



RPC

# Demographics: annual report

January to December 2021

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 2021.

**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                    | 25.5%  | 73.4% | 0.0%       | 1.1%              |
| Senior Lawyer              | 56.3%  | 43.0% | 0.0%       | 0.8%              |
| Junior Lawyer              | 63.9%  | 35.4% | 0.0%       | 0.6%              |
| Other legal                | 63.5%  | 35.0% | 0.7%       | 0.7%              |
| Business Services Director | 55.6%  | 44.4% | 0.0%       | 0.0%              |
| Senior Business Services   | 61.0%  | 37.1% | 0.0%       | 1.9%              |
| Other Business Services    | 73.7%  | 25.8% | 0.0%       | 0.5%              |
| Grand total                | 60.2%  | 38.8% | 0.1%       | 0.8%              |

Disability

|                            | No    | Yes   | Prefer not to say | Data not provided |
|----------------------------|-------|-------|-------------------|-------------------|
| Partner                    | 66.0% | 6.4%  | 10.6%             | 17.0%             |
| Senior Lawyer              | 66.4% | 5.5%  | 11.7%             | 16.4%             |
| Junior Lawyer              | 82.3% | 5.1%  | 1.9%              | 10.8%             |
| Other legal                | 70.8% | 8.8%  | 2.9%              | 17.5%             |
| Business Services Director | 55.6% | 11.1% | 22.2%             | 11.1%             |
| Senior Business Services   | 74.3% | 6.7%  | 12.4%             | 6.7%              |
| Other Business Services    | 68.2% | 11.6% | 4.0%              | 16.2%             |
| Grand total                | 71.4% | 7.7%  | 6.6%              | 14.2%             |

Primary caring responsibilities

|                            | Children | Disabled adult/long term health condition | Disabled child/long term health condition | Elderly | Other | Prefer not to say | Data not provided |
|----------------------------|----------|---|---|---------|-------|-------------------|-------------------|
| Partner                    | 34.0%    | 0.0%                                      | 1.1%                                      | 0.0%    | 1.1%  | 63.8%             | 0.00%             |
| Senior Lawyer              | 25.0%    | 0.0%                                      | 0.0%                                      | 0.0%    | 0.8%  | 74.2%             | 0.00%             |
| Junior Lawyer              | 8.2%     | 0.0%                                      | 0.0%                                      | 0.0%    | 0.0%  | 91.8%             | 0.00%             |
| Other legal                | 8.0%     | 0.0%                                      | 0.0%                                      | 1.5%    | 0.0%  | 89.8%             | 0.73%             |
| Business Services Director | 44.4%    | 11.1%                                     | 0.0%                                      | 0.0%    | 0.0%  | 44.4%             | 0.00%             |
| Senior Business Services   | 24.8%    | 2.9%                                      | 2.9%                                      | 1.0%    | 0.0%  | 66.7%             | 1.90%             |
| Other Business Services    | 19.7%    | 0.5%                                      | 0.5%                                      | 1.0%    | 0.0%  | 78.3%             | 0.00%             |
| Grand total                | 18.9%    | 0.6%                                      | 0.6%                                      | 0.6%    | 0.2%  | 78.6%             | 0.36%             |

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

|                            | No    | Yes   | Data not provided |
|----------------------------|-------|-------|-------------------|
| Partner                    | 53.2% | 33.0% | 13.8%             |
| Senior Lawyer              | 58.6% | 35.2% | 6.3%              |
| Junior Lawyer              | 53.8% | 41.1% | 5.1%              |
| Other legal                | 59.9% | 36.5% | 3.6%              |
| Business Services Director | 66.7% | 33.3% | 0.0%              |
| Senior Business Services   | 50.5% | 37.1% | 12.4%             |
| Other Business Services    | 69.7% | 13.1% | 17.2%             |
| Grand total                | 59.0% | 31.2% | 9.8%              |

Sexual orientation

|                            | Bisexual | Gay man | Gay woman/lesbian | Hetrosexual/Straight | Other | Prefer not to say | Data not provided |  |
|----------------------------|----------|---------|-------------------|----------------------|-------|-------------------|-------------------|--|
| Partner                    | 0.0%     | 1.1%    | 0.0%              | 74.5%                | 0.0%  | 8.5%              | 16.0%             |  |
| Senior Lawyer              | 1.6%     | 0.8%    | 0.0%              | 85.9%                | 0.0%  | 3.9%              | 7.8%              |  |
| Junior Lawyer              | 0.0%     | 1.9%    | 0.6%              | 91.1%                | 0.6%  | 1.3%              | 4.4%              |  |
| Other legal                | 8.8%     | 1.5%    | 0.0%              | 84.7%                | 0.0%  | 2.9%              | 2.2%              |  |
| Business Services Director | 0.0%     | 0.0%    | 0.0%              | 77.8%                | 0.0%  | 22.2%             | 0.0%              |  |
| Senior Business Services   | 0.0%     | 2.9%    | 0.0%              | 87.6%                | 0.0%  | 2.9%              | 6.7%              |  |
| Other Business Services    | 2.0%     | 0.5%    | 0.0%              | 90.4%                | 0.0%  | 0.0%              | 7.1%              |  |
| Grand total                | 2.2%     | 1.3%    | 0.1%              | 86.6%                | 0.1%  | 2.9%              | 6.8%              |  |

