



# Diversity, Equity, Inclusion & Belonging

2022–2023

# Introduction

At RPC, we believe that great minds do not all think alike. We believe in the power of difference – of diversity – diversity of thought, diversity of background, experience, skill and talent, diversity of characteristics. We believe that attracting, retaining, and harnessing the power of this diversity does not come by chance, happenstance, or mere passage of time. Instead, we believe that it is our collective responsibility to proactively create that diversity and to carefully nurture an environment which is inclusive on a consistent, intersectional, and sustained basis. A culture where each of our people feels they belong, is respected, and is valued for the differences that they bring. DEIB is all about making sure our culture is and remains diverse and inclusive.

For more information, or to get involved, please contact:



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**Head of Responsible Business**

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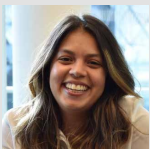
Rachel is responsible for designing and implementing the firm's ESG strategic priority. She works with Kelly Thomson, ESG Partner Lead, to ensure responsible business principles are woven through how we work.



**Katie Horn**  
**DEIB & Responsible Business Manager**  
**(Market Facing)**

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Katie is responsible for all external-facing DEIB activities and initiatives which fall under the firm's DEIB & Wellbeing stream of our ESG structure.



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Rachel is responsible for the internal-facing DEIB Communities, activities and initiatives which fall under the firm's DEIB & Wellbeing stream of our ESG structure.



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Carmen is responsible for assisting and supporting the team with all administrative aspects of their ESG programmes.



We don't continue to push our DEIB initiatives forward for marketing value. We do it because we believe it is the right way to work. That being said, we are always thrilled when our achievements are recognised because it tells us that we are moving the dial in the right direction. Some of our recent achievements that we are particularly proud of are:

## Recent awards:



# Diversity, Equity, Inclusion and Belonging (DEIB) Communities:

We have eight DEIB 'Communities'. Not because we want to put people in boxes but because we feel that this is the natural place to start the conversation – with people who feel passionate and connected to a particular strand of DEIB. But this is just the starting point as we recognise the value of a broader, intersectional approach. Members of our DEIB Communities representing teams (and offices) globally across the RPC network with steps being taken to ensure wherever possible that initiatives and resources impact all our people globally, where ever they are in the world. Currently, our Community Groups are as follows:

- Belief
- Disability (ENABLE)
- Ethnicity
- Families
- Gender
- LBGTQ+ (RPC RAIN)
- Mental health
- Social mobility



Belief



ENABLE



Ethnicity



Families



Gender



RPC RAIN



Mental health



Social mobility

## Our communities aim to:

**Support:** Provide a valuable support and information network for our people.

**Share:** Act as a key awareness-raising body for our people and provide updates and information to the ESG Advisory Group (ESGAG), the DEIB/Responsible Business Team and/or the Partnership Executive (PEX), better enabling us to take an intersectional approach.

**Suggest:** Collaborate with ESGAG and/or the DEIB/Responsible Business Team to support the ongoing development of the ESG strategy by raising and exploring issues, concerns and ideas working constructively and openly together.

In addition to supporting our employees through our employee led Communities, we have a number of additional initiatives in place to support our employees including;

- **Gender Balance Plan** – In 2019 we introduced a 15-point Gender Balance Plan – including a female representation at Partner Level target of 30% which was reached in 2022
- **FIG** – our Female Insurance Group (established 2013) introduced 'Boardroom Ready Programme'
- **Springboard** – Springboard is a programme for women within the Legal and Business Service departments at the firm, at Associate Level 2 or Manager and above. It is a development programme for Women at RPC to help them to navigate any gender specific barriers to their career progression.
- **30 Percent Club Cross Organisation Mentoring programme for women** – This is for women at Associate Level 2, Senior Associate, Manager, Senior Manager, or Head of, who are mentees matched with mentors outside of RPC. It is also for Legal Directors, Partners, Of Counsel or Business Services Directors, who are mentors matched with people outside of RPC. The aim is To build the pipeline of women and create a step-change in the number of women achieving leadership roles. However, this programme also critically addresses the need for men and women to work together to advance workplace
- **Race and Ethnicity Diversity Plan** – In 2021 we introduced our Race and Ethnicity Diversity Plan to retain, recruit and develop our ethnically diverse talent.
- **REAL** – RPC is the founding member of REAL – the Race Equality Alliance for Law Firms.
- **Mental Health** – in 2020 we signed up to the Mindful Business Charter and also offer on site clinical psychologist which is free to all our staff.



