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# Diversity Information

June 2019

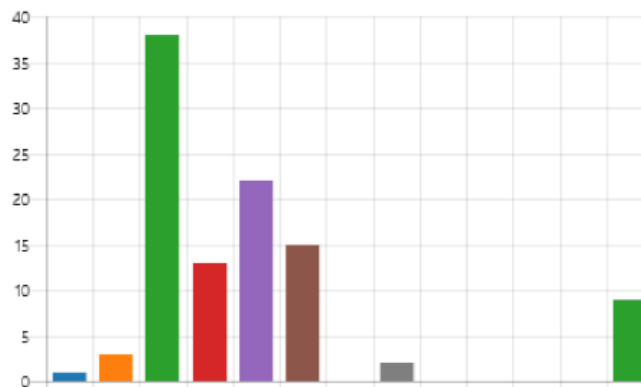
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In an effort to promote equality and diversity in the legal sector all law firms regulated by the SRA are required to collect, report and publish their workforce diversity information annually.

All staff within Optima Legal Services Limited were invited to participate in our annual diversity questionnaire. Detailed below are the results for Optima Legal Services Limited as collected from those staff who chose to participate during June 2019.

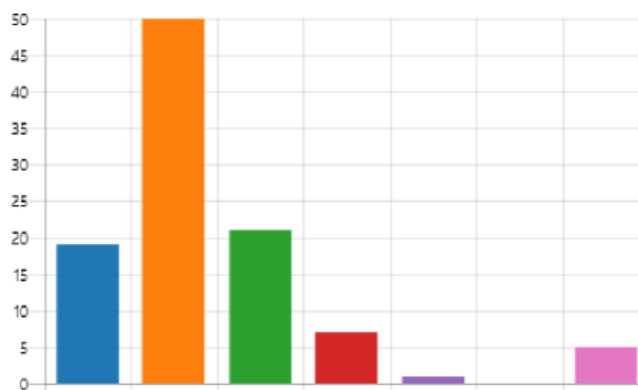
1. Select one category which best describes your role in the firm. (Reference to solicitors includes Registered European Lawyers and Registered Foreign Lawyers.)

● Solicitor partner (sole practitio...	1
● Solicitor (not partner): All othe...	3
● Other fee earning role: Includ...	38
● Role directly supporting a fee...	13
● Managerial role: Includes non-...	22
● IT/HR/other corporate service...	15
● Barrister: Individuals authorise...	0
● Chartered Legal Executive (Fell...	2
● Licensed Conveyancer: Individ...	0
● Patent or Trade Mark Attorne...	0
● Costs Lawyer: Individuals auth...	0
● Notary: Individuals authorised...	0
● Prefer not to say	9



2. Which age category are you in?

● 16-24	19
● 25-34	50
● 35-44	21
● 45-54	7
● 55-64	1
● 64+	0
● Prefer not to say	5



### 3. Which gender do you identify with?

● Man	41
● Woman	55
● Other preferred description	1
● Prefer not to say	6



### 4. Do you consider your gender identity to be different from your registered sex at birth?

● Yes	8
● No	91
● Prefer not to say	4



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

● Yes	5
● No	91
● Prefer not to say	7



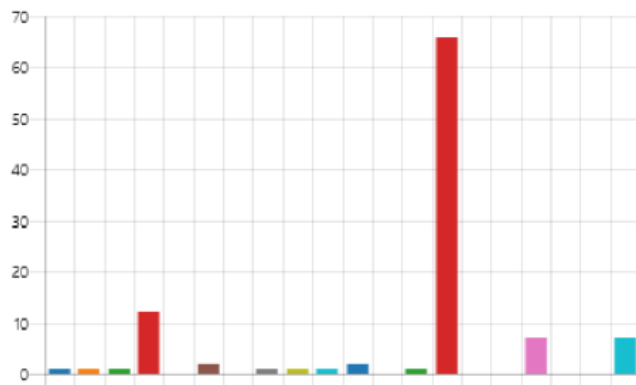
6. Are your day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

