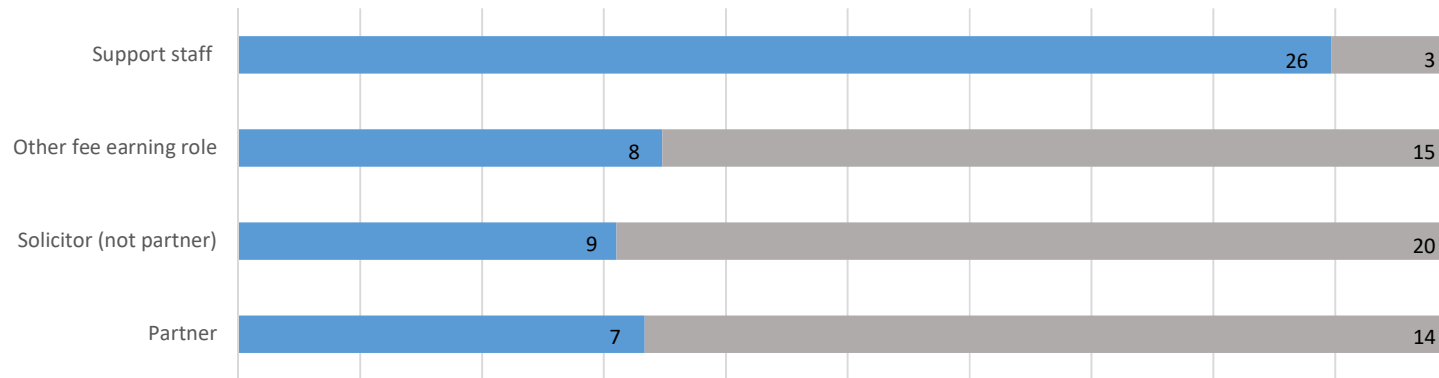
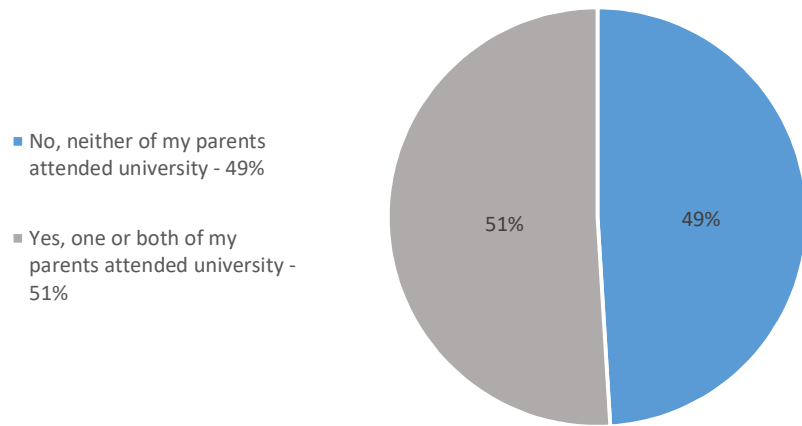


**Figure 10: School attended between the ages of 11 and 16**





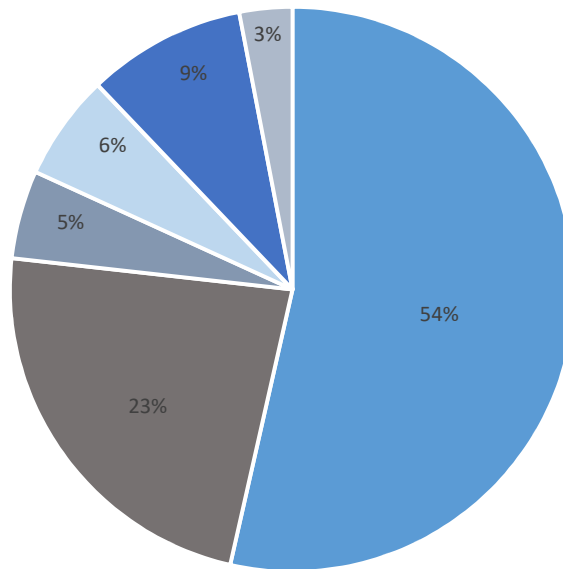
**Figure 11: Parents attended university and gained a degree by the age of 18**