# 2022 Key Activities:

## EDUCATIONAL EVENTS & CELEBRATIONS

- Being Disabled in a Disabling World with Samantha Renke
- Holocaust event with Robert Rinder and Holocaust survivor Mala Tribich
- Belief event with Historian Tom Holland
- Disability Work Stream six-month focus
- Roundtable on 'Talking about Accessibility'
- Belief Work Stream marking key faith-based events
- In conversation with Mark Foster – on Mental Health and LGBTQ+ for International Men's Day
- LGBTQ+ History Month Celebrations
- Pride celebrations, including key sponsor for Bristol Pride
- Celebrated Black History Month
- International Women's Day Celebrations
- Families Work Stream initiatives and events
- Network event for parents and carers of neurodiverse children
- Micro incivilities in the workplace
- Trans and Non-Binary inclusion
- LGBTQ+ 101 training session

## REPORTING

- Ethnicity and Gender Pay Gap Reporting

## POLICY UPDATES

- Launched RPC's 'Supporting People Through Menopause' policy
- Created a domestic abuse policy
- Removed the qualifying serviced requirement for our enhanced Maternity pay

## PROGRAMMES & INITIATIVES

- 10,000 Black Interns Programme
- Onboarded suicide prevention tool R;pple to all corporate devices
- Disability Confident scheme
- Signed the Menopause in the Workplace Pledge
- Participating in the Rare Race Fairness Commitment
- Submission to the Social Mobility Employers Index
- Stonewall Workplace Equality Index Submission
- Secondary School Mentoring with partner schools; Jo Richardson Community School in London and the Oasis Academy Brislington in Bristol
- Launch of Peppy – a wellbeing tool focusing on; menopause, fertility, parenthood and men's health



## CLIENT ENGAGEMENT

- Delivered Roundtable events to BRC members on DEIB topics as part of our partnership
- Black History Month client collaboration with Dr Makaziwe Mandela
- Social Mobility Work Experience programme with a key client
- FIG (Female Insurance Group) sessions on topics such as; 'Managing Upwards and Sideways' and 'Building your Resilience'
- Sector specific focus in RPC Retail, Tech, Insurance, Commercial Disputes and Regulatory Pillars



