



RPC

Demographics: annual report

January to December 2020

ADVISORY | DISPUTES | REGULATORY | TRANSACTIONS

This report covers gender identity, ethnic origin, social mobility, sexual orientation, disability, caring responsibilities, and faith, which align with our Inclusion & Diversity Work Streams. The figures are accurate as of 31 December 2020.

Fee earner categories

- **Partner** – includes full equity, fixed share and salaried Partners
- **Senior Lawyer** – includes Legal Directors, Senior Associates and Of Counsel
- **Junior Lawyer** – includes Associate Levels 1 and 2
- **Other Legal** – includes Trainee Solicitors, Paralegals and those in Claims Handling

Business services categories

- **Business Services Director**
- **Senior Business Services** – includes Heads of, Senior Managers and Managers
- **Other Business Services** – includes Executives, Administrators (including Secretaries) and Apprentices

Gender identity

	Female	Male	Non-binary	Prefer not to say
Partner	24.4%	74.4%	0.0%	1.2%
Senior Lawyer	53.4%	45.7%	0.0%	0.9%
Junior Lawyer	62.0%	38.0%	0.0%	0.0%
Other legal	59.6%	39.4%	0.9%	0.0%
Business Services Director	50.0%	50.0%	0.0%	0.0%
Senior Business Services	50.6%	48.3%	0.0%	1.1%
Other Business Services	75.4%	24.6%	0.0%	0.0%
Grand total	57.4%	42.0%	0.1%	0.4%

Disability

	No	Yes	Prefer not to say	N/A
Partner	62.2%	7.3%	12.2%	18.3%
Senior Lawyer	62.9%	3.4%	14.7%	19.0%
Junior Lawyer	70.5%	5.4%	4.7%	19.4%
Other legal	61.5%	8.3%	5.5%	24.8%
Business Services Director	50.0%	0.0%	37.5%	12.5%
Senior Business Services	72.4%	4.6%	10.3%	12.6%
Other Business Services	65.9%	10.2%	6.0%	18.0%
Grand total	65.8%	6.7%	8.7%	18.8%

Primary caring responsibilities

	Children	Disabled adult/long term health condition	Disabled child/long term health condition	Elderly	Other	Prefer not to say	N/A
Partner	32.9%	0.0%	0.0%	0.0%	1.2%	0.0%	65.9%
Senior Lawyer	19.0%	0.0%	0.0%	0.0%	0.9%	0.0%	80.2%
Junior Lawyer	6.2%	0.0%	0.0%	0.0%	0.0%	0.0%	93.8%
Other legal	6.4%	0.0%	0.0%	0.9%	0.0%	0.9%	91.7%
Business Services Director	37.5%	0.0%	0.0%	0.0%	0.0%	0.0%	62.5%
Senior Business Services	21.8%	1.1%	2.3%	0.0%	2.3%	1.1%	71.3%
Other Business Services	17.4%	0.6%	0.0%	0.6%	0.0%	1.8%	79.6%
Grand total	16.5%	0.3%	0.3%	0.3%	0.6%	0.7%	81.4%

Social mobility (first generation to attend university within immediate family)

	No	Yes	N/A
Partner	53.7%	31.7%	14.6%
Senior Lawyer	54.3%	33.6%	12.1%
Junior Lawyer	63.6%	31.0%	5.4%
Other legal	61.5%	36.7%	1.8%
Business Services Director	75.0%	25.0%	0.0%
Senior Business Services	57.5%	34.5%	8.0%
Other Business Services	75.4%	9.0%	15.6%
Grand total	62.8%	27.5%	9.7%

Sexual orientation

	Bisexual	Gay man	Gay woman/ lesbian	Hetrosexual/ Straight	Other	Prefer not to say	N/A	Data not provided
Partner	0.0%	1.2%	0.0%	73.2%	0.0%	8.5%	0.0%	17.1%
Senior Lawyer	0.0%	0.9%	0.9%	81.9%	0.0%	4.3%	0.0%	12.1%
Junior Lawyer	0.8%	1.6%	1.6%	89.1%	0.8%	1.6%	0.0%	4.7%
Other legal	6.4%	0.9%	0.0%	86.2%	0.0%	4.6%	0.0%	1.8%
Business Services Director	0.0%	0.0%	0.0%	75.0%	0.0%	25.0%	0.0%	0.0%
Senior Business Services	0.0%	3.4%	1.1%	83.9%	0.0%	1.1%	0.0%	10.3%
Other Business Services	1.2%	1.2%	0.0%	91.6%	0.0%	0.6%	1.2%	4.2%
Grand total	1.4%	1.4%	0.6%	85.4%	0.1%	3.3%	0.3%	7.4%

