

# 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

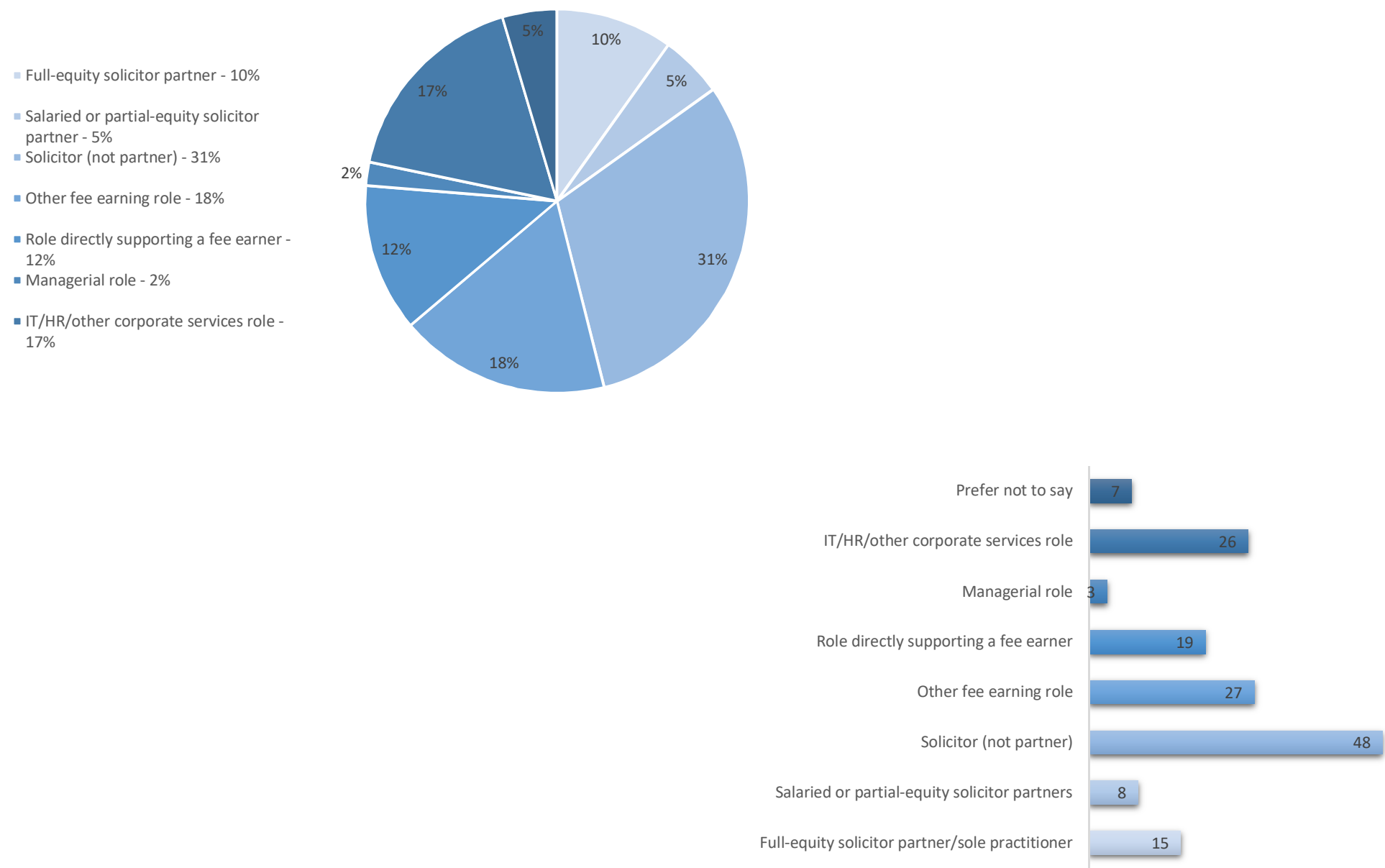


Figure 2: Sex

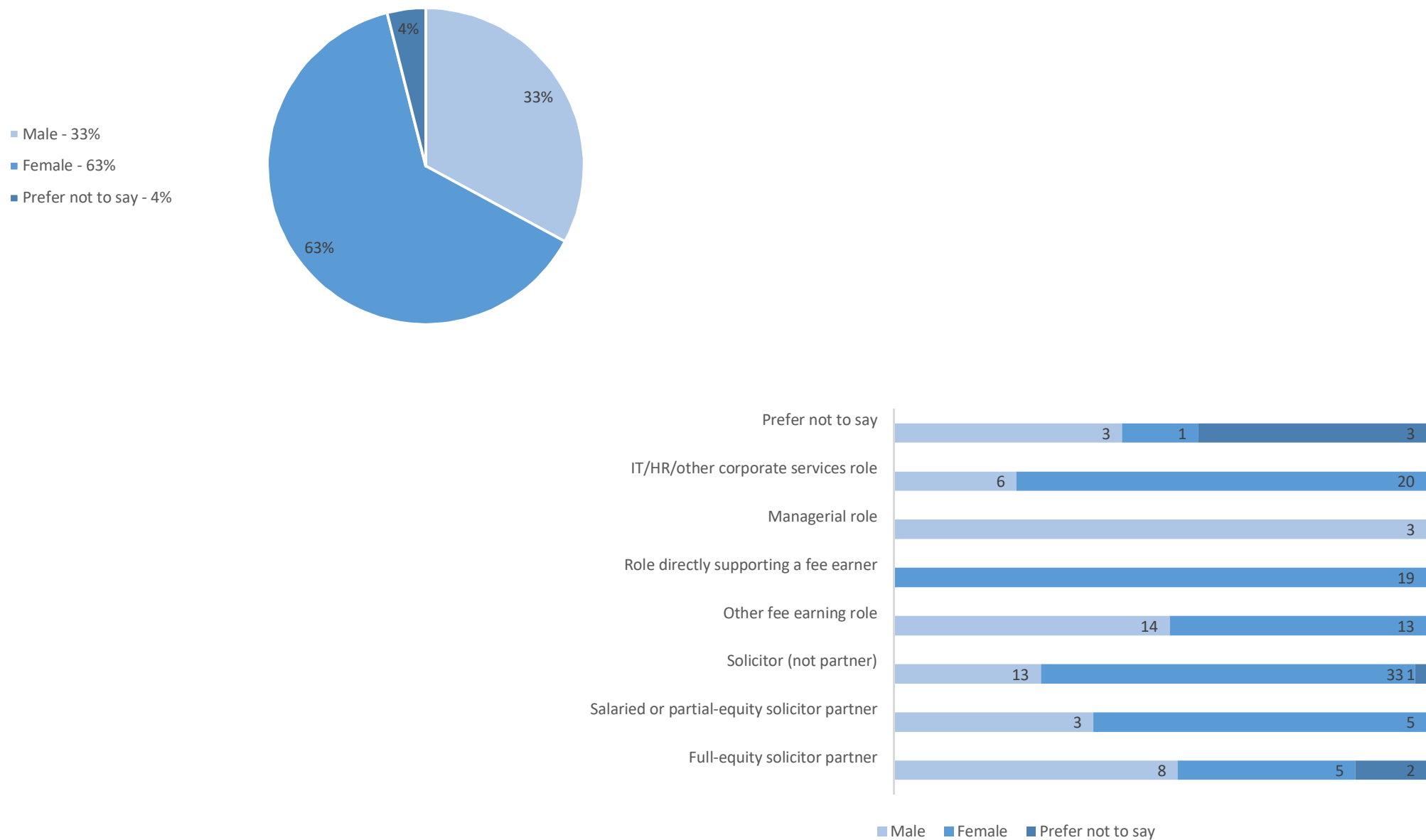


