

Introduction

Equality, diversity, and inclusion is important in everything we do. We are committed to creating a work environment which treats everyone fairly and with respect. In our commitment to promote equality and diversity in the law profession, we invited all staff within Optima Legal to participate in the Solicitors Regulation Authority (SRA) Equality, Diversity, and Inclusion questionnaire. Optima Legal is authorised and regulated by the SRA.

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.

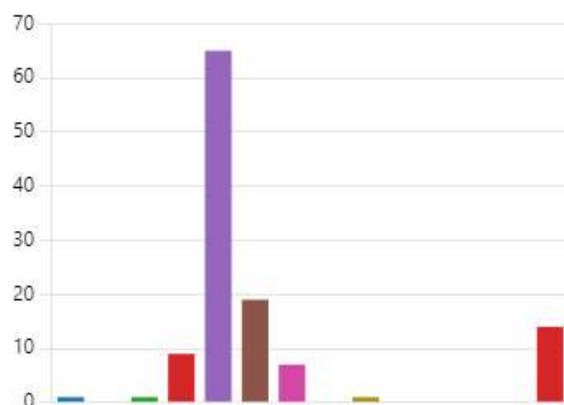
In June this year, we invited you to participate in this questionnaire. 117 Optima Legal colleagues submitted responses. This anonymised data has now been shared directly with the SRA. Details of the responses are shown below:

Key Diversity Characteristic

1. Role categories

[More Details](#)

● Full equity solicitor partners: Par...	1
● Salaried or partial equity solicio...	0
● Solicitor (not partner): All other ...	1
● Other fee earning role: Includes ...	9
● Role directly supporting a fee ea...	65
● Managerial role: Includes non-la...	19
● IT/HR/other corporate services r...	7
● Barrister: Individuals authorised ...	0
● Chartered Legal Executive (Fello...	1
● Licensed Conveyancer: Individu...	0
● Patent or Trade Mark Attorney: I...	0
● Costs Lawyer: Individuals author...	0
● Notary: Individuals authorised b...	0
● Prefer not to say	14

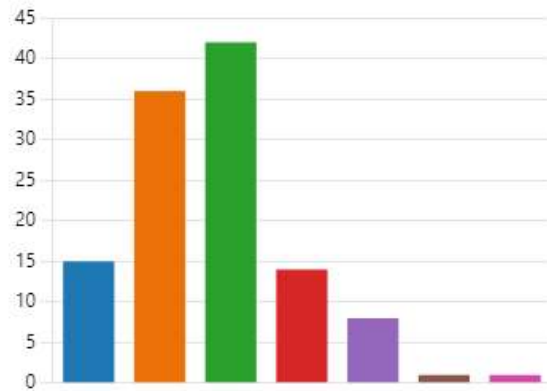


2. Which age category are you in?

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[Insights](#)

● 16 - 24	15
● 25 - 34	36
● 35-44	42
● 45-54	14
● 55-64	8
● 65+	1
● Prefer not to say	1

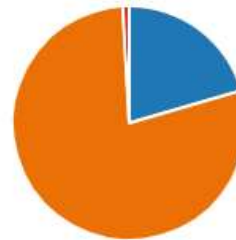


3. What is your sex?

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● Male	24
● Female	92
● Other preferred description	0
● Prefer not to say	1



4. Is the gender you identify with the same as your sex registered at birth?

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● Yes	116
● No	0
● Prefer not to say	1

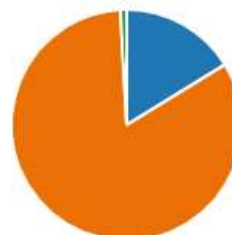


5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

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● Yes	19
● No	97
● Prefer not to say	1

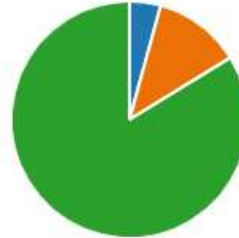


6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

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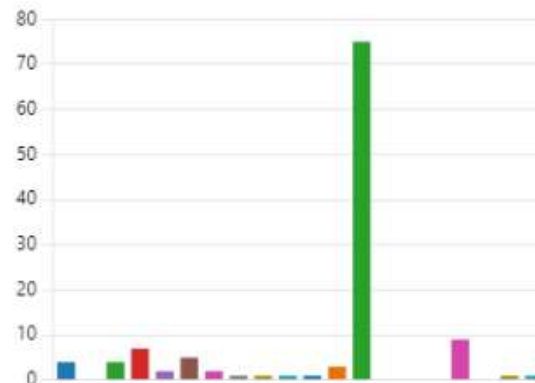
● Yes, limited a lot	5
● Yes, limited a little	14
● No	98
● Prefer not to say	0



7. What is your ethnic group?

[More Details](#)

