



Our UK gender & ethnicity pay gap report

2020

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Understanding and tackling the pay gap that exists within our firm remains an important priority for RPC. We remain committed to treating everyone at our firm equally and fairly because it matters to us and positively impacts the future of our business. While our figures for 2020 are a general improvement on 2019, 2018 and 2017, we recognise there is still much work to be done.

Our headline figures are as follows:

- **Median gender pay gap is 22.9% and mean gender pay gap is 15.8%**
- **Median ethnicity pay gap is 23.3% and mean ethnicity pay gap is 27.4**

In summary, this means that men on average are earning 15.8% more than women and our non-BAME employees on average are earning 27.4% more than BAME employees. This is generally because we have more men in senior positions and more non-BAME employees overall. Please see below for more detailed analysis.

Gender pay gap

	2020	2019	2018	2017
Median GPG (excluding Partners)	22.9%	25.5%	30%	30%
Mean GPG (excluding Partners)	15.8%	14.1%	21%	26%
Median GPG (Partners only)	15.4%	3.6%	4.8%	4.7%
Mean GPG (Partners only)	21.7%	18.3%	8.5%	8.5%
Median GPG (overall)	30.8%	36.2%	43.1%	45.7%
Mean GPG (overall)	49.4%	46.2%	49.3%	47.5%

We understand that we are not required to report on our Partner figures; however, we feel strongly that in order for us to reduce the Gender Pay Gap at RPC, we need to progress more women into well paid, more senior roles, and for a law firm, that means we should include our Partner figures in our report.

Our GPG is improving in some areas year on year (both excluding and including partners). The overall median figure is 30.8% (compared with 36.2% last year

and 43.1% the year before) and the overall mean figure is 49.4% (compared with 46.2% last year and 49.3% the year before). When we look at our GPG excluding partners the median figure is 22.9% (compared with 25.5% last year and 30% the year before) and the mean figure is now 15.8% (compared with 14.1% last year and 21% the year before). As stated above, the pay gap is a result of having more men in senior roles as of the snapshot date which was 5 April 2020.

Gender bonus pay gap

	2020	2019	2018	2017
Bonus pay mean	44.9%	53.2%	39%	66%
Bonus pay median	39.7%	41%	-22%	77%
Bonus pay mean (including Reward & Recognition awards)	47.7%	51.9%	42%	69%
Bonus pay median (including Reward & Recognition awards)	61.1%	37.6%	-37.5%	56.1%

We are pleased to report that the mean bonus figure has decreased from last year from 53.2% to 44.9% and the median is now 39.7% compared with 41% last year. Clearly this shows that there is still work to be done to reduce the gap in bonus pay but it suggests that our gender

balance plan efforts are helping to move the numbers in the right direction.

Looking at the mean and median bonus pay gap including Reward & Recognition awards (R&R), the gap increases due to the fact that more women receive

lower value R&R vouchers than men. This therefore skews the median figure which is based on the middle number when all awards are ranked in order of value. Our female business services and secretarial populations tend to be the main recipients of such R&R awards.

Percentage of people receiving bonuses (excluding Partners)

	2020	2019	2018	2017
Bonus pay (excluding Reward & Recognition awards)	Men: 35.3% Women: 30.3%	Men: 86.1%* Women: 93%*	Men: 21.3% Women: 18%	Men: 48% Women: 41%
Bonus pay (including Reward & Recognition awards)	Men: 68.9% Women: 64.1%	Men: 86.6%* Women: 93%*	Men: 55.7% Women: 51.2%	Men: 66% Women: 64%

*high percentages due to the one off bonus paid in December 2018

Proportion of men and women in each quartile (excluding Partners)

	2020	2019	2018	2017
Upper quartile	Men: 51% Women: 49%	Men: 52% Women: 48%	Men: 56% Women: 44%	Men: 59% Women: 41%
Upper middle quartile	Men: 41% Women: 59%	Men: 27% Women: 73%	Men: 40% Women: 64%	Men: 36% Women: 61%
Lower middle quartile	Men: 28% Women: 72%	Men: 27% Women: 73%	Men: 28% Women: 72%	Men: 32% Women: 68%
Lower quartile	Men: 41% Women: 59%	Men: 40.5% Women: 59.5%	Men: 29% Women: 71%	Men: 29% Women: 71%



A gap exists at RPC because there are more men than women doing traditionally higher paid roles (eg leadership roles or senior professional roles) and more women doing traditionally lower paid or more junior roles (in our case, secretarial, administrative and junior business services roles).

Encouragingly our Upper Quartile continues to see a positive increase in the percentage of women (48% to 49% in the Upper Quartile in the last year and up from 41% in 2017 when reporting began). In particular, the Upper Quartile is almost even between men and women (51:49).

