



RPC

# Our UK gender & ethnicity pay gap report

2019



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Understanding and tackling the pay gap that exists within our firm is a 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 2019 are an improvement on 2018 and 2017, we recognise there is still much work to be done.

## Gender pay gap

	2019	2018	2017
Median GPG (excluding Partners)	25.5%	30%	30%
Mean GPG (excluding Partners)	14.1%	21%	26%
Median GPG (Partners only)	3.6%	4.8%	4.7%
Mean GPG (Partners only)	18.3%	8.5%	8.5%
Median GPG (overall)	36.2%	43.1%	45.7%
Mean GPG (overall)	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 year on year (both excluding and including partners). The overall median figure is 36.2% (compared with 43.1% last year) and the overall mean figure is 46.2% (compared with 49.3% last year). When we look at our GPG excluding partners the median figure is 25.5% (compared with 30% last year) and the mean figure is now 14.1% (compared with 21% last year).

## Bonus pay gap

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

The mean bonus figure on the other hand has increased from last year from 39% to 53.2% and the median is now 41% compared with -22% last year (ie females were paid 22% more than males). The reason for this quite dramatic increase in the bonus pay gap is because there was no realisation bonus in last years' figures so the main bonus payments were received by women as part of our return to work maternity benefit. In this

reporting year (2018) the majority of staff received a bonus at Christmas plus we had the return of the realisation bonus.

However, when compared to our 2017 results, which is a comparable bonus landscape to 2019, we have made a significant positive improvement. The 2017 mean figure was 66% (compared with 53.2% in 2019) and the median figure was 77% (compared to 41% for 2019).

## Percentage of people receiving bonuses (excluding Partners)

	2019	2018	2017
Bonus pay (excluding Reward & Recognition awards)	Men: 86% Women: 93%	Men: 21.3% Women: 18%	Men: 48% Women: 41%
Bonus pay (including Reward & Recognition awards)	Men: 86% Women: 93%	Men: 55.7% Women: 51.2%	Men: 66% Women: 64%

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

	2019	2018	2017
Upper quartile	Men: 52% Women: 48%	Men: 56% Women: 44%	Men: 59% Women: 41%
Upper middle quartile	Men: 27% Women: 73%	Men: 36% Women: 64%	Men: 39% Women: 61%
Lower middle quartile	Men: 27% Women: 73%	Men: 28% Women: 72%	Men: 32% Women: 68%
Lower quartile	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 and Upper Middle Quartiles have seen a positive increase in the percentage of women (44% to 48% in the Upper Quartile and 67% to 73% in the Upper Middle Quartile). In particular, the Upper Quartile is almost even between men and women (52:48).

We are encouraged by the changes to our Gender Pay Gap for 2019, 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 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.
- 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 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 for lunch to discuss challenges, share ideas and generally provide support around being a working parent.
- We held a successful six-month focus on our Caring Responsibilities Work Stream which provided educational, social and practical events, networks and tools for those with child and/or adult caring responsibilities.
- RPC has recently hired a number of lateral female partners.

### Coming this year

- We will be focusing on the implementation of the Gender Balance Plan.
- The Gender Work Stream is busy preparing a six-month spotlight on gender issues (which will include intersectional work with other Work Streams as well).

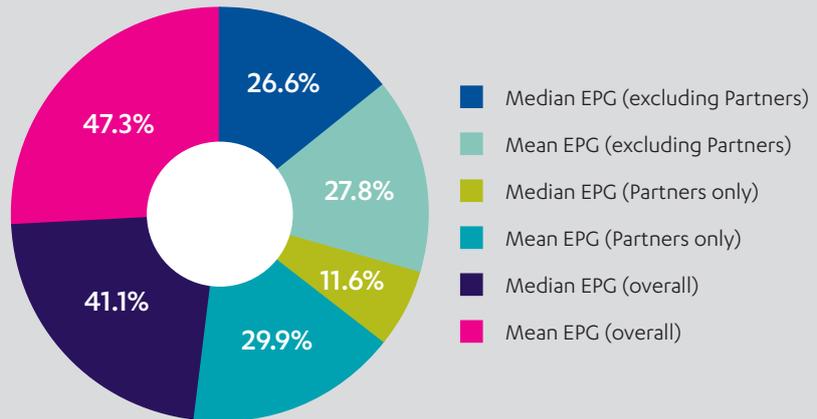


### Ethnicity pay gap

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.

Our 2019 Ethnicity Pay Gap figures are as follows (Non-BAME versus BAME):



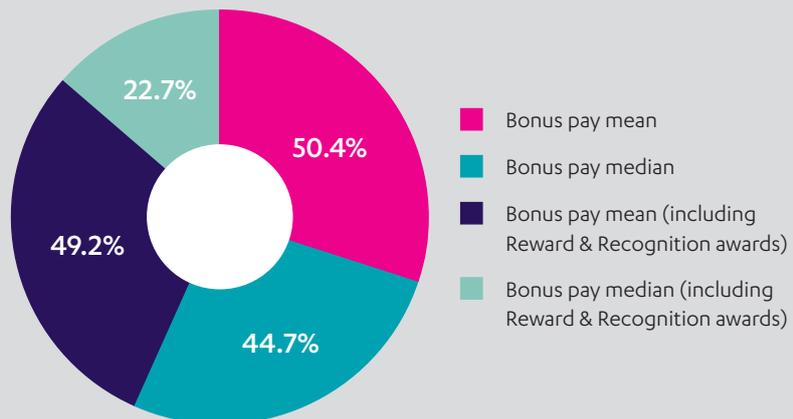
On average we have a 47.3% mean Ethnicity Pay Gap between our BAME and Non-BAME people (including Partners) and a 41.1% median pay gap. One of the reasons for this pay gap is due to the fact that we have a higher number of BAME

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.

### Bonus pay gap

Similarly, the bonus pay gap shows an average mean difference of 50.4% and a median figure of 44.7% (excluding Reward & Recognition awards). This tells us that overall Non-BAME employees are receiving double the amount of bonus than BAME employees. This is because

the firm's BAME population is currently more concentrated in either junior legal roles or more junior roles within Business Services which may not be eligible for a bonus or a bonus at the higher end of the spectrum.





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

### Achievements so far

- RPC signed the Race at Work Charter.
- The firm partnered with Aspiring Solicitors to include, insight days, professional ambassadors, advertising and we are one of the founding partners of the Aspiring Solicitors Foundation.
- We work closely with Rare Recruitment to increase our pipeline of BAME candidates into Trainee roles.
- We also 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 held an insight day with more to come.

### Coming this year

- The firm’s Ethnicity Work Stream (one of eight inclusion & diversity networks at the firm) has its six-month focus from January 2020. The Work Stream members are planning some exciting events to raise awareness and inspire discussion around the topic of race and ethnic origin in the legal profession.

- We are considering working with Aspiring Solicitors to look more closely at the firm’s retention and progression of people from ethnic minority backgrounds and what we can do to improve it.
- Work is planned for FY2021 to improve our ethnicity data and then forensically examine that data to understand trends in applications, offers made, retention rates etc for our BAME employees.

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



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