Figure 3: Age categories

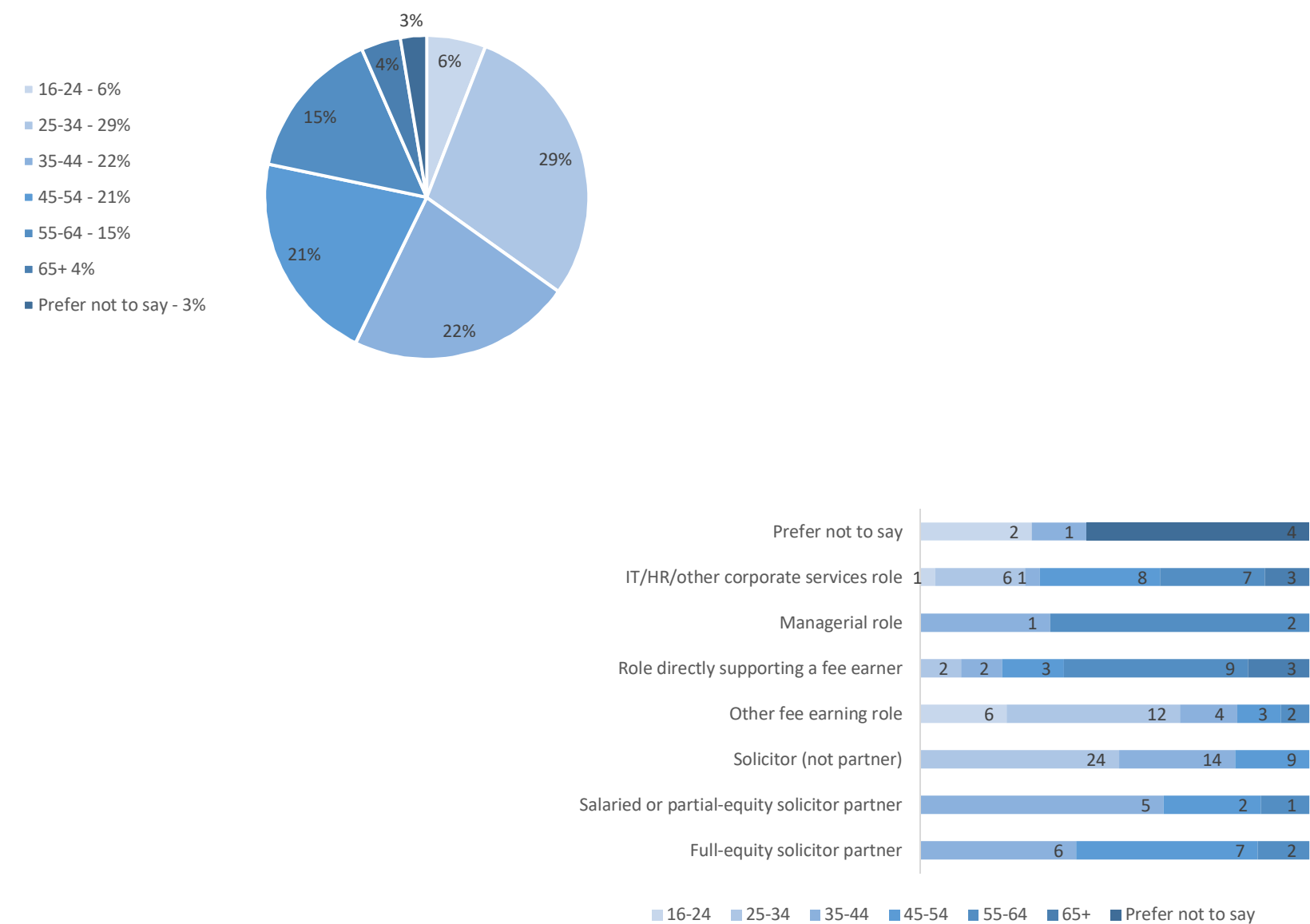


Figure 4: Considered to have a disability according to the definition in the Equality Act 2010