● Bangladeshi	4
● Chinese	0
● Indian	4
● Pakistani	7
● Any other Asian background	2
● African	5
● Caribbean	2
● Any other Black background	1
● White and Asian	1
● White and Black African	1
● White and Black Caribbean	1
● Any other Mixed/Multiple ethn...	3
● British / English / Welsh / North...	75
● Irish	0
● Gypsy or Irish Traveller	0
● Roma	0
● Any other White background	9
● Arab	0
● Any other ethnic group	1
● Prefer not to say	1

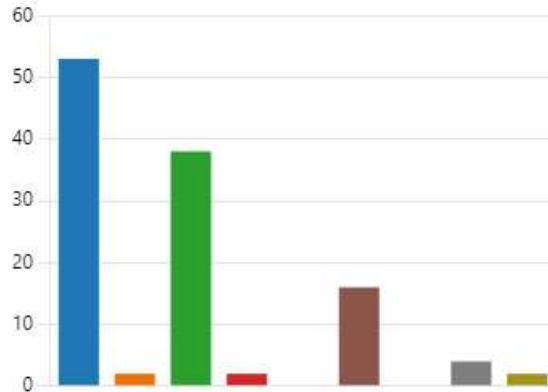


8. What is your religion or belief?

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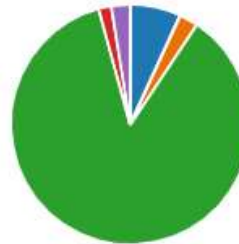
● No religion or belief	53
● Buddhist	2
● Christian	38
● Hindu	2
● Jewish	0
● Muslim	16
● Sikh	0
● Any other religion or belief	4
● Prefer not to say	2



9. What is your sexual orientation?

[More Details](#)

● Bi	8
● Gay / Lesbian	3
● Heterosexual	101
● Other preferred description	2
● Prefer not to say	3

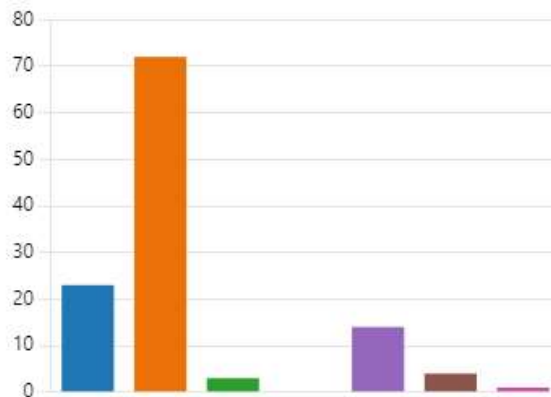


10. Which type of school did you attend for the most time between the ages of 11 and 16?

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[Insights](#)

● State-run or state-funded schoo...	23
● State-run or state-funded schoo...	72
● Independent / fee-paying schoo...	3
● Independent / fee-paying schoo...	0
● Attended school outside the UK	14
● Don't know / not sure	4
● Prefer not to say	1

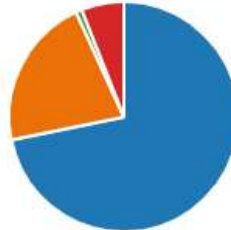


11. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

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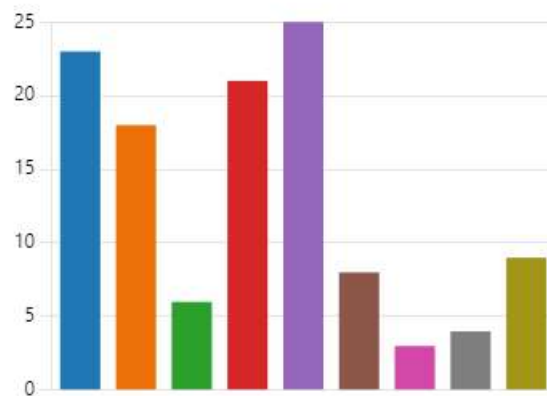
● No, neither of my parents atten...	84
● Yes, one or both of my parents ...	25
● Don't know / not sure	1
● Prefer not to say	7



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

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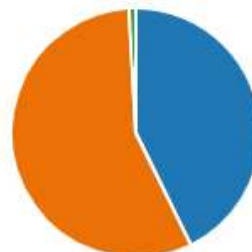
● Modern professional and traditi...	23
● Senior, middle, or junior manag...	18
● Clerical and intermediate occup...	6
● Technical and craft occupations ...	21
● Routine, semi-routine, manual, a...	25
● Small business owners who emp...	8
● Long term unemployed (claime...	3
● Other, such as: retired / this que...	4
● Prefer not to say	9



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

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● Yes	50
● No	66
● Prefer not to say	1



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

[More Details](#)

 Insights

 No	100
 Yes, 1 -19 hours a week	9
 Yes, 20 -49 hours a week	3
 Yes, 50 or more hours a week	2
 Prefer not to say	3

