PAYNE HICKS BEACH

Diversity Survey Results 2025

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 71% of our staff that participated in the survey in June 2025.

Figure 1: Role categories

- Full-equity solicitor partner 10%
- Salaried or partial-equity solicitor partner - 5%
- Solicitor (not partner) 31%
- Other fee earning role 18%
- Role directly supporting a fee earner -12%
- Managerial role 2%
- IT/HR/other corporate services role 17%

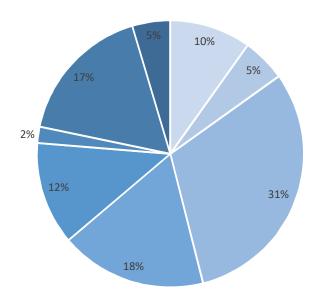
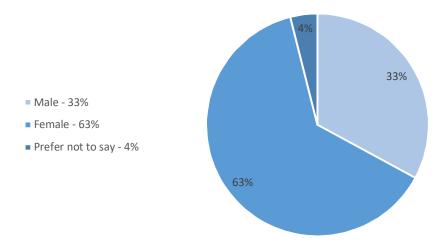




Figure 2: Sex



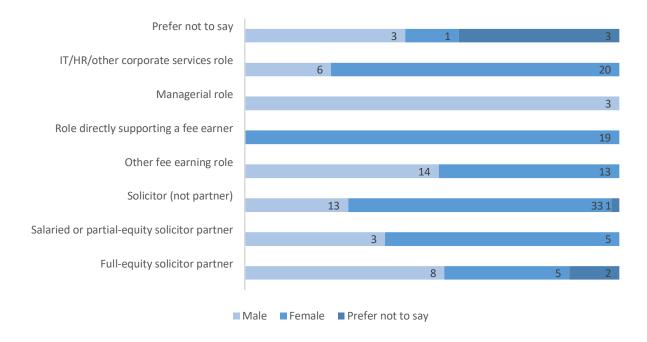
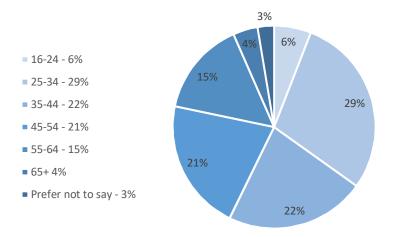


Figure 3: Age categories



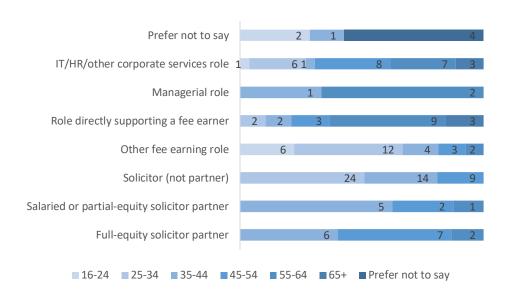
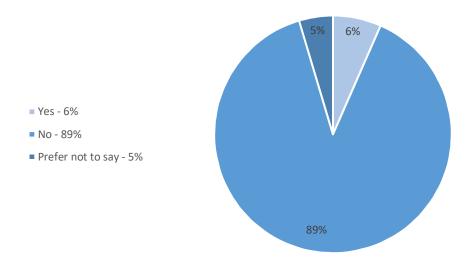


Figure 4: Considered to have a disability according to the definition in the Equality Act 2010



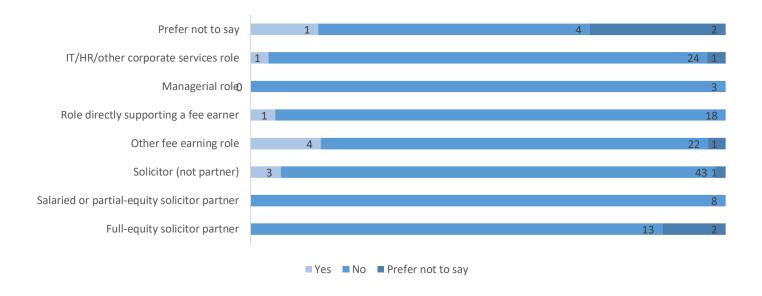
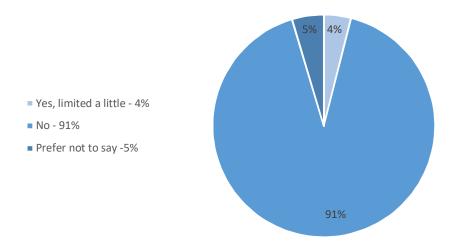