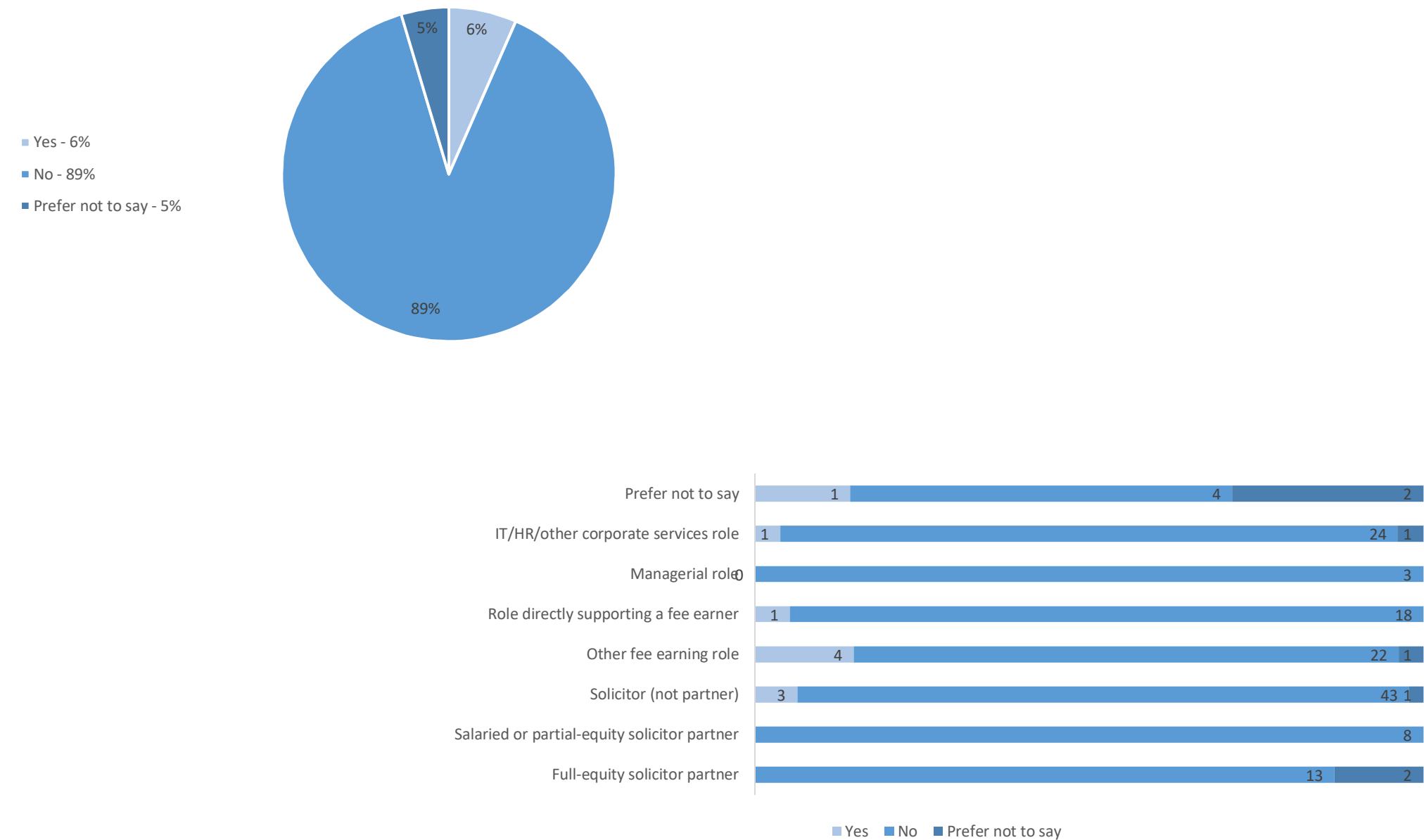


Figure 5: Those whose day-to-day activities are limited by their disability or condition

