

progeny

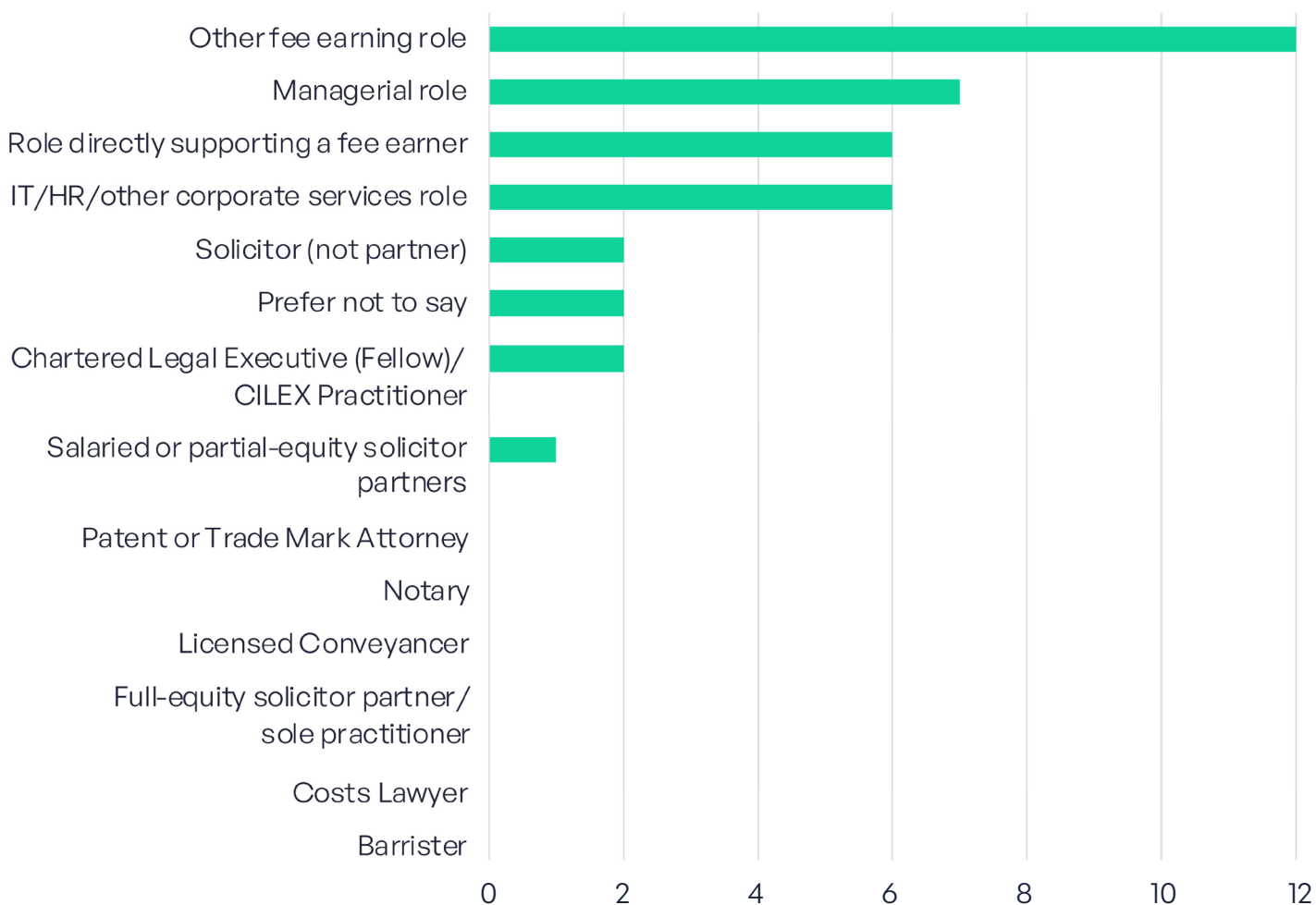
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PROGENY LAW & TAX DIVERSITY DATA