Faith/belief

	Buddist	Catholic	Christian	Hindu	Jewish	Muslim	No religion	Sikh	Other	Prefer not to say	N/A	Data not provided
Partner	0.0%	1.2%	29.3%	0.0%	4.9%	1.2%	2.4%	1.2%	1.2%	9.8%	30.5%	18.3%
Senior Lawyer	0.0%	0.0%	35.3%	2.6%	0.9%	0.0%	5.2%	0.0%	0.0%	6.0%	37.1%	12.9%
Junior Lawyer	0.0%	0.0%	29.5%	1.6%	1.6%	1.6%	14.7%	0.0%	1.6%	4.7%	39.5%	5.4%
Other legal	0.0%	0.9%	22.9%	1.8%	0.0%	3.7%	21.1%	3.7%	0.9%	5.5%	33.0%	6.4%
Business Services Director	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	37.5%	0.0%
Senior Business Services	1.1%	0.0%	25.3%	1.1%	5.7%	3.4%	8.0%	3.4%	1.1%	5.7%	28.7%	16.1%
Other Business Services	1.2%	0.6%	37.1%	3.6%	0.0%	1.2%	4.2%	1.8%	1.8%	3.6%	35.3%	9.6%
Grand total	0.4%	0.4%	30.9%	2.0%	1.7%	1.7%	9.3%	1.6%	1.1%	5.4%	34.7%	10.6%

Ethnic origin

	Asian Bangladeshi	Asian British	Asian Chinese	Asian Indian	Asian other	Asian Pakistani	Black African	Black Caribbean	White & Asian	White & Black Caribbean
Partner	0.0%	0.0%	0.0%	2.4%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Lawyer	0.0%	0.0%	0.9%	2.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Junior Lawyer	0.8%	0.0%	0.8%	1.6%	0.8%	0.0%	1.6%	0.0%	1.6%	1.6%
Other legal	0.9%	0.0%	0.9%	5.5%	0.9%	0.9%	3.7%	0.0%	0.9%	0.0%
Business Services Director	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Business Services	2.3%	1.1%	2.3%	3.4%	1.1%	0.0%	0.0%	0.0%	1.1%	0.0%
Other Business Services	0.6%	1.2%	1.2%	4.8%	0.0%	0.0%	0.6%	3.6%	2.4%	1.2%
Grand total	0.7%	0.4%	1.0%	3.4%	0.6%	0.1%	1.0%	0.9%	1.1%	0.6%

	White British	White English	White Irish	Any other African/ Caribbean/Black	Any other mixed/ multiple background	Any other white background	Other ethnic group – Arab	Other ethnic group – Other	Prefer not to say	Data not provided
Partner	72.0%	0.0%	1.2%	0.0%	0.0%	4.9%	0.0%	0.0%	1.2%	17.1%
Senior Lawyer	72.4%	0.0%	1.7%	0.0%	1.7%	3.4%	0.0%	0.0%	3.4%	13.8%
Junior Lawyer	69.0%	0.0%	0.8%	0.0%	1.6%	14.0%	0.0%	0.0%	0.8%	5.4%
Other legal	67.9%	0.0%	0.0%	0.9%	2.8%	10.1%	0.9%	0.0%	0.9%	2.8%
Business Services Director	87.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%
Senior Business Services	59.8%	1.1%	2.3%	1.1%	2.3%	6.9%	1.1%	1.1%	1.1%	11.5%
Other Business Services	64.1%	1.8%	2.4%	1.8%	1.2%	3.6%	0.0%	0.0%	1.8%	7.8%
Grand total	67.6%	0.6%	1.4%	0.7%	1.6%	7.0%	0.3%	0.1%	1.6%	9.2%