We are encouraged by the changes to our Gender Pay Gap for 2020, but we recognise that there is still a way to go. Retention and progression of women is an issue facing many firms and we appreciate that it is a complex issue that cannot be resolved overnight. But we are committed to improving the numbers of women in our Partnership and other senior roles and lowering our pay gap. Accordingly, we have been hard at work implementing various programmes and initiatives aimed at improving these figures and, more generally, female representation in senior roles. Some examples of these initiatives are listed below.

Achievements so far

- The firm signed The Law Society’s Women in Law Pledge and committed to a 30% target for women in our Partnership and to a 15-point Gender Balance Plan which implements various objectives across numerous parts of the firm - from procurement to recruitment to events – to achieve better gender balance, especially in the Partnership and other senior roles
- The firm continues to nurture a culture of agile working

- The firm’s Gender Work Stream (one of eight inclusion and diversity networks) is active and engaged and has been the latest of our Work Streams to have its six-month focus, a period where there is an extra firmwide spotlight shone on the topic to highlight challenges, raise awareness, educate, etc. Further detail can be found on the firm’s intranet page, Edge.
- RPC partnered with the Reignite Academy to offer associate opportunities to people who have had a career break (predominantly women) and want to return to full/part time or flexible working in the legal sector
- We implemented a maternity returner buddy system, following a review of our maternity processes and experiences
- The firm has set up a parent network which meets every few months to discuss challenges, share ideas and generally provide support around being a working parent
- Shared Parental Leave pay has been increased to match our enhanced maternity pay offering
- The firm runs a career development programme targeted at female talent (Springboard)
- The firm continues to work with the 30% Club to provide mentoring opportunities to our female talent.

Coming this year

- We will be continuing our work on the implementation of the Gender Balance Plan
- Further events and initiatives will be held as part of the Gender Work Stream’s six-month focus
- We have commenced a review of our non-chargeable time codes to help us recognise non-chargeable hours contributions.

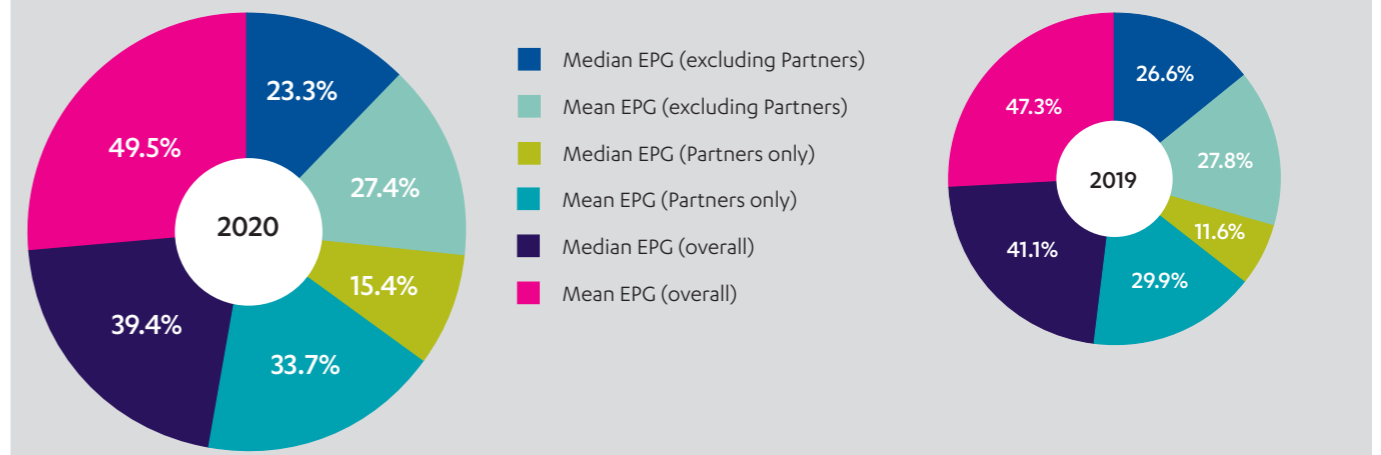
Ethnicity pay gap

While we recognise that we are not required to publish our ethnicity pay gap statistics, we are keen to do so as we see it as an opportunity to (a) be as transparent as possible and (b) give us the opportunity to start analysing the data and make meaningful changes as soon as possible to address any gap.

The majority of our people have self-reported their ethnicity on our HR system; however, we have 57 people who, for one reason or another, have either not provided this data (54 people) or they would prefer not to say (3 people). Therefore, we have not included these 57 people in our Ethnicity Pay Gap calculations.

In the absence of government guidance on an appropriate way to split our data, we have opted for “Non-BAME versus BAME”.

