



# Inclusion & Diversity

2021-22



# 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 60 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:

- Belief
- Disability (Enable)
- Ethnicity
- Families
- Gender
- LGBT+
- Mental health
- Social mobility

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 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.

**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.

**52% of our 2022 UK Trainee intake are AS members.**

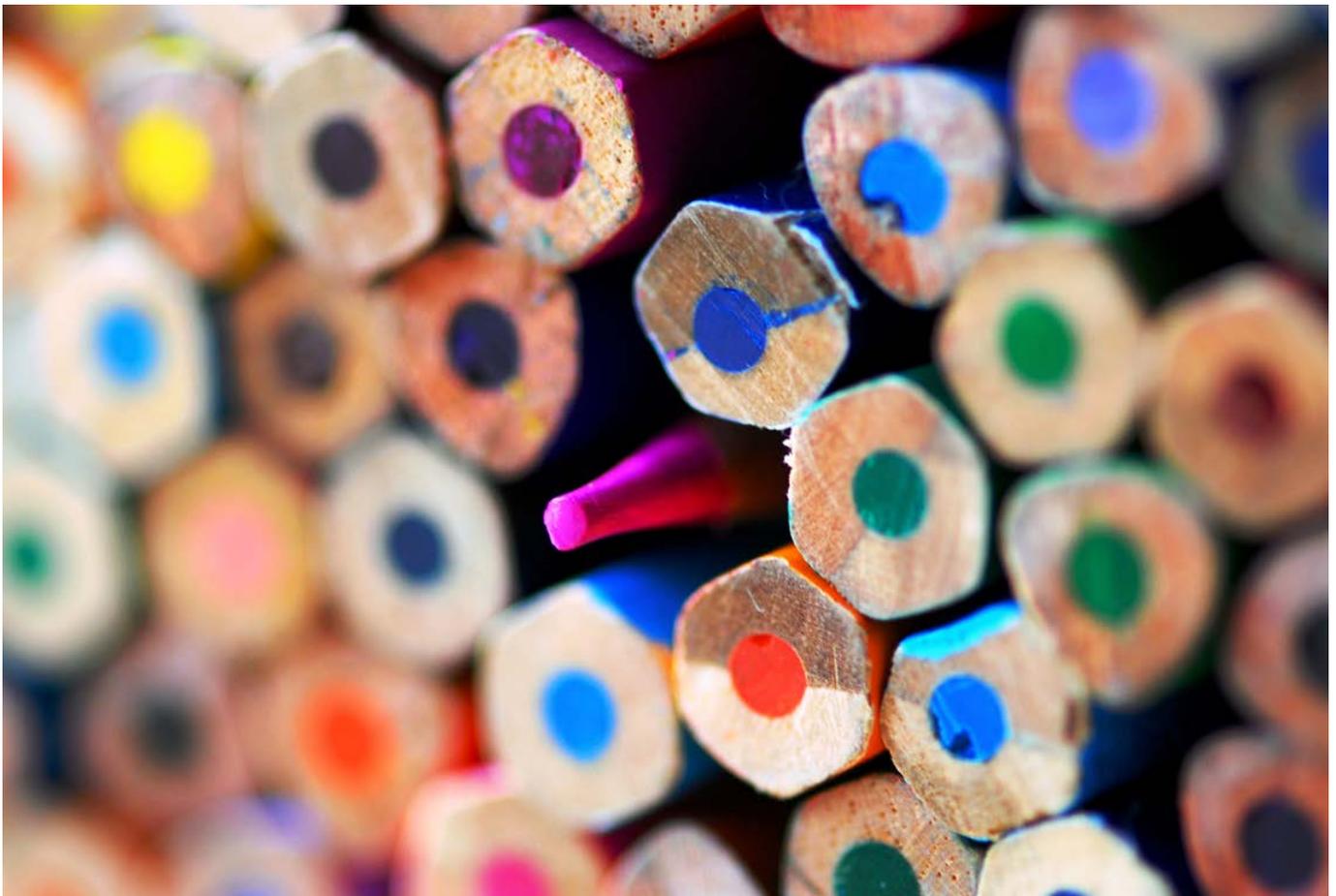
RPC is also a Corporate Sponsor of SEO, an organisation dedicated to helping talented students, primarily from ethnic minority and/or low socioeconomic backgrounds, secure graduate positions and internships.

RPC offers legal and business apprenticeships (including solicitor, paralegal and finance apprentices to name a few) across our UK offices.