<span style="color: blue;">●</span> Yes, limited a lot	0
<span style="color: orange;">●</span> Yes, limited a little	4
<span style="color: green;">●</span> No	93
<span style="color: red;">●</span> Prefer not to say	6



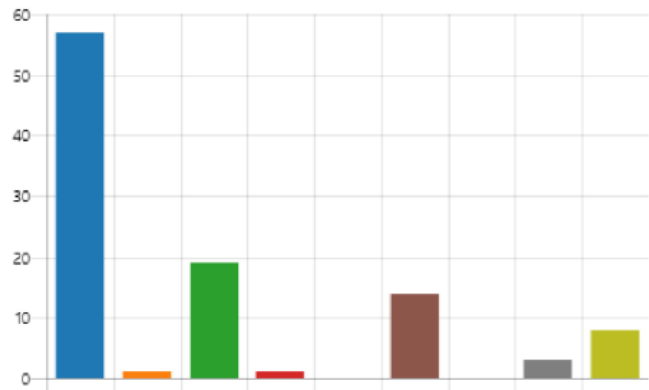
7. What is your ethnic group?

<span style="color: blue;">●</span> Asian/Asian British - Banglade...	1
<span style="color: orange;">●</span> Asian/Asian British - Chinese	1
<span style="color: green;">●</span> Asian/Asian British - Indian	1
<span style="color: red;">●</span> Asian/Asian British - Pakistani	12
<span style="color: purple;">●</span> Asian/Asian British - Any othe...	0
<span style="color: brown;">●</span> Black/Black British - African	2
<span style="color: pink;">●</span> Black/Black British - Caribbean	0
<span style="color: grey;">●</span> Black/Black British - Any other...	1
<span style="color: olive;">●</span> Mixed/multiple ethnic groups...	1
<span style="color: cyan;">●</span> Mixed/multiple ethnic groups...	1
<span style="color: blue;">●</span> Mixed/multiple ethnic groups...	2
<span style="color: orange;">●</span> Mixed/multiple ethnic groups...	0
<span style="color: green;">●</span> Mixed/multiple ethnic groups...	1
<span style="color: red;">●</span> White - British/ English/ Wels...	66
<span style="color: purple;">●</span> White - Irish	0
<span style="color: brown;">●</span> White - Gypsy or Irish Traveller	0
<span style="color: pink;">●</span> White - Any other White back...	7
<span style="color: grey;">●</span> Other ethnic group - Arab	0
<span style="color: olive;">●</span> Other ethnic group - Any othe...	0
<span style="color: cyan;">●</span> Prefer not to say	7



## 8. What is your religion or belief?

<span style="color: blue;">●</span> No religion or belief/ Atheist	57
<span style="color: orange;">●</span> Buddhist	1
<span style="color: green;">●</span> Christian	19
<span style="color: red;">●</span> Hindu	1
<span style="color: purple;">●</span> Jewish	0
<span style="color: brown;">●</span> Muslim	14
<span style="color: pink;">●</span> Sikh	0
<span style="color: grey;">●</span> Any other religion or belief	3
<span style="color: yellow;">●</span> Prefer not to say	8



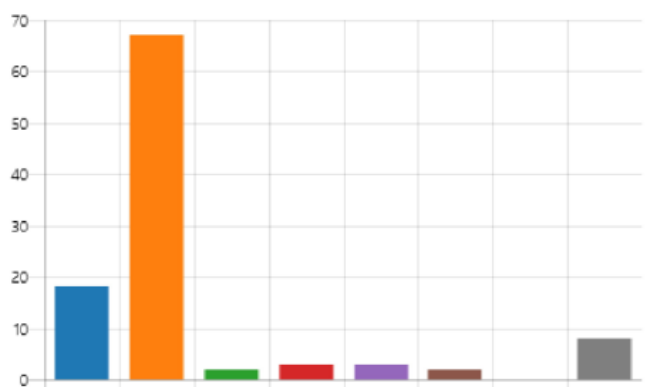
## 9. What is your sexual orientation?