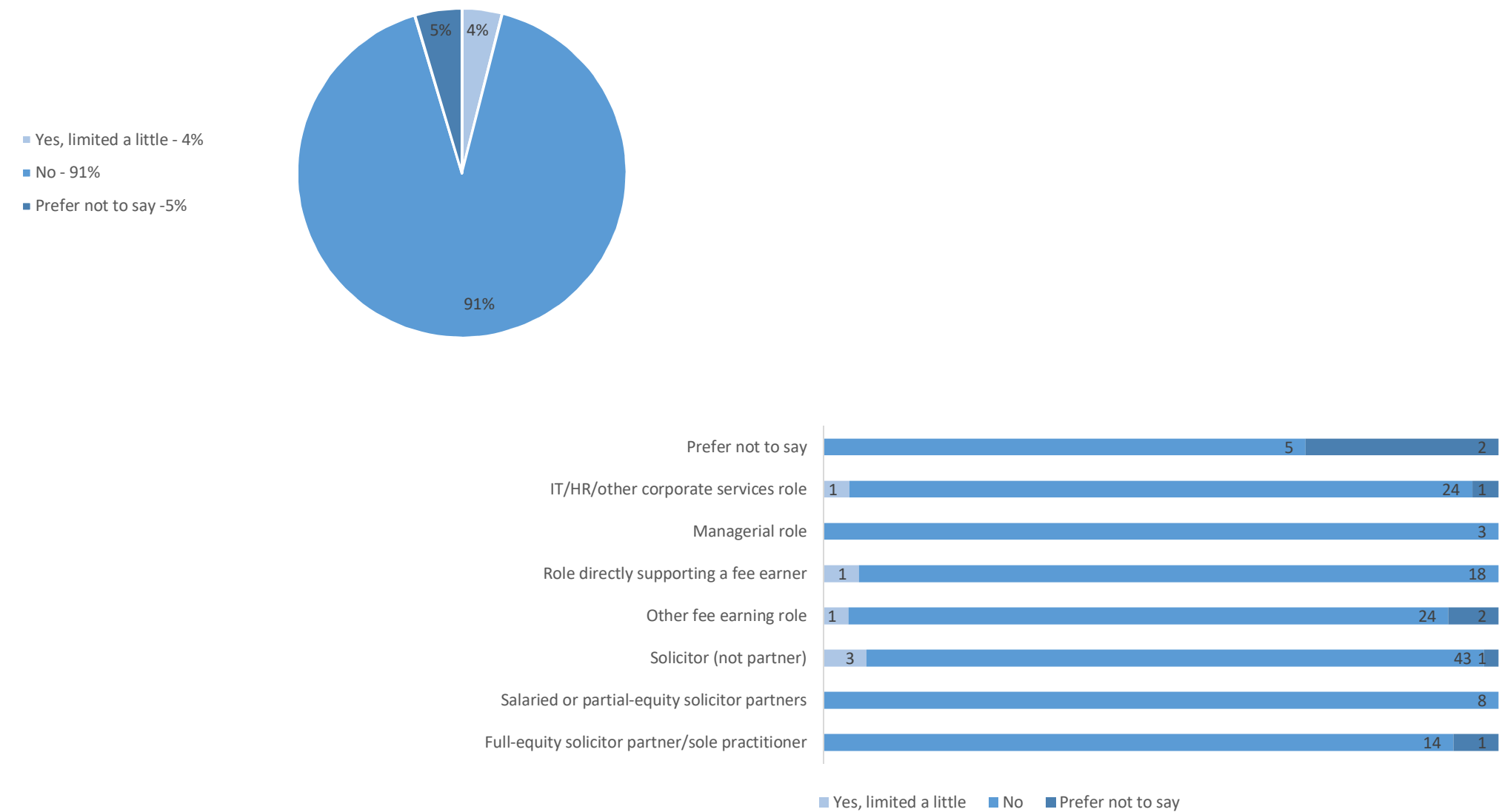


Figure 6: Ethnicity

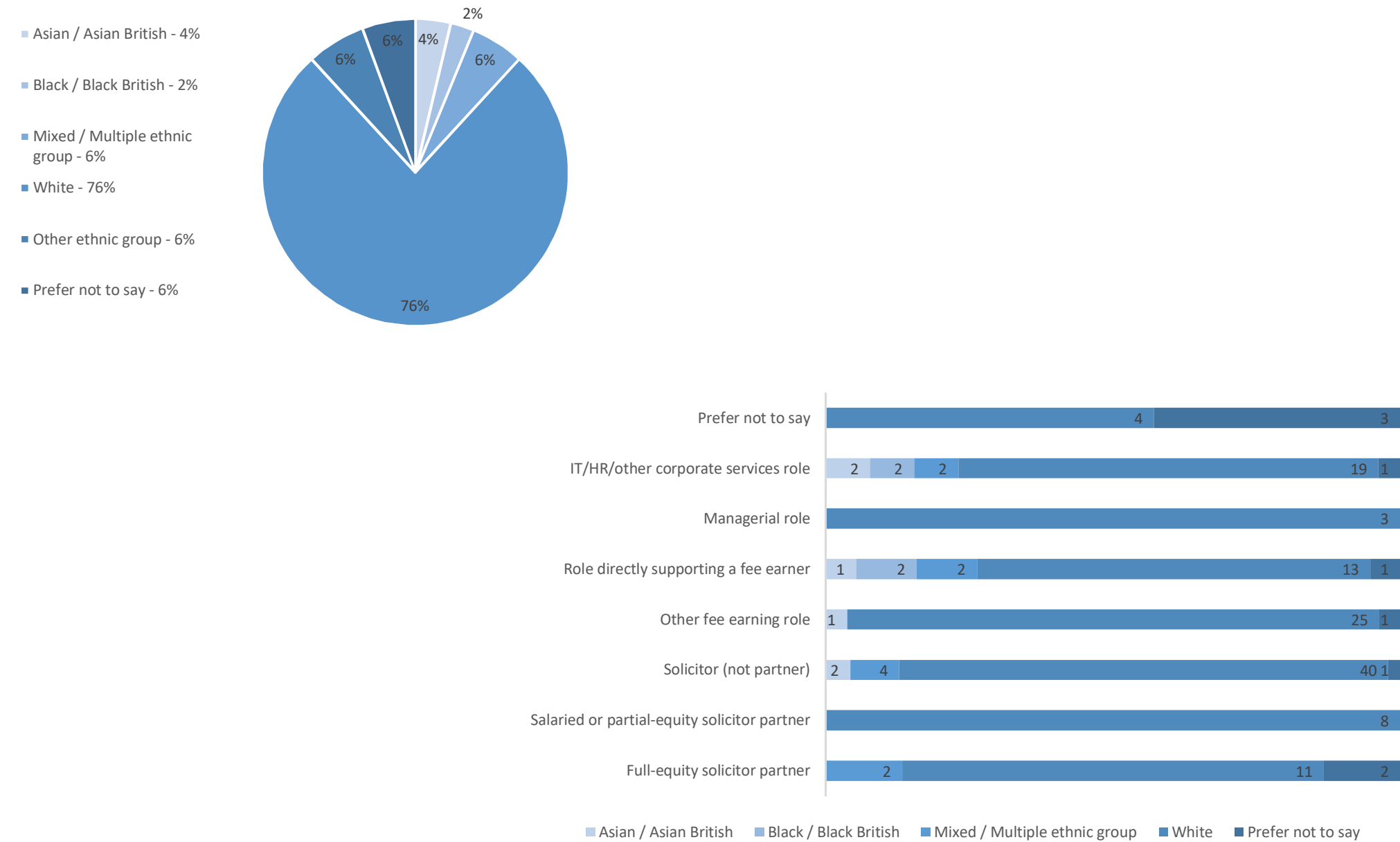


Figure 7: Religion or belief

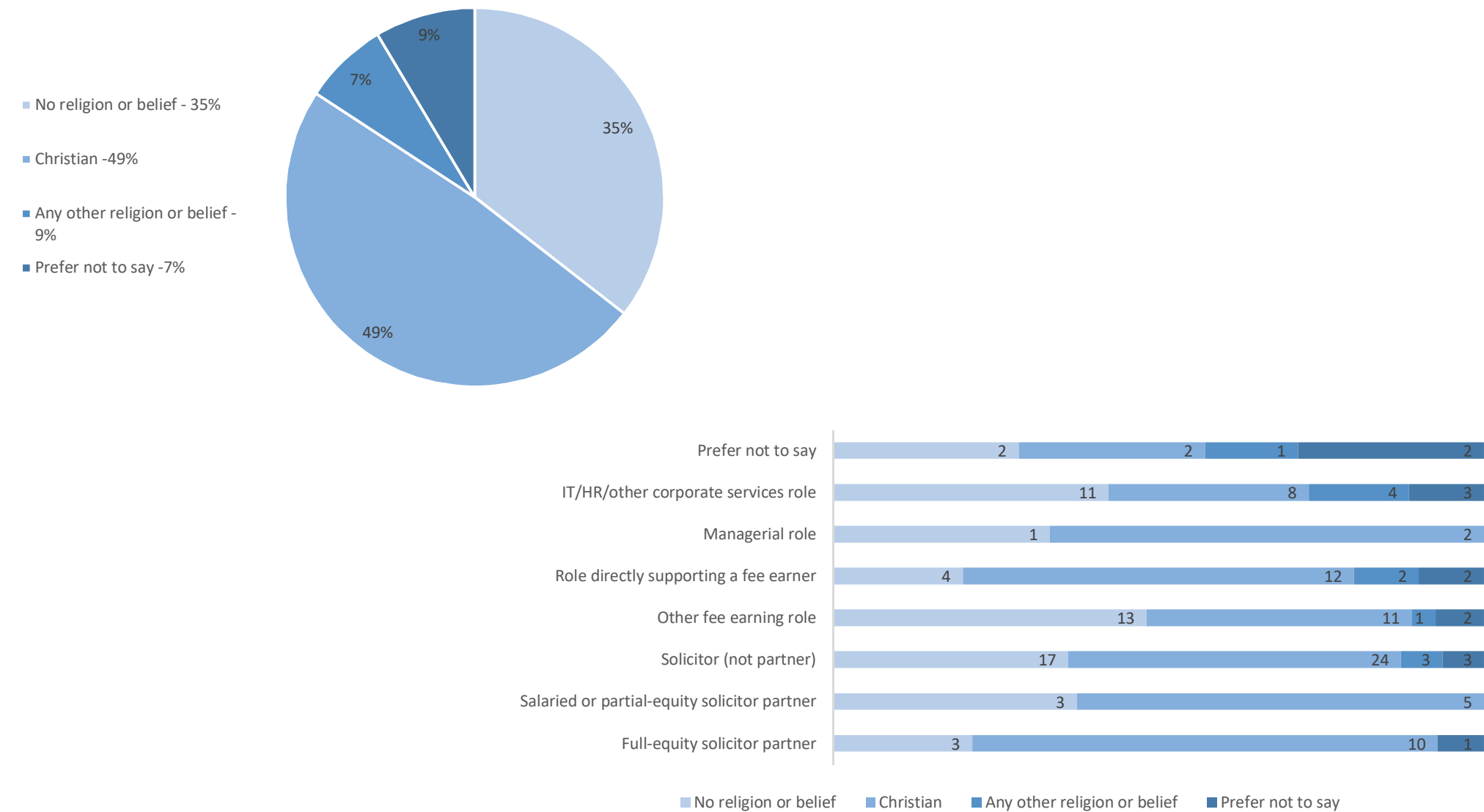