Figure 5: Those whose day-to-day activities are limited by their disability or condition



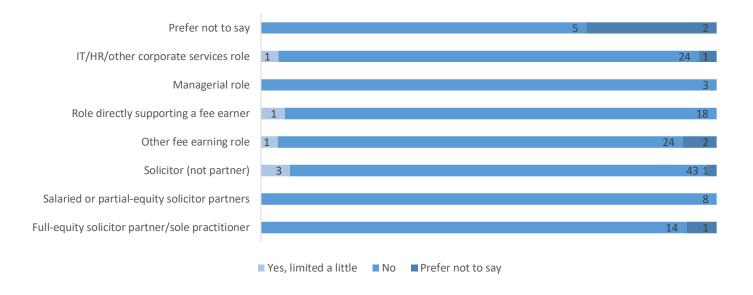
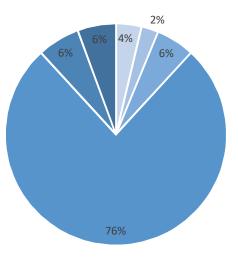


Figure 6: Ethnicity

- Asian / Asian British 4%
- Black / Black British 2%
- Mixed / Multiple ethnic group - 6%
- White 76%
- Other ethnic group 6%
- Prefer not to say 6%



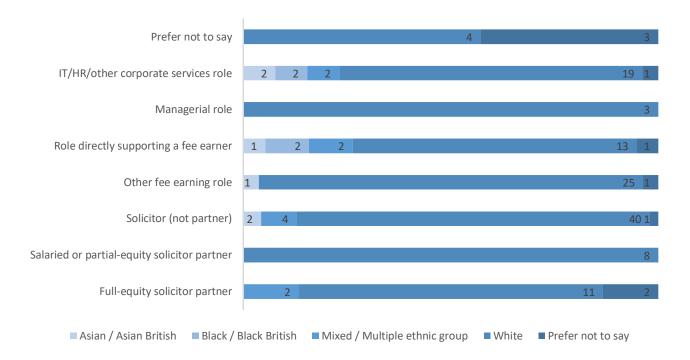
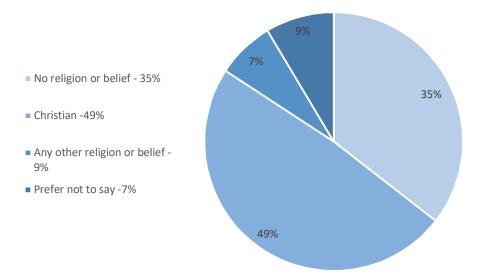


Figure 7: Religion or belief



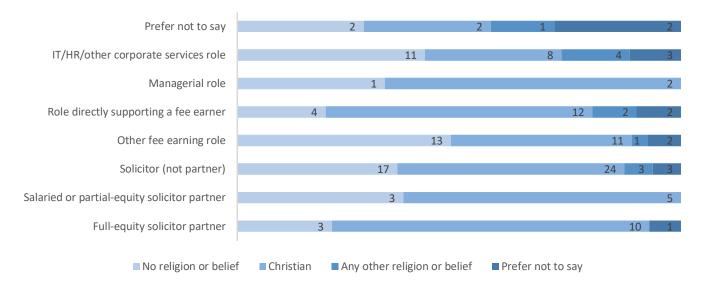


Figure 8: Sexual orientation

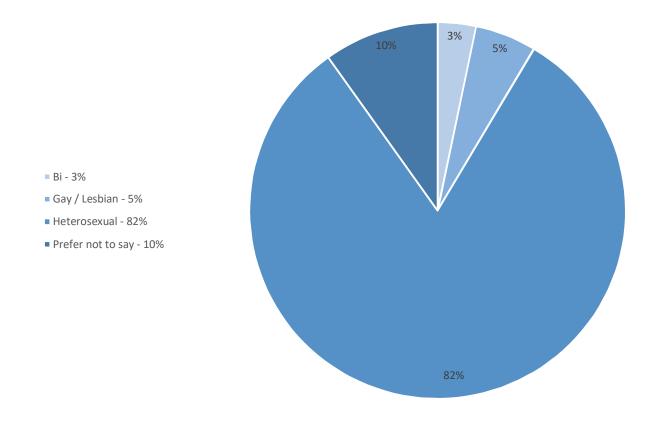


Figure 9: School attended between the ages of 11 and 16

- State-run or state-funded school (selective on academic, faith or other grounds) - 24%
- State-run or state-funded school (non-selective) 30%
- Independent / fee-paying school where I received a bursary covering 90% or more of my tuition -2%
- Independent / fee-paying school where I received no bursary or a bursary covering less than 90% or more of my tuition - 30%
- Attended school outside the UK 7%
- Don't know / not sure / other 1%
- Prefer not to say 6%