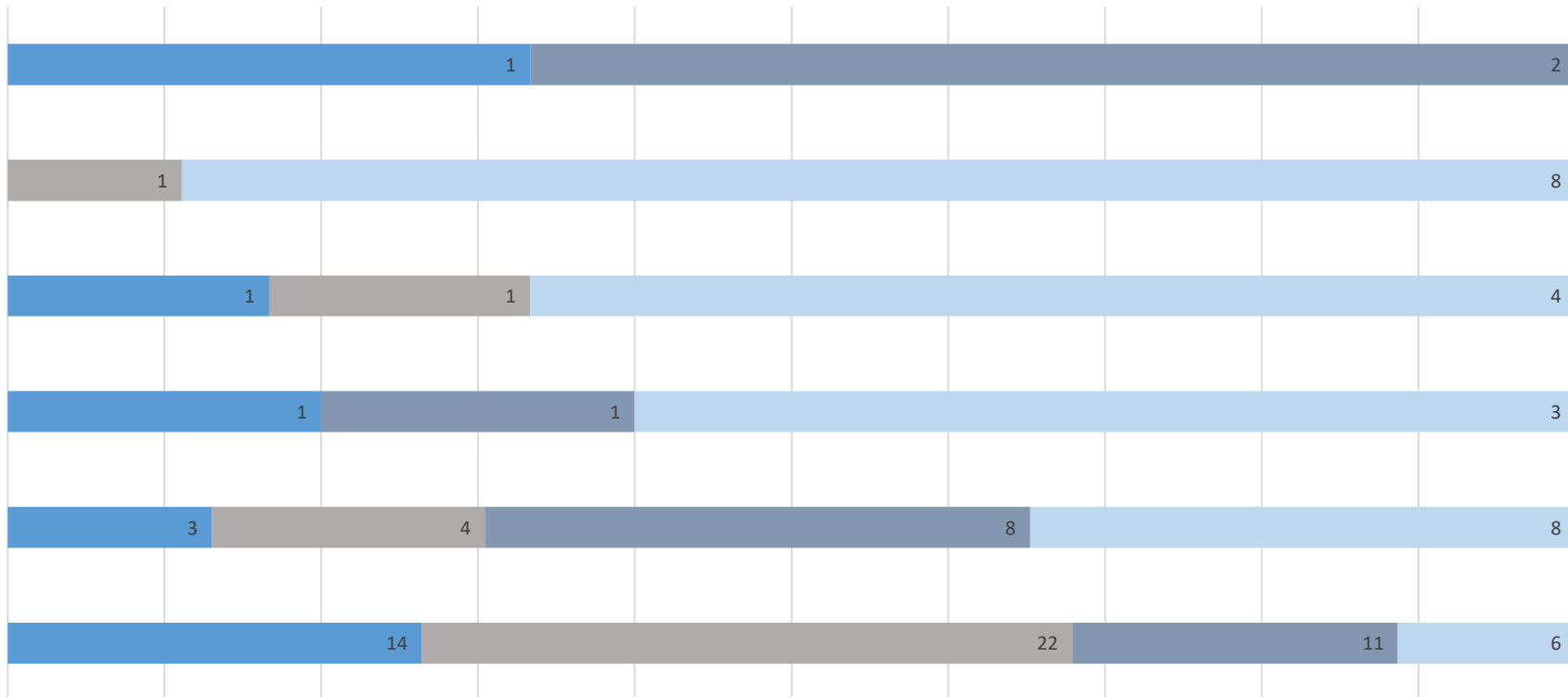


	Partner	Solicitor (not partner)	Other fee earning role	Support staff
No, neither of my parents attended university	7	9	8	26
Yes, one or both of my parents attended university	14	20	15	3

