

Introduction

Equality, diversity, and inclusion is important in everything we do and Optima Legal is committed to creating a work environment which treats everyone fairly and with respect.

Optima Legal is authorised and regulated by the Solicitors Regulation Authority (SRA) and every two years, the SRA invites all law firms to report against key diversity areas. This questionnaire helps to develop a better understanding of diversity in the law profession.

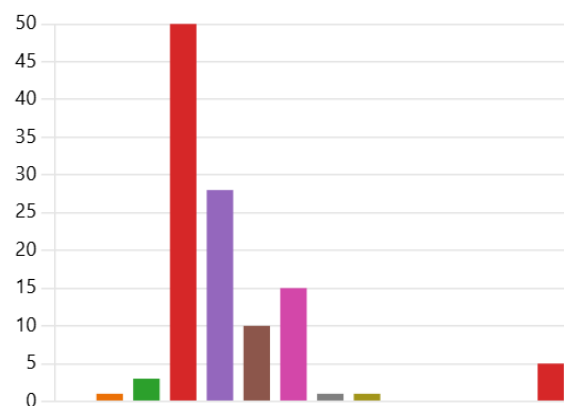
We have invited all staff within Optima Legal to participate in the SRA 2025 Equality, Diversity, and Inclusion questionnaire. 114 Optima Legal colleagues submitted responses and this anonymised data has been shared directly with the SRA. Details of the responses are shown below:

Equality, Diversity and Inclusion Questionnaire Responses

1. **Select one category which best describes your role in the firm.** *Guidance is in italics next to each answer*

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● Full-equity solicitor partner / ...	0
● Salaried or partial-equity solici...	1
● Solicitor (not partner) - All oth...	3
● Other fee earning role - <i>Trainee...</i>	50
● Role directly supporting a fee ...	28
● Managerial role - <i>Directors wh...</i>	10
● IT/HR/other corporate service...	15
● Chartered Legal Executive (Fel...	1
● Licensed Conveyancer - <i>Individ...</i>	1
● Barrister - <i>N/A for Optima.</i>	0
● Patent or Trade Mark Attorne...	0
● Costs Lawyer - <i>N/A for Optima.</i>	0
● Notary - <i>N/A for Optima.</i>	0
● Prefer not to say	5

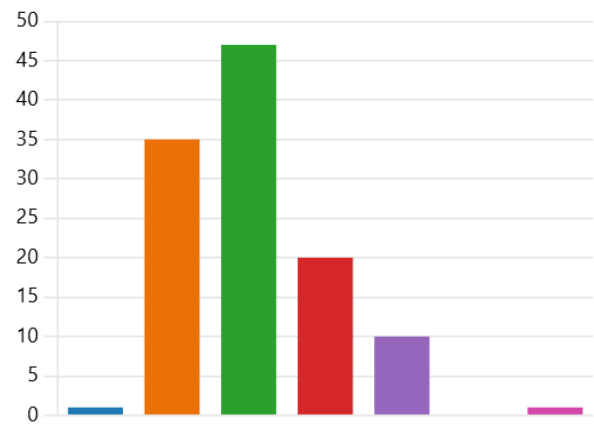


2. Which age category are you in?

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16 - 24	1
25 - 34	35
35 - 44	47
45 - 54	20
55 - 64	10
65+	0
Prefer not to say	1

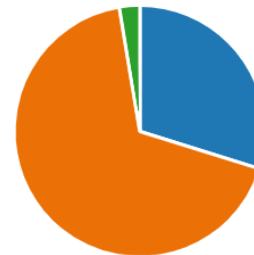


3. What is your sex?

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Male	34
Female	77
Prefer not to say	3

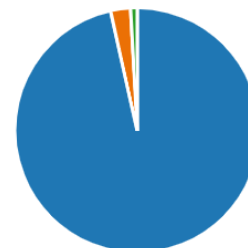


4. Is your gender identity the same as your sex registered at birth?

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Yes	110
No	3
Prefer not to say	1

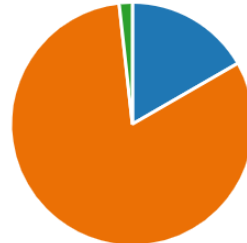


5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010? *The Equality Act 2010 defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.*

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● Yes	19
● No	93
● Prefer not to say	2



6. Are your day-to-day activities limited by your condition?

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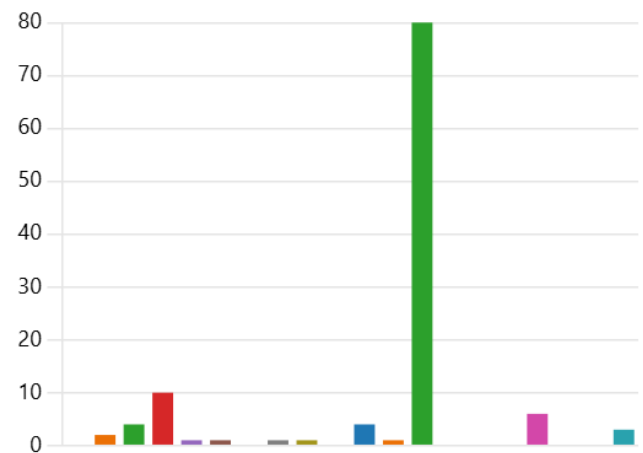
● Yes, limited a lot	4
● Yes, limited a little	12
● No	90
● Prefer not to say	2