Figure 8: Sexual orientation

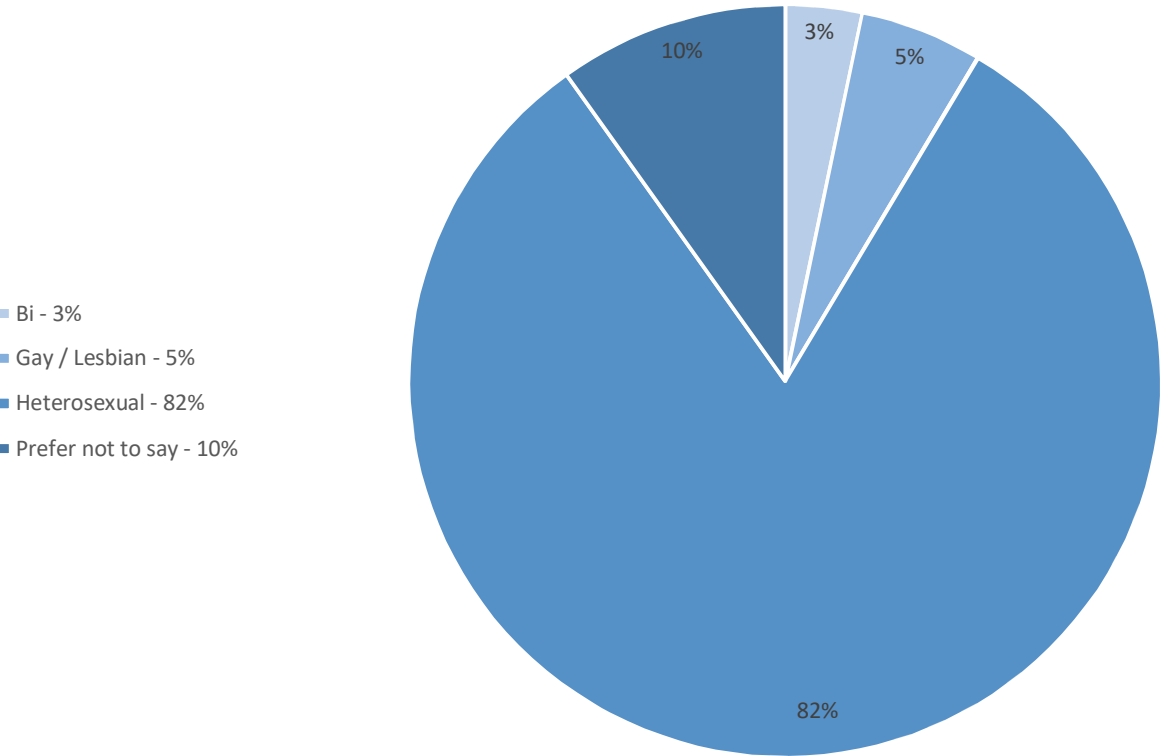


Figure 9: School attended between the ages of 11 and 16