## TRAINING

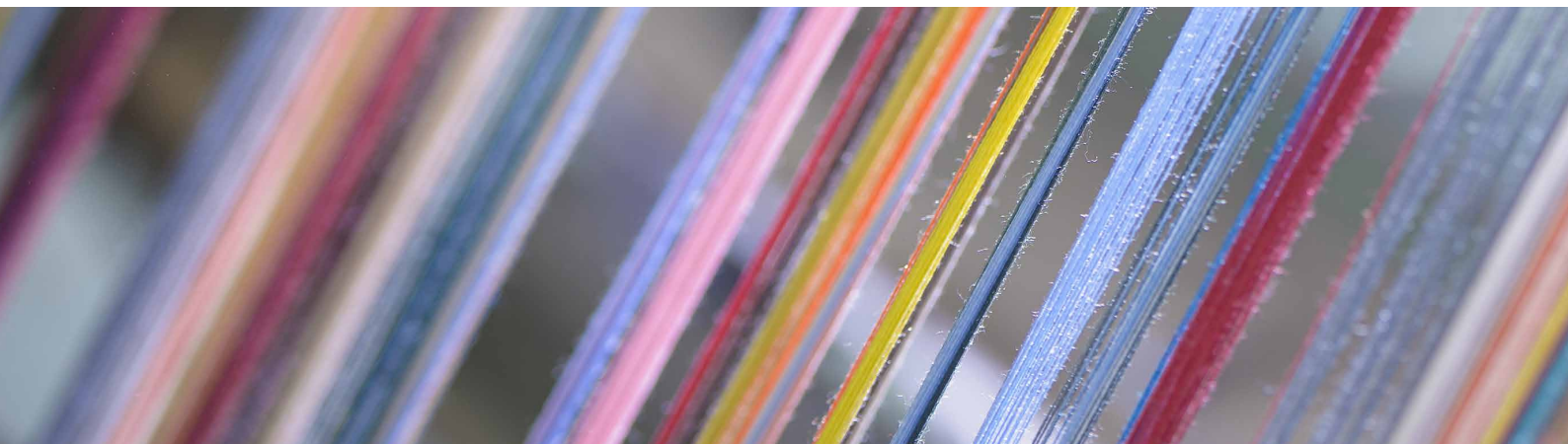
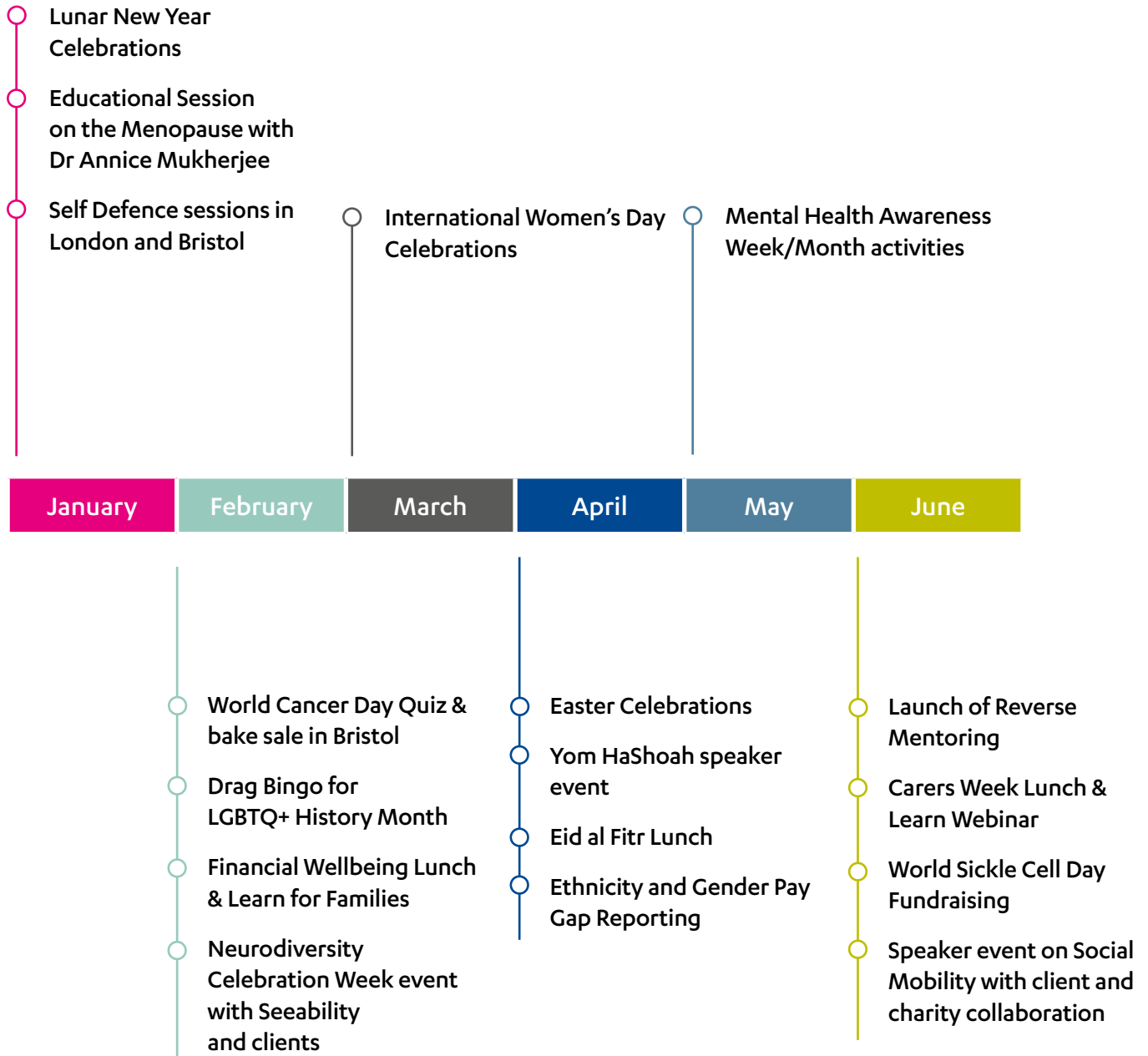
- Mental Health First Aider training
- Disability in the workplace training for all employees
- Disability in the workplace training for the People and Recruitment team
- Quarterly Allies training
- Employee safety benefits and guidance

