



# Inclusion & diversity



# Introduction

At RPC we take inclusion, diversity and engagement seriously. Our culture is built on values of trust and respect and as such we see I&D deeply embedded in our firm's DNA.

It is important for our people, our clients and our community to know that. We want our workplace to be one where everyone feels they can bring their whole self to work and feel comfortable.



Some might see I&D as a box ticking exercise. But if you really look at the issues underpinning I&D work, you will know that these are not issues that will be resolved in a day, a month or even a year. They require uncomfortable conversations, challenging the norm, confronting stereotypes and re-evaluating how we think about our workplace and how it works. And you have to do that with authenticity.

You can't just sign a charter or add your name to a pledge and move on to the next. We want to make meaningful change so that we can continue to count ourselves as a leader in this sector and

within our community. It's what the next generation of lawyers expects from their future firm; it's what our clients expect from their advisors. And it's what we expect from ourselves.

This is the type of business we want to be. This is the environment we want to create for our people; a place where everyone feels respected, valued and included.

This brochure is intended to be a mere snapshot of some of the fantastic and boundary-pushing work we are doing in the I&D space. But there is so much more and we want to tell you about it. Even better, we want to work with you on it.



## Allies@RPC

Our Allies@RPC Network is made up of over 120 self-appointed people from across our firm who have agreed (in writing, because, well, we are lawyers) to commit to being available, supportive and open to their colleagues and to promoting an inclusive culture at the firm more generally. They receive regular training and networking opportunities.

# Inclusion & diversity work streams

We have eight I&D 'Work Streams'. 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 I&D. But this is just the starting point as we recognise the value of a broader, intersectional approach. Currently, our Work Streams are as follows:

- Gender
- Ethnicity
- LGBT+
- Mental health
- Caring responsibilities
- Social mobility
- Faith
- Disability

Each Work Stream is self-propelled so they plan their own initiatives and events which are both internal and external and aim to educate, raise awareness, support and provide networking opportunities. In addition to regular events, the firm spotlights one Work Stream every six months to particularly highlight the issues and challenges that are faced by people who connect with that I&D category.

The Work Streams are led by either a Partner, Legal Director or Business Services Director and are staffed by self-appointed people from across the firm (we currently have over 70). Each Work Stream Lead reports on their Work Stream's activity to our Balanced Business Taskforce (accountable to Board level), the I&D governance committee, which is chaired by Simon Laird, Partner and Partnership Executive Committee member.

For more information or to get involved, please contact:

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# Early talent and recruitment

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.

**Of the 14 candidates that will begin training with us in 2020, five candidates 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.

**53% of our 2019 summer scheme students were AS candidates. Of our 2019 training contract offers, 57% training contract offers were to AS Members.**

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 21 apprentices working in the business.**

We also run a number of additional diversity initiatives at the early talent stage including:

- BAME City Law: an open day for BAME candidates in collaboration with Target Jobs
- RPC and The University of Law legal access scheme: this provides 4 students, who don't meet our academic requirements but have potential, with a place on our summer scheme
- DiversCity in Law: We take part in this annual event aimed at raising awareness of pursuing a legal career in the city amongst LGBT students at degree and postgraduate level
- Bright Network: We take part in the Bright Network Black Heritage Future Leaders event each year



# Other programmes, memberships and networks

**RPC, in its continuing commitment to inclusion and diversity, also participates in a number of other programmes, memberships and networks:**

- RPC RAIN, the firm's LGBT+ network that works alongside the LGBT+ Work Stream
- We are a Race at Work Charter signatory
- We run our internal "Springboard" programme which targets gender diversity at RPC
- In April 2013, we launched the Female Insurance Group which now has over 450 members
- We are a sponsor of The Women's Insurance Network
- RPC has been a major supporter of LINK, the cross-market LGBT+ insurance network
- Law Society's City Law Firm Diversity & Inclusion forum and the Legal Diversity & Inclusion forum
- The 30% Club
- TerraLex Women's Global Connection Mentoring Program
- Stonewall
- CityParents
- We currently have 14 mental health first aiders trained by Mental Health First Aid England
- Mentoring scheme at the Jo Richardson Community School in Dagenham and at the Oasis Academy Brislington in Bristol
- We have established a mental health client working group which provides participants the opportunity to share and collaborate on ideas, challenges and developments in the drive to further the health and wellbeing initiatives in their organisations
- Our I&D Lead, Rachel Pears, sits on the steering committee of the Insurance Families Network
- Member of the Business Disability Forum
- We are a Rare Race Fairness commitment signatory
- We are a Mindful Business Charter signatory
- We are a signatory of the Law Society's Women in Law Pledge





# Achievements

We don't continue to push our I&D 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:





RPC

# 2019 I & D CALENDAR

## JAN

- Social Mobility Work Stream six-month focus begins
- Multi faith prayer room established
- Another year of the Jo Richardson School Mentoring programme begins
- Aspiring Solicitors RPC event
- Balanced Business Taskforce meeting

- Ranked in the Top 25 law firms in Stonewall's 2019 Workplace Equality Index

## FEB

## MAR

- Celebrated International Women's Day by attending the March4Women
  - Rare Recruitment internal event
- Hosted mental health client working group with Geoff McDonald

- Balanced Business Taskforce Meeting
- Law Society D&I Forum meeting

## APR

- Caring Responsibilities Work Stream six-month focus begins
- Marched in London and Bristol Pride
- Globe Law & Business RPC ethnicity article published
  - Jo Richardson School Careers Day
- Law Firm Mental Health Forum
- Cross Firm Gender Forum
  - Balanced Business Taskforce Meeting

## JUL

- Tower Bridge House-wide initiative to support Pride month
- RPC Enhanced Shared Parental Leave launched
- Target Jobs BAME City Law event

## JUN

## MAY

- Celebrated World Cultural Day with an interactive cultural connections map
- Bisexuality event with Marcus Morgan

## AUG

- "How we make it work: balancing work and childcare" internal panel event
- RPC family friendly policies and benefits session
- Legal D&I Forum
- Ethnicity Pay Gap Roundtable
- Signed Race at Work Charter

## NOV

- Caring Responsibilities Work Stream Bereavement guide published
  - Engaged the Reignite Academy
    - Purple Tuesday
  - World AIDS Day Interlaw event
  - Aspiring Solicitors Insight Day

- Behavioural Insights Team talks with senior management on gender balance initiatives
- Signed Mindful Business Charter
- Adult Caring Responsibilities Work Stream members' blogs
  - Talk with Dementia UK
- Named Top 75 Employer in the UK Social Mobility Employer Index 2019
  - Parent Network Lunch
- Balanced Business Taskforce Meeting
- Attended the Bright Network Black Heritage Future Leaders event
- Celebrated Black History Month

## SEP

- Mental Health First Aid training
- "Extraordinary experiences of parenting" internal storytelling event
- World Suicide Prevention Day event with TLC Lions
- The Leap Social Mobility Careers Fair
- The Women's Insurance Network Conference

## DEC

- SEO Insight Day

## OCT

# What's coming up in 2020 ...