**Figure 12: Occupation of main household earner at age 14**

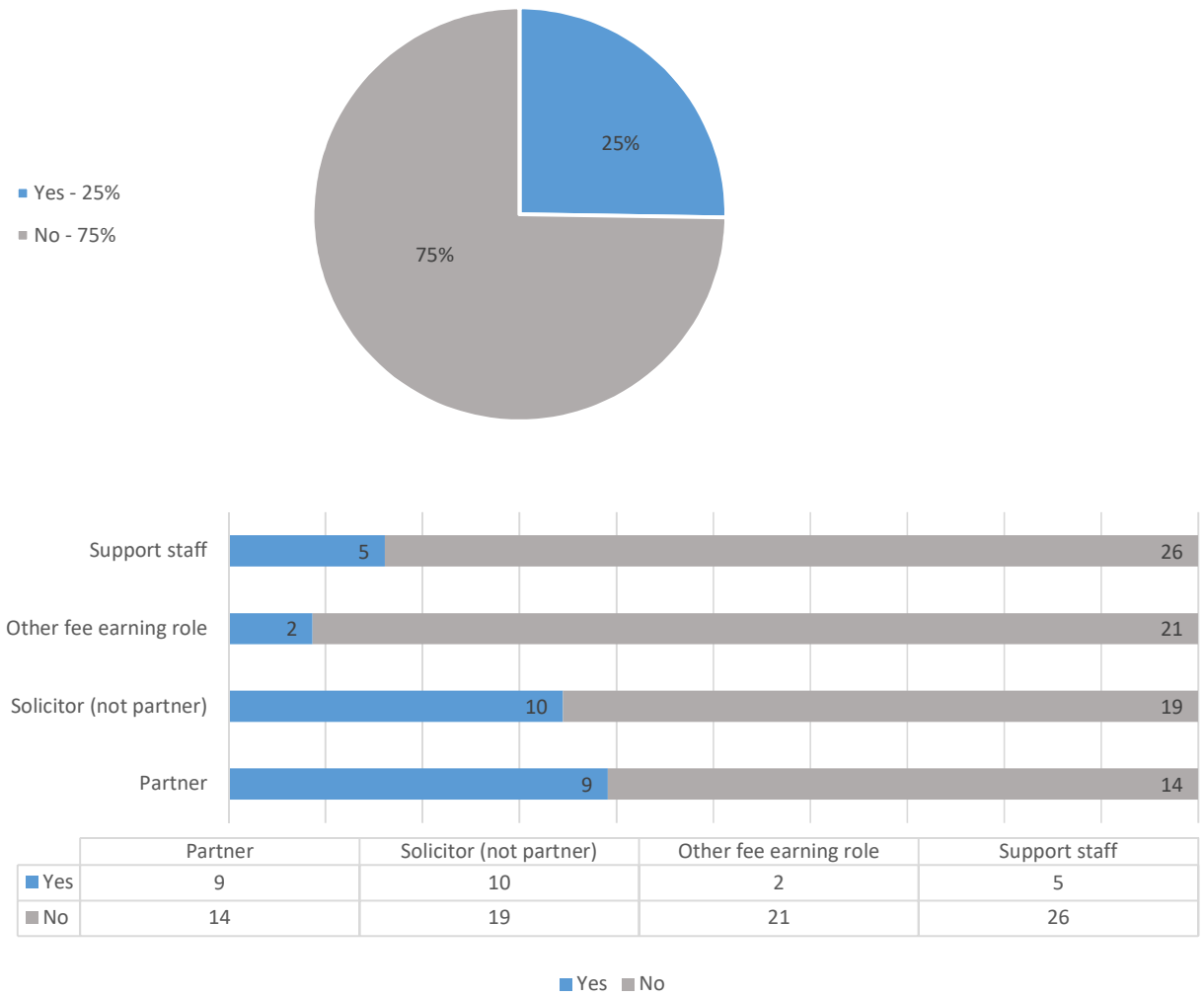
- Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker - 54%
- Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner - 23%
- Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse - 5%
- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver 6%
- Routine, semi-routine, manual, and service occupations such as: postal worker, machine operative, security guard, caretaker 9%
- Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies - 3%



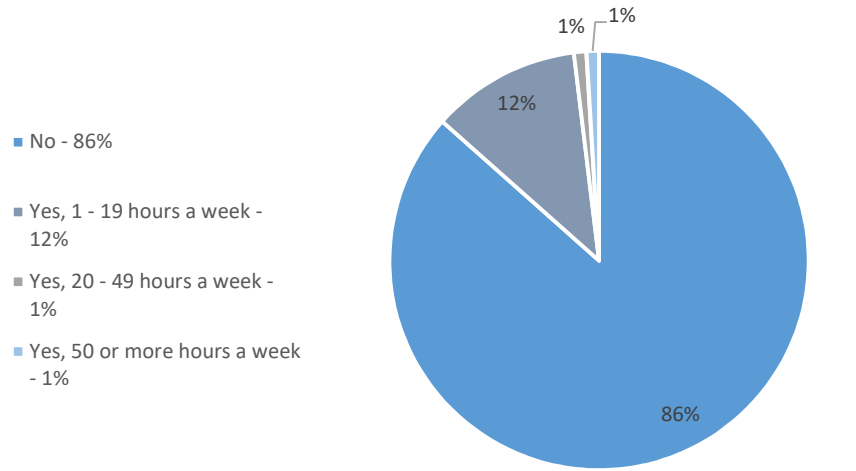


	Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker	Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner	Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	Routine, semi-routine, manual, and service occupations such as: postal worker, machine operative, security guard, caretaker	Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies
Partner	14	3	1	1		1
Solicitor (not partner)	22	4		1	1	
Other fee earning role	11	8	1			2
Support staff	6	8	3	4	8	

**Figure 13: Primary carer for a child under 18**



**Figure: 14: Looks after or cares for someone with a long term physical or mental ill health caused by disability or age (not in a paid capacity)**



	Partner	Solicitor (not partner)	Other fee earning role	Support staff
No	17	26	22	25
Yes, 1 - 19 hours a week	4	3	1	4
Yes, 20 - 49 hours a week				1
Yes, 50 or more hours a week				1