Questionnaire
2025

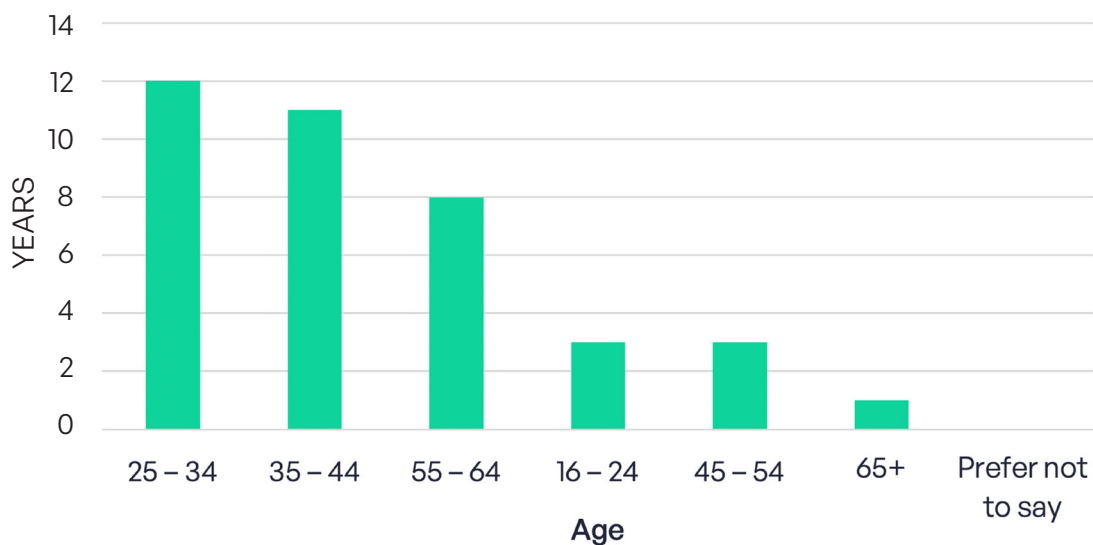


1. Role categories



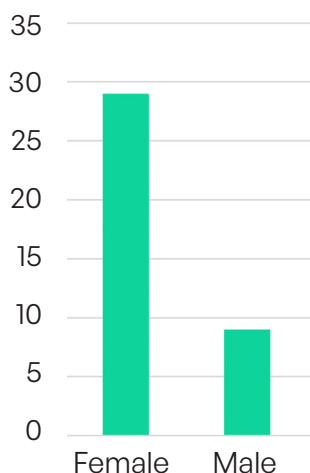
2. Which age category are you in?

Age Background: The largest age group at the firm is 25–34, followed closely by 35–44. There is strong representation across all age bands up to 65+.

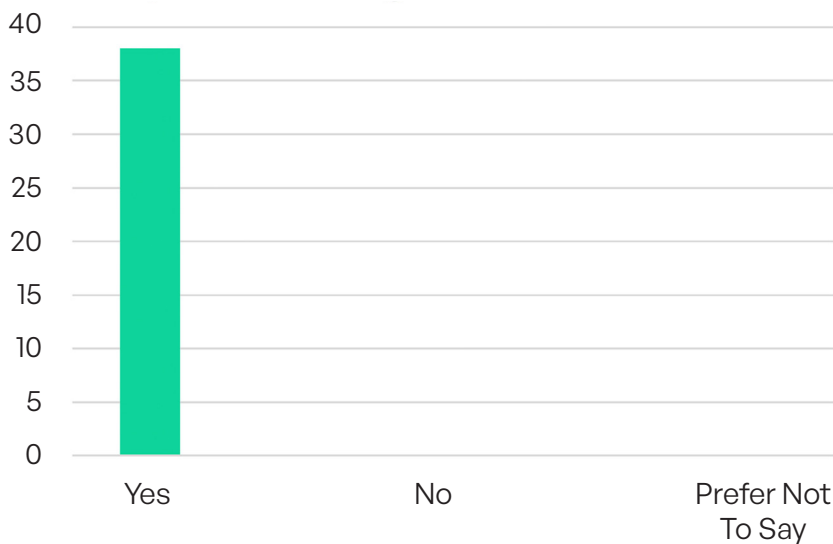


3. What is your sex?

Sex and Gender Background: Respondents mostly identified as female. All respondents confirmed that their gender identity matches their sex registered at birth.