<span style="color: blue;">●</span> Bi	4
<span style="color: orange;">●</span> Gay/ lesbian	3
<span style="color: green;">●</span> Heterosexual/straight	85
<span style="color: red;">●</span> Other	2
<span style="color: purple;">●</span> Prefer not to say	9



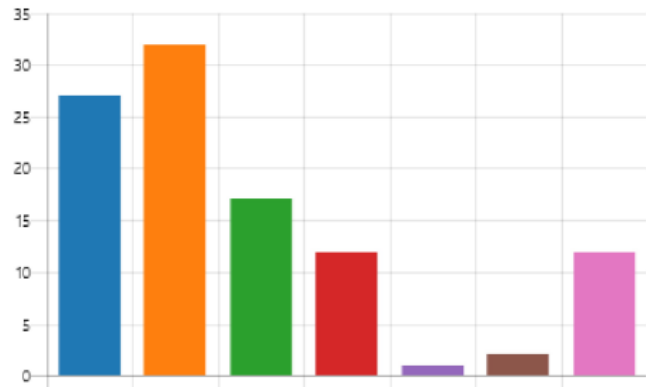
## 10. What type of school did you mainly attend between the ages between the ages 11 and 16? If you changed schools, please base your answer on the last two years of your education.

<span style="color: blue;">●</span> UK state run or funded school...	18
<span style="color: orange;">●</span> UK state run or funded school...	67
<span style="color: green;">●</span> UK independent/ fee-paying s...	2
<span style="color: red;">●</span> UK independent/ fee-paying s...	3
<span style="color: purple;">●</span> Attended school outside the UK	3
<span style="color: brown;">●</span> Other	2
<span style="color: pink;">●</span> Don't know	0
<span style="color: grey;">●</span> Prefer not to say	8



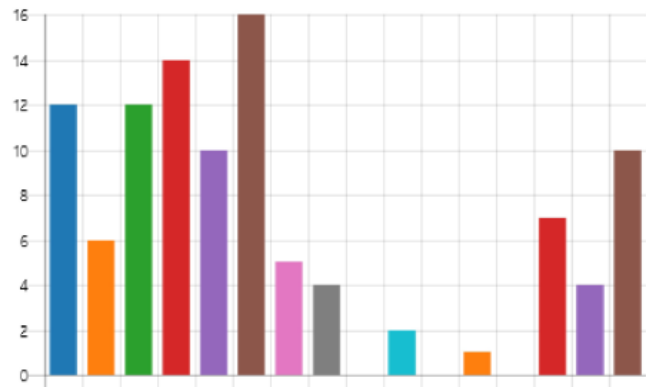
11. What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?

● At least one has a degree level...	27
● Qualifications below degree le...	32
● No formal qualifications	17
● Don't know	12
● Not applicable	1
● Other	2
● Prefer not to say	12



12. Thinking back to when you were aged about 14, which best describes the sort of work the main/highest income earner in your household did in their main job?

● Modern professional occupati...	12
● Clerical and intermediate occu...	6
● Senior managers and administ...	12
● Technical and craft occupatio...	14
● Semi-routine manual and serv...	10
● Routine manual and service o...	16
● Middle or junior managers su...	5
● Traditional professional occup...	4
● Short term unemployed (claim...	0
● Long term unemployed (claim...	2
● Inactive (excluding those that...	0
● Retired	1
● Not applicable	0
● Other	7
● Don't know	4
● Prefer not to say	10



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

<span style="color: blue;">●</span> Yes	25
<span style="color: orange;">●</span> No	72
<span style="color: green;">●</span> Prefer not to say	6



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)?

<span style="color: blue;">●</span> No	89
<span style="color: orange;">●</span> Yes, 1 - 19 hours a week	5
<span style="color: green;">●</span> Yes, 20 - 49 hours a week	2
<span style="color: red;">●</span> Yes, 50 or more hours a week	1
<span style="color: purple;">●</span> Prefer not to say	6



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# Thank you

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