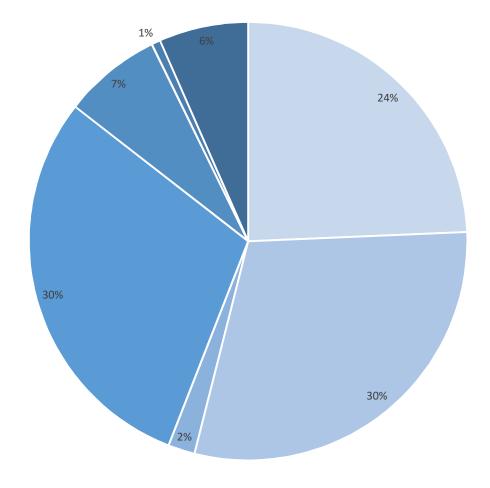
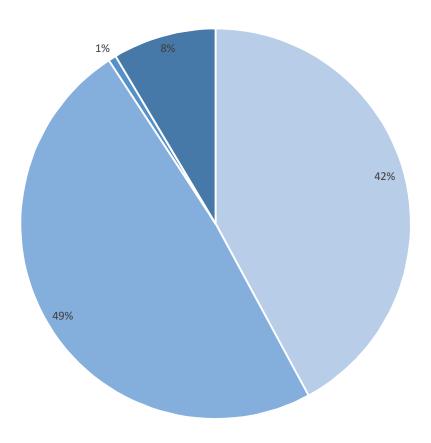


Figure 10: Parents attended university and gained a degree by the age of 18



[■] Yes, one or both of my parents attended university - 42% ■ No, neither of my parents attended university - 49%

Don't know / not sure - 1%

[■] Prefer not to say - 8%

Figure 11: Occupation of main household earner at age 14

- Modern and traditional professional -40%
- Senior, middle, or junior managers or administrators - 18%
- Clerical and intermediate 2%
- Technical and craft 6%
- Routine, semi-routine, manual, and service - 9%
- Small business owners who employed less than 25 people - 10%
- Other, such as: retired / this question does not apply to me / I don't know - 4%
- Prefer not to say 11%

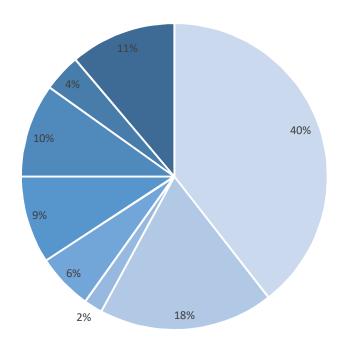
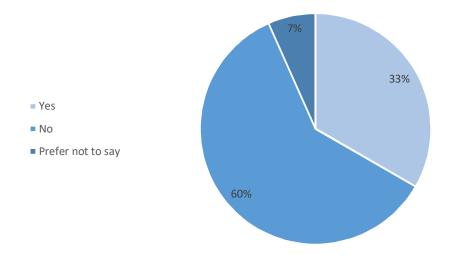




Figure 12: Primary carer for a child under 18



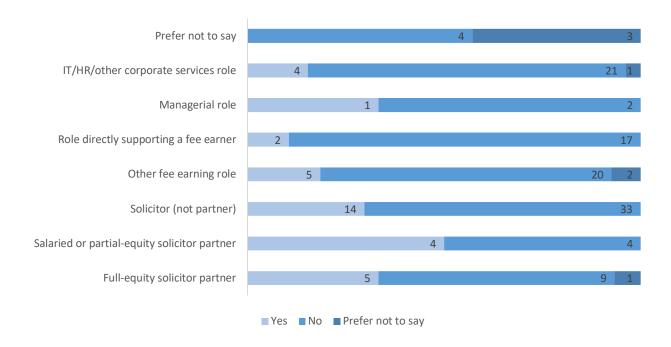


Figure: 13 Looks after or cares for someone with a long term physical or mental ill health caused by disability or age (not in a paid capacity).