## MEMBERSHIPS, NETWORKS & SIGNATORIES

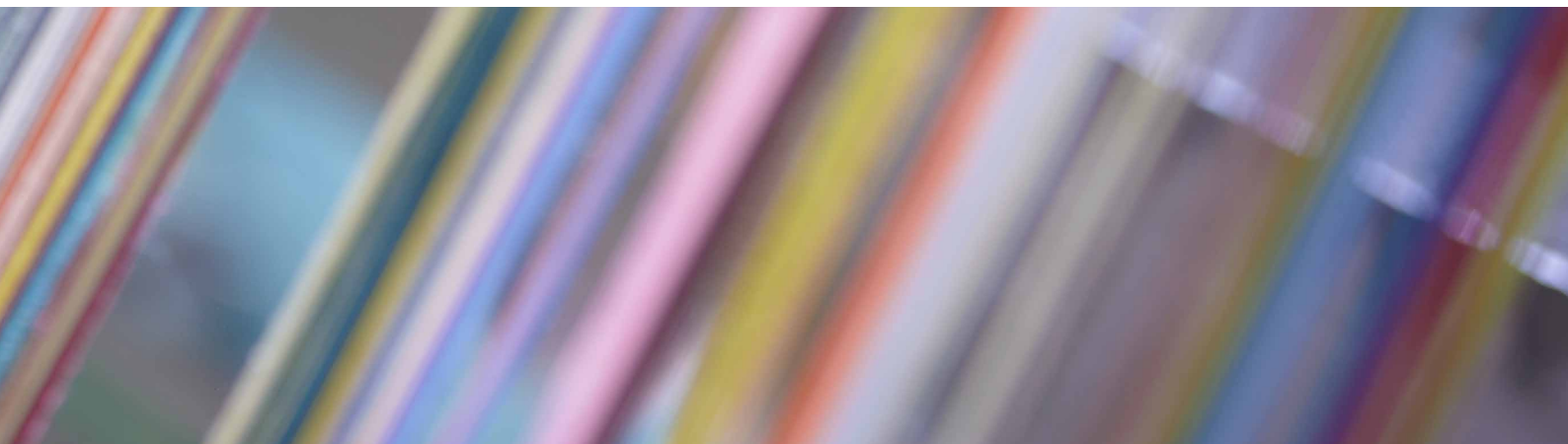
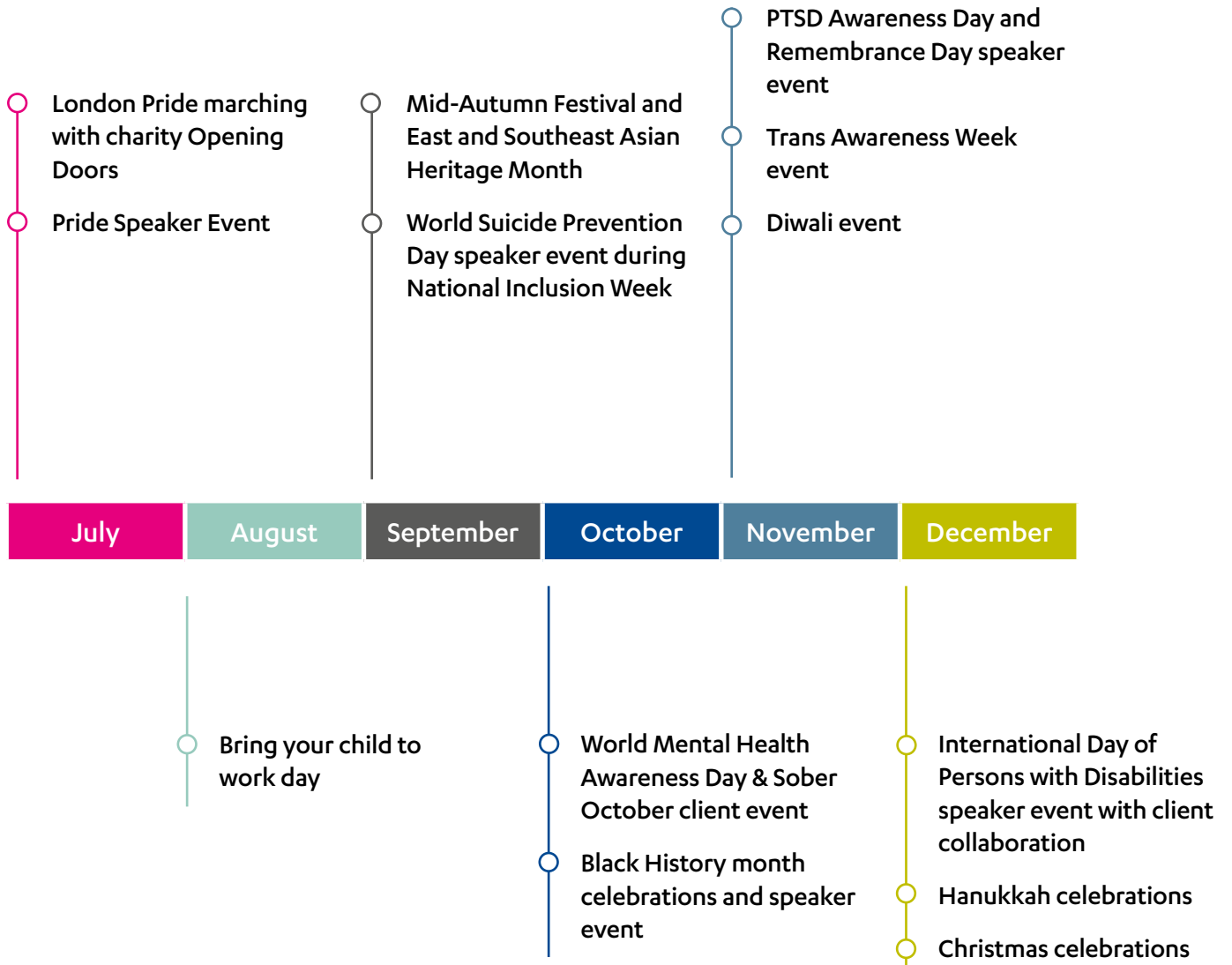
- Member of the Business Disability Forum
- Rare Race Commitment Signatory
- Mindful Business Charter Signatory
- Signatory of the Law Society's Women in Law Pledge
- Member of the City of London Law Society's Social Mobility Pledge initiative
- Race at Work Charter Signatory
- In April 2013 we launched FIG (Female Insurance Group) which now has over 450 members
- Sponsor of The Women's Insurance Network
- Supporter of LINK, the cross-market LGBTQ+ Network
- Law Society's City Law Firm Diversity and Inclusion Forum and the Legal Diversity and Inclusion Forum
- Member of the 30% club
- TerraLex Women's Global Connection Mentoring Programme
- Stonewall Diversity Champions
- Work Life Central Member
- Aspiring Solicitors Member
- Social Mobility Foundation founding member
- We have 52 mental health first aiders trained by Mental Health First Aid England
- Sponsors of the Insurance Families Network
- Sponsors of the 50 Over 50 Insurance Market Project



## 2023 Key Activities:







# Recruitment

*"We want our workplace to be one where everyone feels welcome, respected, valued and included, so they can succeed professionally and contribute fully to life at RPC. From start to finish our recruitment process is inclusive so that our people are a reflection of our communities and clients."*

**RACHEL STREET, RPC PEOPLE & TALENT DEVELOPMENT DIRECTOR**

## 1. Recruitment Plan

- A strategic inclusive resourcing strategy in place endorsed by board.
- Resourcing led by our People team. Recruitment specialists working alongside our Head of Responsible Business and Resourcing & Early Talent Lead to ensure a fair and inclusive approach.