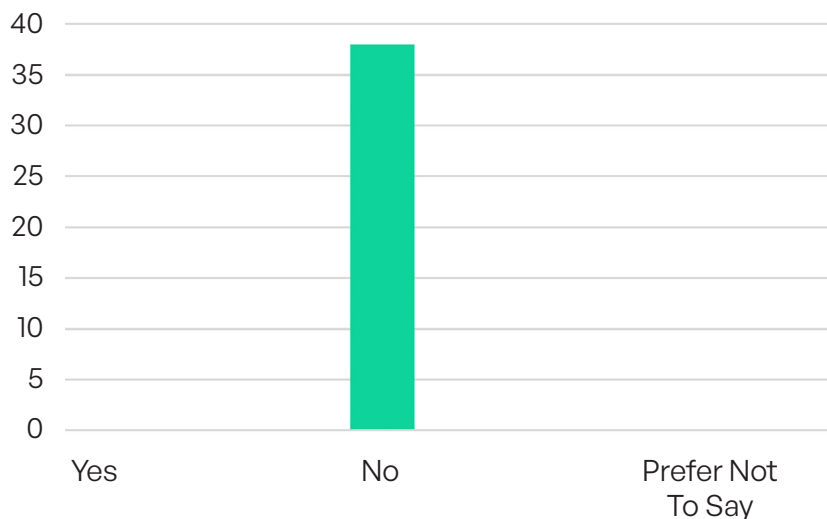


4. Is your gender identity the same as your sex registered at birth?

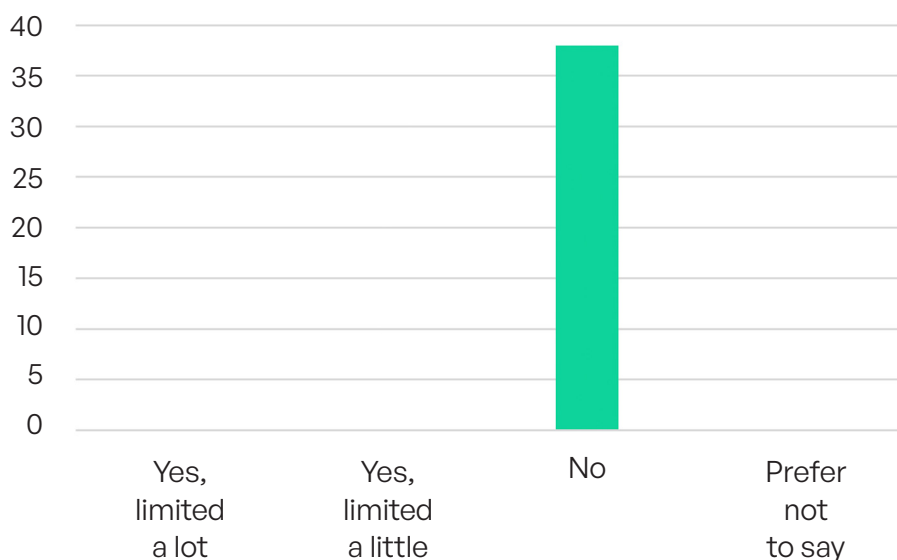


5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

Disability Disclosure: All participants reported no disability and none indicated their daily activities were limited due to a condition.