**We currently have 13 apprentices working in the business and 12 apprentices who have completed their apprenticeship and secured a role at RPC.**

We also run a number of 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 LGBT 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
- Bright Network: We run a bespoke RPC event for Black Heritage Future Lawyers every year
- Blind Recruitment: We run a blind recruitment service within Early Talent to ensure bias is avoided within our processes



# 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:**

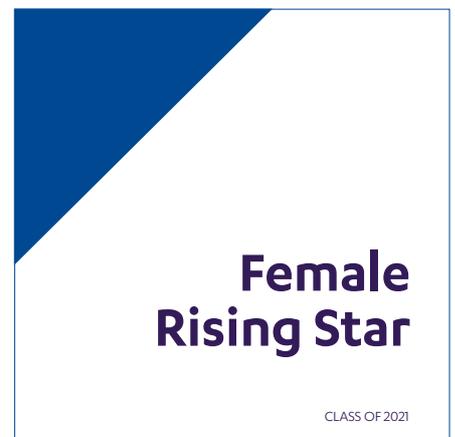
- Member of the Business Disability Forum
- We are a Rare Race Fairness Commitment signatory
- We are part of the 10,000 Black Interns programme
- We are a Mindful Business Charter signatory
- We are a signatory of the Law Society's Women in Law Pledge and taken that a step forward by creating our Gender Balance Plan
- Member of the City of London Law Society's Social Mobility Pledge Initiative
- Founding members of REAL – the Race Equality Alliance for Law Firms
- We are a Race at Work Charter signatory
- In April 2013, we launched the FIG 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
- Aspiring Solicitors
- Social Mobility Foundation
- 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
- Sponsor of the Insurance Families Network
- We run our internal "Springboard" programme which targets gender diversity at RPC
- Sector-specific focus in RPC Retail, Tech, Insurance, Commercial Disputes and Regulatory Pillars
- Sponsor of the 50 Over 50





# 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

# 2021 I & D CALENDAR

## JAN

- Gender Work Stream focus begins
- Balanced Business Task Force meeting
- Allies training with Global Butterflies on Trans and Non-Binary inclusion in the workplace

- Levelling up Law launch involvement from the Social Mobility Work Stream
- RPC RAIN celebrations for LGBT+ History Month including:
  - Film screening of Disclosure
  - LGBT+ History Guide
- FIG event on 'office politics'
- Marked 'Time to Talk Day'

## FEB

## MAY

- Marked Mental Health Awareness Week with a plant giving initiative
- Launched REAL (Race and Ethnicity Alliance for Law Firms)
- FIG event on 'Achieving your potential'
- Gender Work Stream and Early Talent panel event on Career Journeys

## APR

- Published our 2020 Gender Pay Gap Report and Ethnicity Pay Gap Report
- Marked Stress Awareness Month with a 30-day action plan designed to help alleviate stress
- Balanced Business Task Force meeting
- Event on Emotional Intelligence with the Families Work Stream

## MAR

- International Women's Day celebrations including:
  - Interview series with clients on the topic of #ChooseToChallenge
  - Launch of our Domestic Abuse guidance – 'supporting people experiencing domestic abuse'
  - Marked Neurodiversity Celebration Week
- Held facilitated discussions on the Mindful Business Charter across the firm
- Extended our City Parents membership to Asia
- RPC signed the Armed Forces Covenant

## JUN

- Event on boundaries and managing your time in a COVID world with the Families Work Stream
- Relaunched the 'Returning Parents Buddy' scheme
- Rebrand of the Caring Responsibilities Work Stream to Families Work Stream
- Social Mobility Index submission
- Allies training on Afro hair – 'All about the fro'
- 'Moments That Matter' event with FIG and the Gender Work Stream
- Celebrate Pride month
- RPC RAIN lunch and learn with Freedom Youth
- Took part in London Trans Pride

## JUL

- Launch of the Faith Work Stream focus and rebrand to the Belief Work Stream
- Balanced Business Task Force meeting
- Took part in UK Black Pride

## NOV

- Balanced Business Task Force meeting
  - Marked Remembrance Day
- Event on Dads Matter with the Families Work Stream marking International Men's Day
  - Launch of the Menopause working group
- Neurodiversity event with the Insurance Supper Club

## AUG

- RPC awarded Silver Award in the 2021 Ministry of Defence Employer Recognition Scheme (ERS)

## SEP

- Rare Race Fairness Commitment
- Belief Work Stream event with historian Tom Holland
- RPC RAIN hosted an event on 'pride perspectives' with organisation Opening Doors
- 2021 Launch of RPCs mentoring programme with Oasis Academy Brislington
- Reimagine! Global Summit with Equality Forward
- Marked Suicide Prevention Day
- Dive In Festival UK Neurodiversity Event

## DEC

- World Aids Day ribbons, blog post and charity donation
- Allies training on Fertility and the workplace
- Marking of International Day of Persons with Disabilities
- BRC joins forces with RPC to promote diversity and inclusion

## OCT

- Celebrated UK Black History Month including:
  - Film Screening of Babylon
  - Black History Guide
  - Poetry readings
- Allies training with Colin Maclahlan on mental resilience in the workplace
- Stonewall Workplace Equality Index submission

# What's coming up in 2022 ...