## 3. Screening and Shortlisting

- People team drive search for diverse candidate pool with agencies and direct sourcing.
- Use of Rare's Contextual Recruitment System in Early Talent recruitment process; factors in social mobility metrics to the screening process to identify top talent irrespective of socioeconomic background.
- Operate a blind recruitment process for all Early Talent programmes. Currently rolling out blind recruitment for lateral roles. The candidate's name, contact details, school and university name won't be viewed until a selection decision has been made.
- All senior roles, including recent COO and GC recruitment, have a gender balanced candidate long and short list where possible.

## 5. Evaluation & Employment Offer

- On Early Talent assessment days, assessors are not provided with any candidate background information.
- Candidates are assessed by four trained assessors and use a structured scoring matrix. The selection panels ('wash ups') are facilitated by the Resourcing & Early Talent Lead with reference to contextualised data (Rare Recruitment tool) as appropriate.
- For lateral recruitment, our recruitment specialists debrief with the interview panel and coach them through assessment criteria to reach a selection decision. DEIB matters are discussed and given consideration.
- Candidates are given a reasonable period of time to consider an offer and have access to RPC employees for further questions.

## 2. Talent Search

- Detailed job descriptions and adverts clearly setting out our commitment to welcome candidates from all backgrounds and encouraging candidates to share reasonable adjustments required during the recruitment process.
- Advertising on diverse and non-traditional recruitment sites linking to our website detailing our recruitment process, DEIB approach, credentials, communities and pledges.
- Regular agency briefings to share our DEIB priorities and commitment to seeing a diverse candidate pool.
- Specialist DEIB recruitment organisations engaged such as Rare Recruitment, Bright Network, BIUCAC, SEO London, 93% Club, MyGWork and Aspiring Solicitors.

## 4. Interviewing

- Typical two-stage interview process and technical test. Competency, strengths and situation-based interviews by experienced lawyers or business services professionals. Accredited verbal reasoning test where appropriate.
- Flexibility to adapt the recruitment process to accommodate individual needs. Interviewers have guidance (RPC Responsible Business factsheet) on DEIB and responsible approach to recruitment and access to learning.
- Endeavour to provide a diverse interview panel wherever possible.
- It is a two way process; we encourage questions and open dialogue throughout. We pride ourselves on providing detailed feedback to all candidates.

## Early talent

- We have used Rare's contextualised recruitment tool since 2015, which enables us to consider a more diverse range of candidates for our apprentice and training contract opportunities using social mobility metrics.
- We are able to understand the context within which a candidate has achieved what they have. 42% of our 2022 UK Trainee intake are Rare candidates.
- We entered a partnership with Aspiring Solicitors (AS) in 2018. AS works to increase diversity in the legal profession through a series of programmes aimed at underrepresented groups.
- RPC is also a Corporate Sponsor of SEO, an organisation dedicated to helping talented students, primarily from ethnic minority and/or low socioeconomic backgrounds, secure graduate positions and internships.
- RPC offers legal and business apprenticeships (including solicitor, paralegal, and finance apprentices to name a few) across our UK offices.

WE CURRENTLY HAVE

13 apprentices  
working in the business

12 apprentices  
who have completed their apprenticeship  
and secured a role at RPC

We also run several additional diversity initiatives at the early talent stage including:

- DiversCity in Law: We take part in this annual event aimed at raising awareness of pursuing a legal career in the City amongst LGBTQ+ students at degree and postgraduate level.
- Bright Network: We take part in the Bright Network Black Heritage Future Leaders event each year.
- Access to Law: A student focused event for students with disabilities and long-term health conditions.
- 93% club: We work with the 93% club who are dedicated to improving social mobility.
- Blind recruitment: We run a blind recruitment service within early talent to ensure bias is avoided within our processes.

52% OF OUR 2022 UK TRAINEE  
INTAKE ARE AS MEMBERS