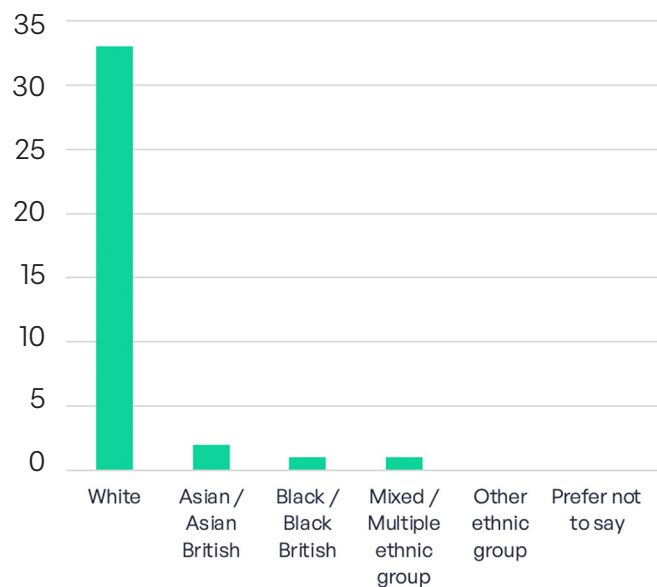


6. Are your day-to-day activities limited by your disability or condition?



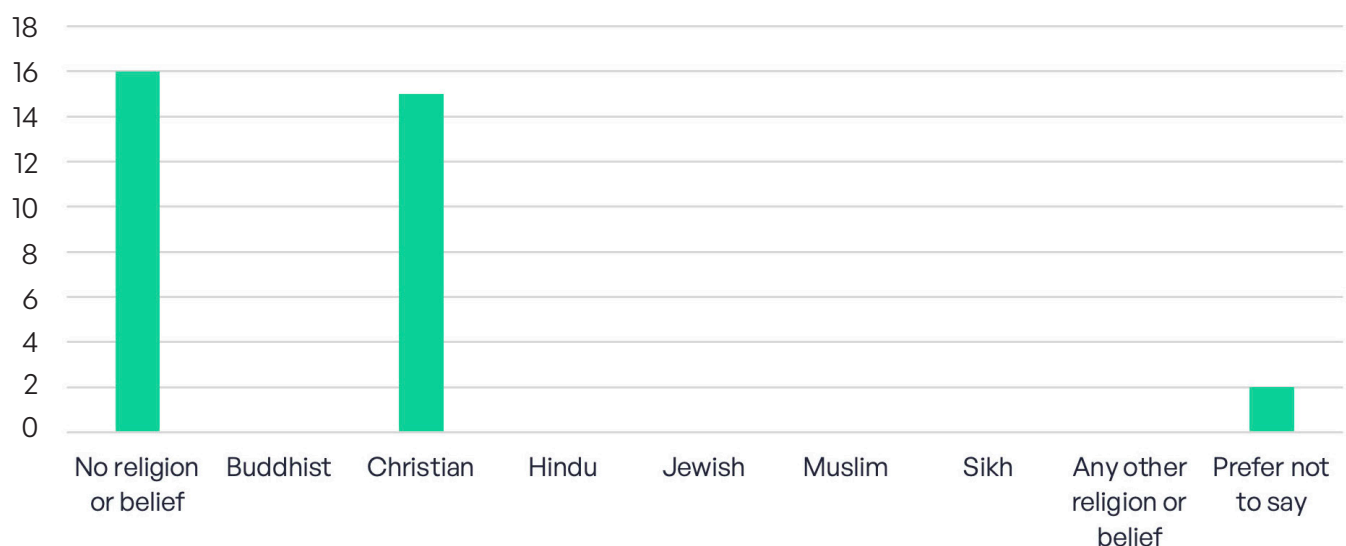
7. What is your ethnicity?

Ethnicity Background: The firm remains predominantly White British with some representation from other ethnic groups, including Black African, Bangladeshi, Chinese, and Mixed ethnic backgrounds.



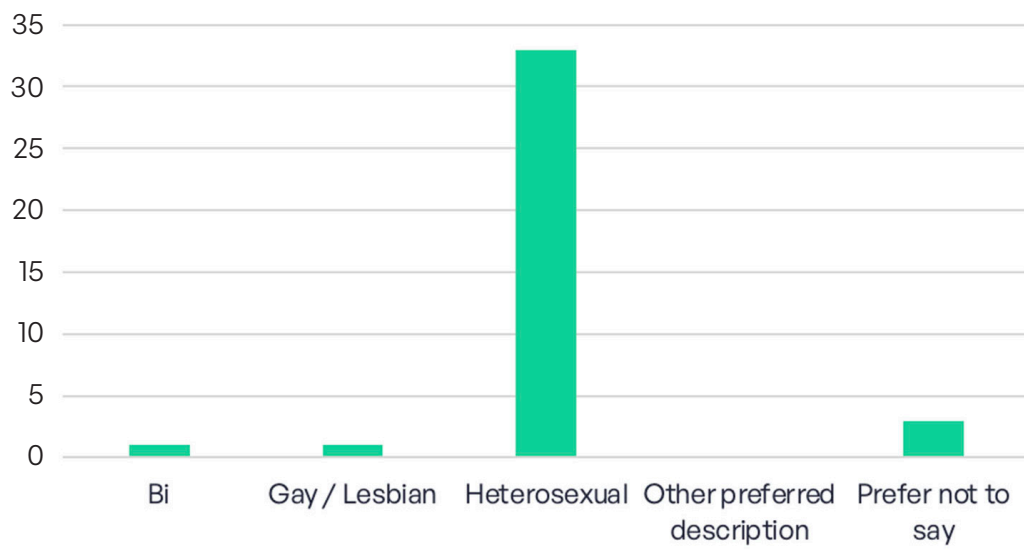
8. What is your religion or belief?

Religion or Belief Background: Most respondents reported either “No religion or belief” or identified as Christian, with smaller representation across other faith groups.



9. What is your sexual orientation?

Sexual Orientation Background: Most of the team identify as heterosexual, with limited disclosure of other orientations.