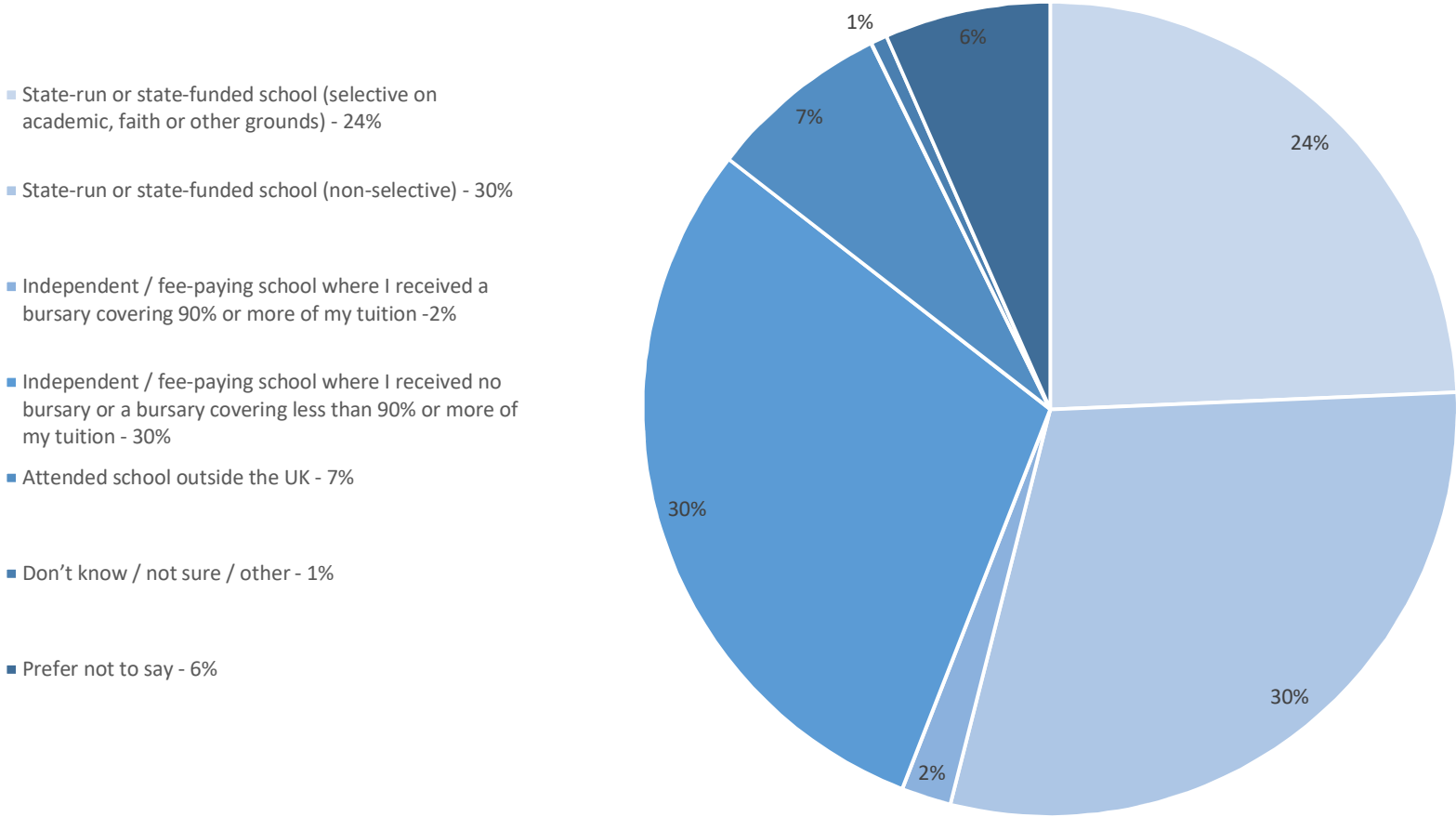


Figure 10: Parents attended university and gained a degree by the age of 18

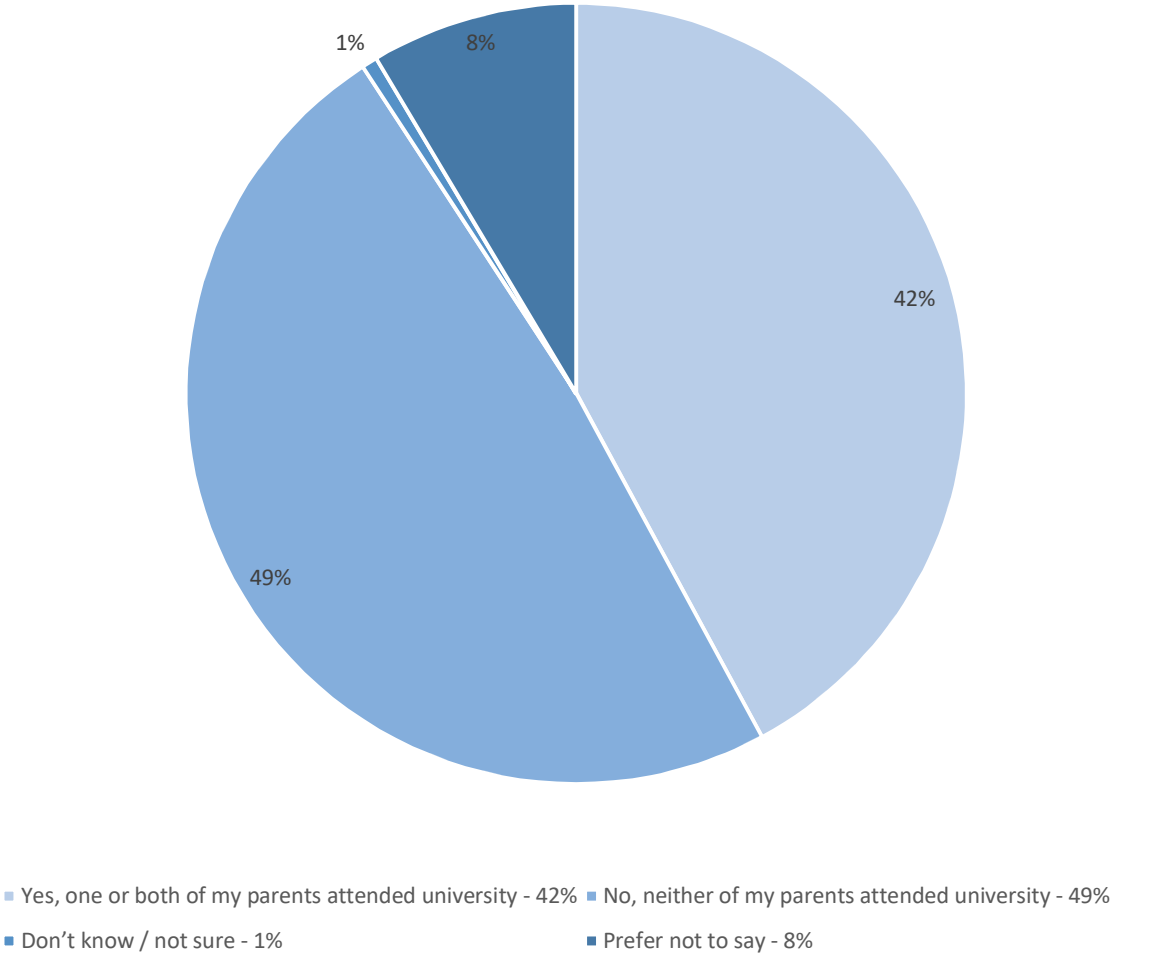


