



# Our UK gender pay gap report for 2018

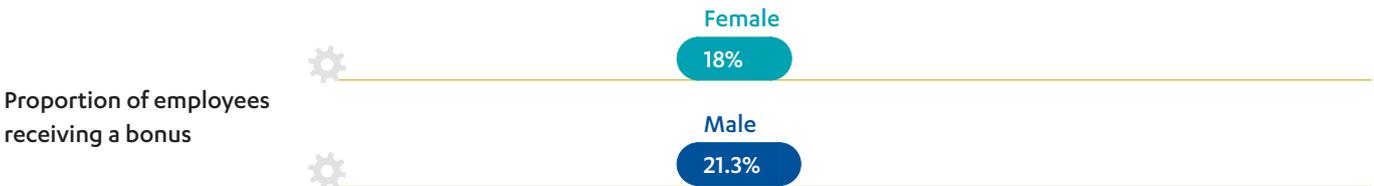
Understanding and tackling the pay gap that exists within our firm is a priority for RPC. We remain committed to treating everyone at our firm equally and fairly because it matters to us and positively impacts the future of our business. While our figures for 2018 are an improvement on 2017, we recognise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

|                                 | 2018  | 2017  |
|---------------------------------|-------|-------|
| Median GPG (excluding Partners) | 30%   | 30%   |
| Mean GPG (excluding Partners)   | 21%   | 26%   |
| Median GPG (Partners only)      | 4.8%  | 4.7%  |
| Mean GPG (Partners only)        | 8.5%  | 8.5%  |
| Median GPG (overall)            | 43.1% | 45.7% |
| Mean GPG (overall)              | 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.

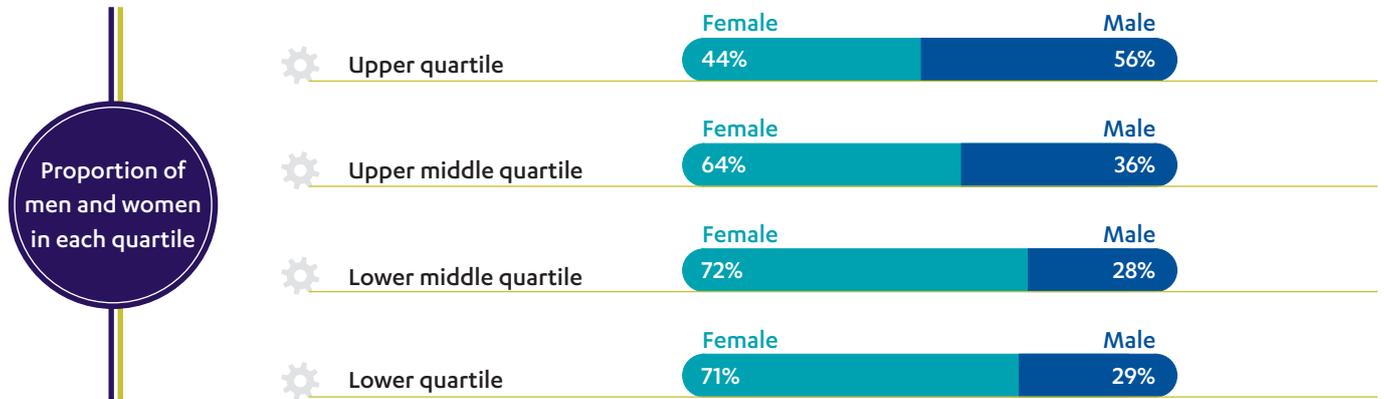
|                                       | 2018 | 2017 |
|---------------------------------------|------|------|
| Bonus pay mean (excluding Partners)   | 42%  | 69%  |
| Bonus pay median (excluding Partners) | -37% | 56%  |

## Percentage of people receiving bonuses (excluding Partners)



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).

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



We are encouraged by the changes to our Gender Pay Gap for 2018, but there is still a long way to go. While our median Gender Pay Gap hasn't changed, and remains at 30%, our mean Gender Pay Gap has decreased from 26% in 2017 to 21% in 2018. When we look at bonus, our mean bonus GPG for 2018 is 42%, marking a significant improvement on 2017 when that figure was 69%. The median bonus figure for 2018 is -37%, up from 2017 when it was 56%. The salary and bonus figures exclude Partners.

In the last year we introduced a number of initiatives aimed at progressing women at RPC into more senior positions. In 2018, we:

- launched a skills building programme for a select number of high performing female talent
- took a focussed approach to succession planning across all of the practices and business services teams
- introduced a much more robust approach to the moderation of salaries
- continued to nurture a culture of flexible working
- launched the Gender Work Stream, which forms part of our Inclusion & Diversity governance structure. The Gender Work Stream looks at how to break down any inequalities that exist in our firm between men and women.

Moving forward, we will:

- analyse our employee survey results to better understand the sentiment of our female population, and use the responses to dictate a tangible set of actions for the firm to take
- engage the Gender Work Stream to drive these actions forward and to work closely with the Inclusion team at RPC to make progress and track change.

While the figures are encouraging, there is still much work to be done.

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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