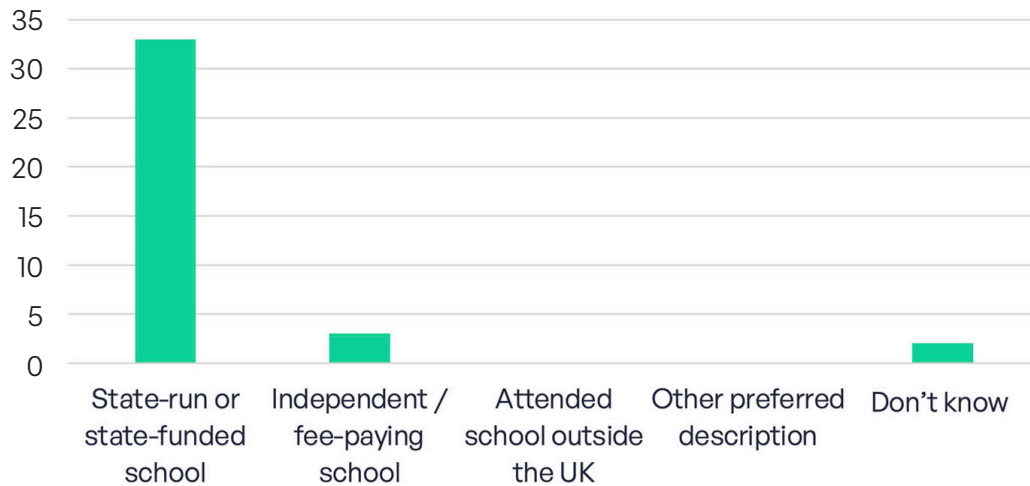
10. What was the occupation of your main household earner when you were aged about 14?

Occupational Background: A significant portion of respondents reported that their household’s main earner was in routine or manual work during their upbringing or were long-term unemployed — suggesting growing social mobility within the firm.



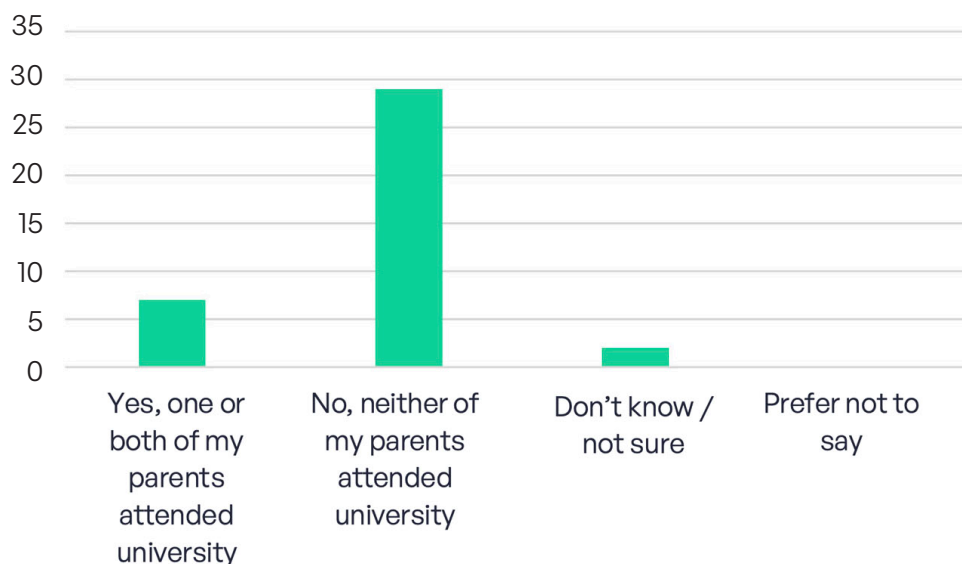
11. Which type of school did you attend for the most time between the ages of 11 and 16?

Educational Background: Most attended state-funded non-selective schools.



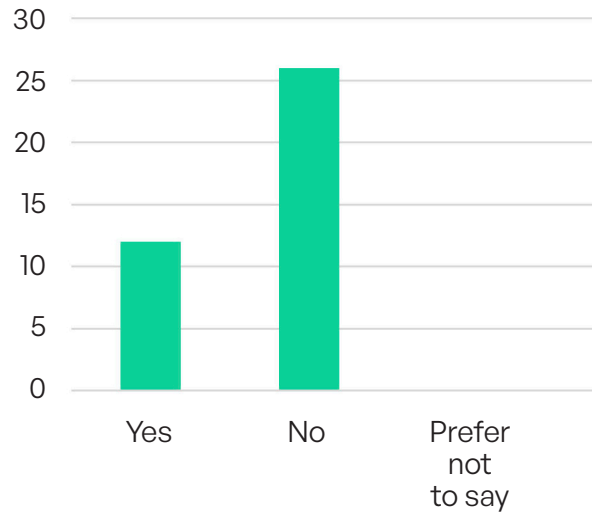
12. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

Socioeconomical Background: A majority also reported that their parents did not attend university, which continues to reflect the firm's inclusive approach to hiring from a range of educational backgrounds.




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

Carer Responsibilities: A small number of individuals reported caring responsibilities for children or for adults with long-term health conditions, indicating the continued importance of supportive working arrangements.



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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