Our 2020 Ethnicity Pay Gap figures are as follows (Non-BAME versus BAME):

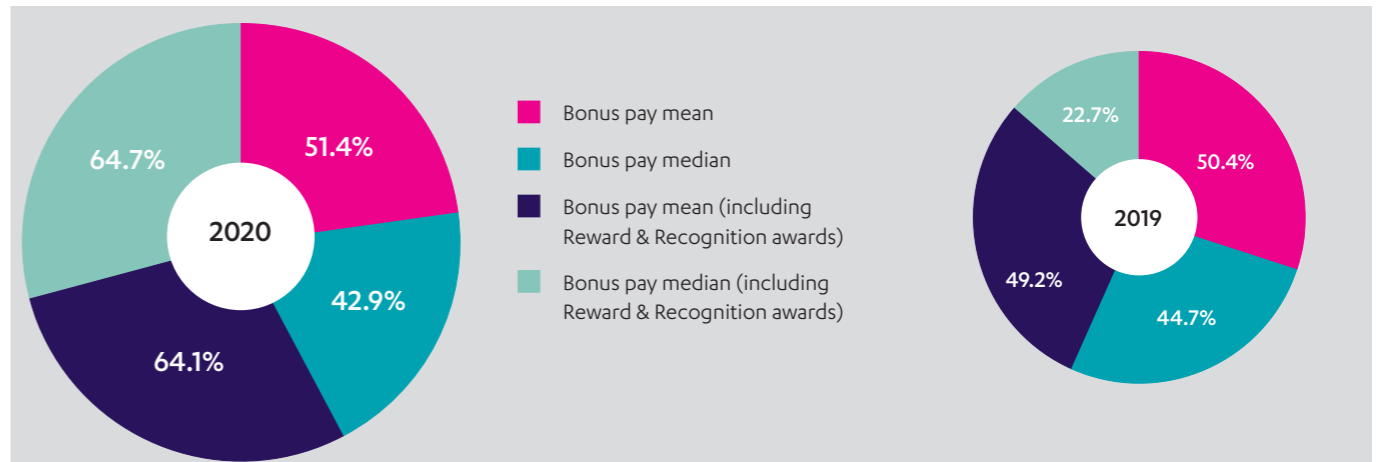


On average we have a 27.4% mean Ethnicity Pay Gap between our BAME and Non-BAME people and a 23.3% median pay gap. We are pleased to see that these numbers have improved since we reported for the first time last year.

When Partners are included in the calculations, the gap increases slightly (and from last year). This is due to the fact that we have a much smaller number of BAME Partners than Non-BAME.

One of the reasons for the ethnicity pay gap is due to the fact that we have a higher number of BAME individuals in junior business services, secretarial and junior fee earner roles and a higher number of Non-BAME people in senior business services and senior fee earner roles.

Ethnicity bonus pay gap



The ethnicity bonus pay gap shows an average mean difference of 51.4% and a median pay gap of 42.9% (excluding Reward & Recognition awards). This tells us that overall Non-BAME employees are receiving double the amount of bonus than BAME employees. We are disappointed to see that the bonus pay gap including Reward & Recognition awards (R&R) has increased since last year. This is because the firm's BAME population is currently more concentrated in either junior legal roles or more junior roles within our support functions which may not be eligible for a bonus or a high-value bonus. Junior support employees tend to be the recipients of lower-value R&R awards.

As with the Gender Pay Gap, we recognise that there is work to be done to address the ethnicity bonus pay gap.

Achievements so far

- RPC signed the BITC Race at Work Charter and the Rare Race Fairness Commitment
- The firm partners with Aspiring Solicitors to include, insight days, professional ambassadors, advertising

and we are one of the Founder Partners of the Aspiring Solicitors Foundation, the charitable arm of AS dedicated to providing funds and resources to graduate applicants to access legal opportunities

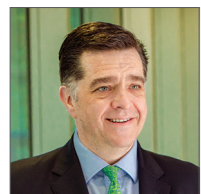
- We work closely with Rare Recruitment to increase our pipeline of BAME candidates into early talent roles
- We attend a variety of job fairs which draw a more diverse audience including: the 'Making the Leap' Social Mobility Job Fair, the Black Heritage Future Leaders Job Fair and the BAME City Law Fair with Target Jobs
- The firm partnered with SEO (Sponsors for Educational Opportunity) and holds insight days
- We recently signed up to the 10,000 Black Interns initiative
- Our Ethnicity Work Stream held it's six-month firmwide focus (which was extended for the year of 2020 due to the lockdown) during which numerous events and initiatives were held to discuss the topic of race and ethnicity, particularly in the legal sector
- Members of our Ethnicity Work Stream penned an open letter to the firm explaining the background and

importance of the Black Lives Matter movement and a resources educational pack was circulated firmwide to encourage increased awareness.

Coming this year

- Work is planned to examine our demographics data to understand trends in applications, offers made, retention rates etc in relation to our BAME employees and candidates
- Our first interns are due to join us through the 10,000 Black Interns initiative later this year
- Launching a cross-firm alliance to look at race and ethnicity in the legal profession (called REAL)
- Finalising a report looking at the lived experiences of our racially and ethnic diverse people both generally and at the firm. The report themes will be used as the basis of a proposed Race and Ethnicity Diversity Plan that will be considered at board level.

We confirm the data reported here is accurate and meets the requirements of the Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.



James Miller
Managing Partner



Rachel Street
People & Talent Development
Director