Faith/belief

|                            | Buddist | Catholic | Christian | Hindu | Jewish | Muslim | No religion | sikh | Other | Prefer not to say | Data not provided |  |
|----------------------------|---------|----------|-----------|-------|--------|--------|-------------|------|-------|-------------------|-------------------|--|
| Partner                    | 0.0%    | 2.1%     | 30.9%     | 0.0%  | 4.3%   | 1.1%   | 7.4%        | 1.1% | 1.1%  | 9.6%              | 42.6%             |  |
| Senior Lawyer              | 0.0%    | 0.8%     | 32.8%     | 2.3%  | 1.6%   | 0.0%   | 12.5%       | 0.0% | 0.0%  | 6.3%              | 43.8%             |  |
| Junior Lawyer              | 0.6%    | 0.0%     | 29.1%     | 1.3%  | 2.5%   | 3.8%   | 28.5%       | 1.9% | 1.3%  | 5.1%              | 25.9%             |  |
| Other legal                | 0.7%    | 0.7%     | 21.2%     | 2.2%  | 0.0%   | 4.4%   | 39.4%       | 2.9% | 0.7%  | 5.8%              | 21.9%             |  |
| Business Services Director | 0.0%    | 0.0%     | 44.4%     | 0.0%  | 0.0%   | 0.0%   | 22.2%       | 0.0% | 0.0%  | 11.1%             | 22.2%             |  |
| Senior Business Services   | 0.0%    | 1.0%     | 28.6%     | 1.9%  | 4.8%   | 3.8%   | 17.1%       | 2.9% | 1.0%  | 5.7%              | 33.3%             |  |
| Other Business Services    | 0.5%    | 1.0%     | 37.9%     | 2.0%  | 1.0%   | 2.0%   | 17.2%       | 2.5% | 1.5%  | 4.5%              | 29.8%             |  |
| Grand total                | 0.4%    | 0.8%     | 30.8%     | 1.7%  | 2.1%   | 2.5%   | 21.2%       | 1.9% | 1.0%  | 5.9%              | 31.7%             |  |

Ethnic origin

|                            | Asian Bangladeshi | Asian British | Asian Chinese | Asian Indian | Asian other | Asian Pakistani | Black African | Black Caribbean | White & Asian | White & Black African | White & Black Caribbean |
|----------------------------|-------------------|---------------|---------------|--------------|-------------|-----------------|---------------|-----------------|---------------|-----------------------|-------------------------|
| Partner                    | 0.0%              | 0.0%          | 0.0%          | 2.1%         | 1.1%        | 0.0%            | 0.0%          | 0.0%            | 0.0%          | 0.0%                  | 0.0%                    |
| Senior Lawyer              | 0.0%              | 0.0%          | 0.8%          | 2.3%         | 0.0%        | 0.0%            | 0.0%          | 0.0%            | 0.0%          | 0.0%                  | 0.0%                    |
| Junior Lawyer              | 1.3%              | 0.0%          | 0.6%          | 5.1%         | 0.6%        | 0.0%            | 0.6%          | 0.0%            | 0.6%          | 0.0%                  | 1.9%                    |
| Other legal                | 0.7%              | 0.7%          | 0.7%          | 4.4%         | 0.7%        | 2.9%            | 3.6%          | 0.7%            | 0.7%          | 0.7%                  | 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%                  | 0.0%                    |
| Senior Business Services   | 1.9%              | 2.9%          | 1.9%          | 1.9%         | 1.0%        | 1.0%            | 1.0%          | 0.0%            | 1.0%          | 0.0%                  | 0.0%                    |
| Other Business Services    | 1.0%              | 2.0%          | 1.0%          | 4.5%         | 0.0%        | 0.0%            | 1.5%          | 3.0%            | 1.5%          | 0.0%                  | 1.0%                    |
| Grand total                | 0.8%              | 1.0%          | 0.8%          | 3.6%         | 0.5%        | 0.6%            | 1.2%          | 0.8%            | 0.7%          | 0.1%                  | 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                    | 69.1%         | 0.0%          | 3.2%        | 0.0%                              | 0.0%                                | 5.3%                       | 0.0%                      | 0.0%                       | 2.1%              | 17.0%             |
| Senior Lawyer              | 75.0%         | 0.8%          | 1.6%        | 0.0%                              | 2.3%                                | 6.3%                       | 0.0%                      | 0.0%                       | 3.1%              | 7.8%              |
| Junior Lawyer              | 66.5%         | 0.6%          | 1.3%        | 0.0%                              | 1.9%                                | 12.0%                      | 0.0%                      | 0.0%                       | 0.6%              | 6.3%              |
| Other legal                | 65.7%         | 0.0%          | 0.0%        | 0.0%                              | 0.7%                                | 9.5%                       | 0.7%                      | 0.0%                       | 1.5%              | 5.8%              |
| Business Services Director | 88.9%         | 0.0%          | 0.0%        | 0.0%                              | 0.0%                                | 11.1%                      | 0.0%                      | 0.0%                       | 0.0%              | 0.0%              |
| Senior Business Services   | 65.7%         | 1.9%          | 1.9%        | 0.0%                              | 1.9%                                | 4.8%                       | 1.0%                      | 1.9%                       | 1.0%              | 7.6%              |
| Other Business Services    | 63.6%         | 1.5%          | 3.0%        | 1.5%                              | 0.5%                                | 5.1%                       | 0.0%                      | 0.5%                       | 1.0%              | 7.6%              |
| Grand total                | 67.4%         | 0.8%          | 1.8%        | 0.4%                              | 1.2%                                | 7.4%                       | 0.2%                      | 0.4%                       | 1.4%              | 8.1%              |