Figure 11: Occupation of main household earner at age 14

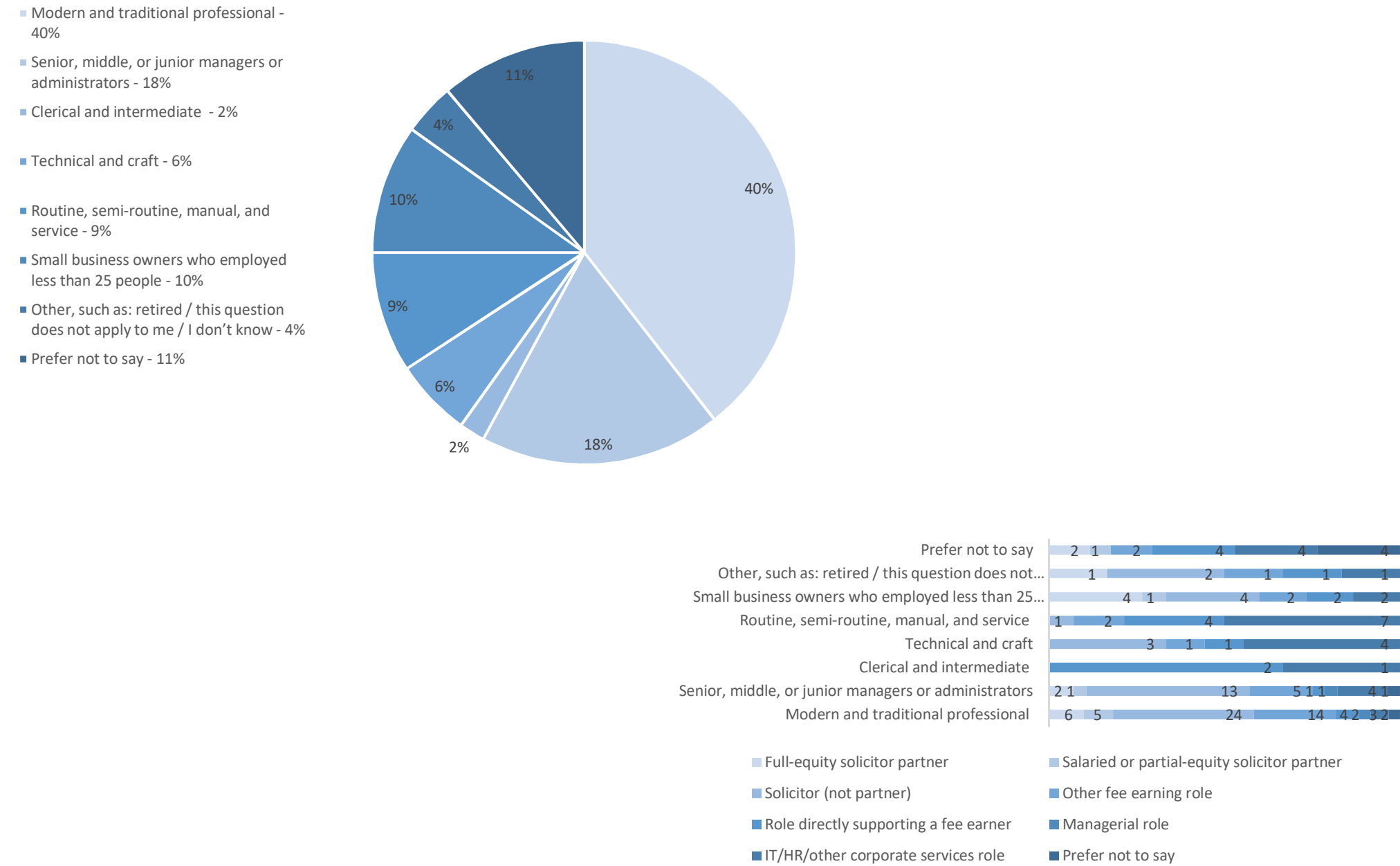


Figure 12: Primary carer for a child under 18

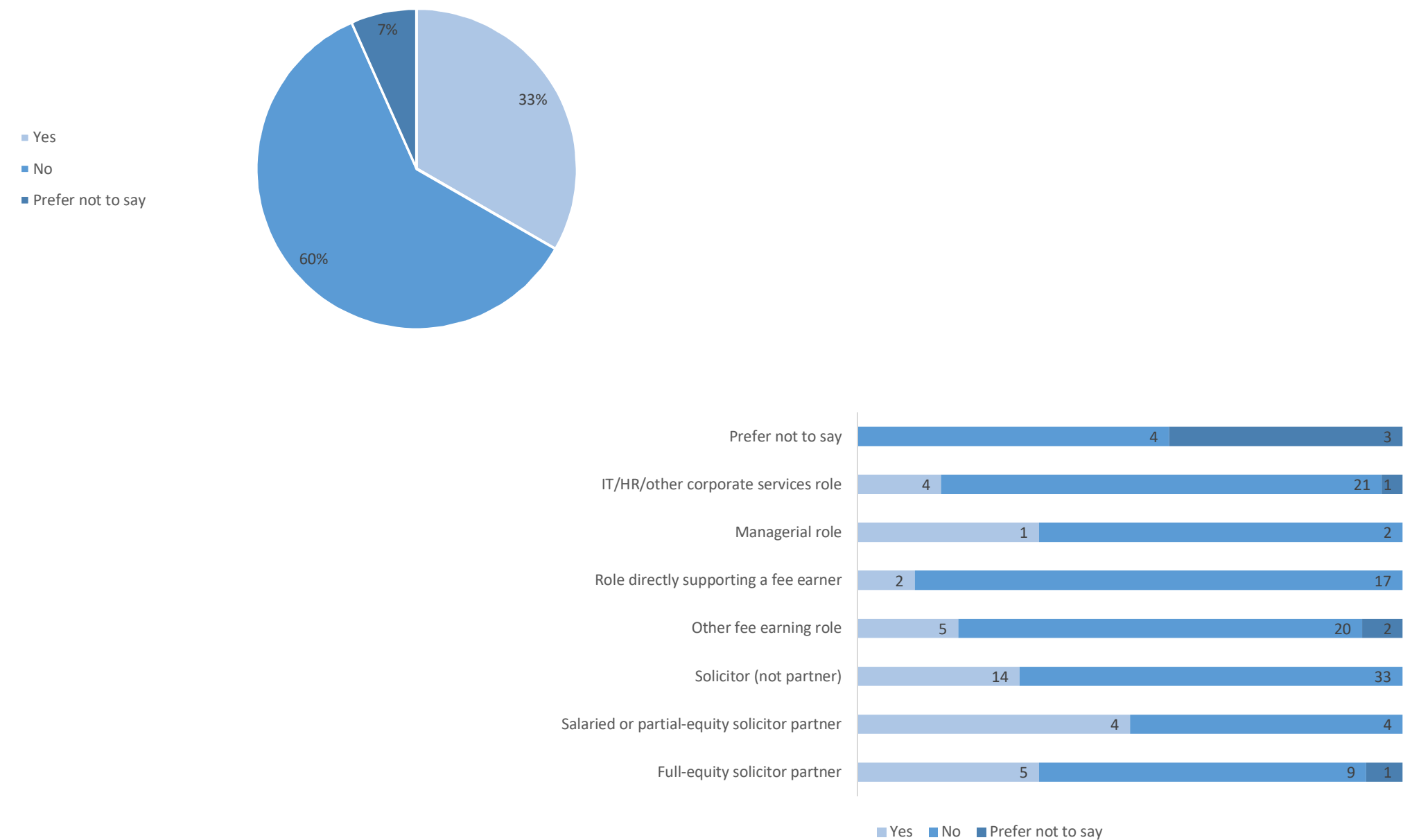


Figure: 13 Looks after or cares for someone with a long term physical or mental ill health caused by disability or age (not in a paid capacity).