7. What is your ethnicity?

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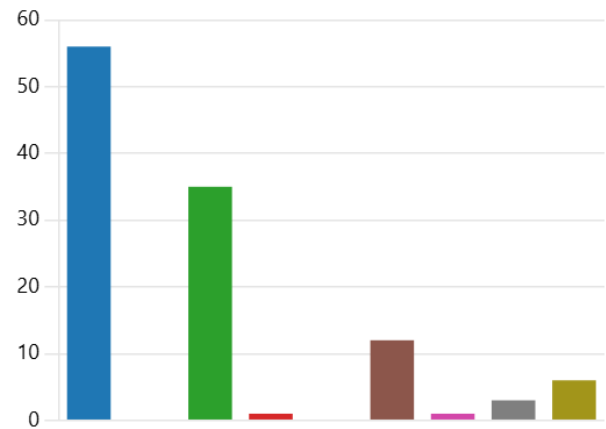
● Bangladeshi	0
● Chinese	2
● Indian	4
● Pakistani	10
● Any other Asian background	1
● African	1
● Caribbean	0
● Any other black background	1
● White and Asian	1
● White and Black African	0
● White and Black Caribbean	4
● Any other mixed/multiple ethnic...	1
● British/English/Welsh/Northern I...	80
● Irish	0
● Gypsy or Irish Traveller	0
● Roma	0
● Any other white background	6
● Arab	0
● Any other ethnic group	0
● Prefer not to say	3



8. What is your religion or belief?

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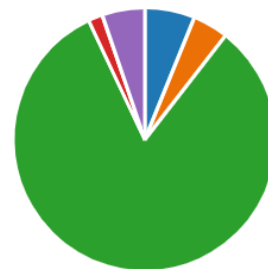
● No religion or belief	56
● Buddhist	0
● Christian	35
● Hindu	1
● Jewish	0
● Muslim	12
● Sikh	1
● Any other religion or belief	3
● Prefer not to say	6



9. What is your sexual orientation?

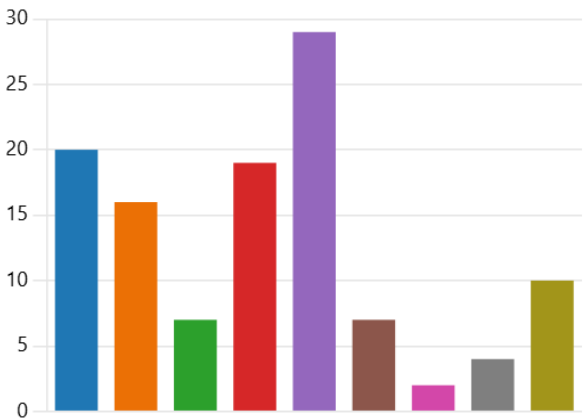
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● Bi	7
● Gay / lesbian	5
● Heterosexual	94
● Other preferred description	2
● Prefer not to say	6



10. What was the occupation of your main household earner when you were aged about 14?

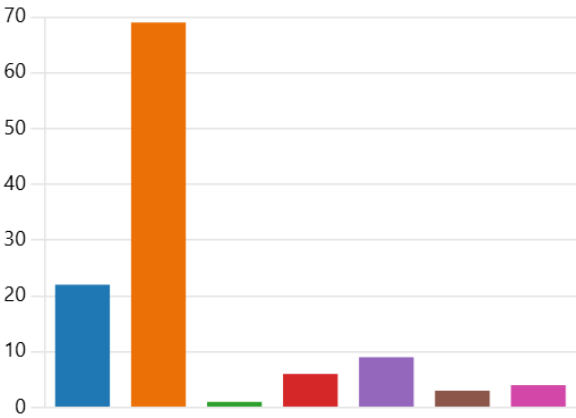
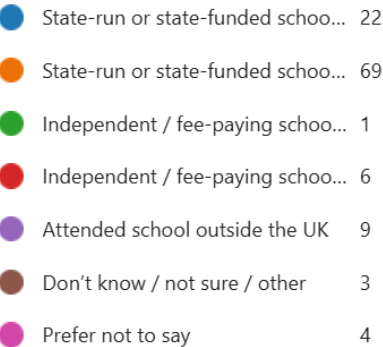
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11. Which type of school did you attend for the most time between the ages of 11 and 16? *If you changed schools, please base your answer on the last two years of your education.*

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12. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

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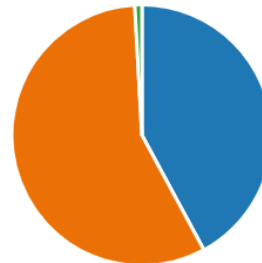
● Yes, one or both of my parents ...	19
● No, neither of my parents atten...	85
● Don't know / not sure	5
● Prefer not to say	5



13. Are you a primary carer for a child or children under 18?

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● Yes	48
● No	65
● Prefer not to say	1



14. Do you look after or care for someone 18 or over with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

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● No	93
● Yes, 1-19 hours a week	9
● Yes, 20-49 hours a week	6
● Yes, 50 or more hours a week	3
● Prefer not to say	3

