



# Our UK gender & ethnicity pay gap report

2023



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**Understanding and tackling the pay gap that exists within our firm remains an important 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 2022 are a general improvement on 2021, 2020, 2019, 2018 and 2017 we recognise there is still much work to be done. This report shows our UK only gender and ethnicity pay gap reporting.**

Our headline figures are as follows:

- Median gender pay gap is 18.7% and mean gender pay gap is 12.4%
- Median ethnicity pay gap is 10.2% and mean ethnicity pay gap is 14.3%

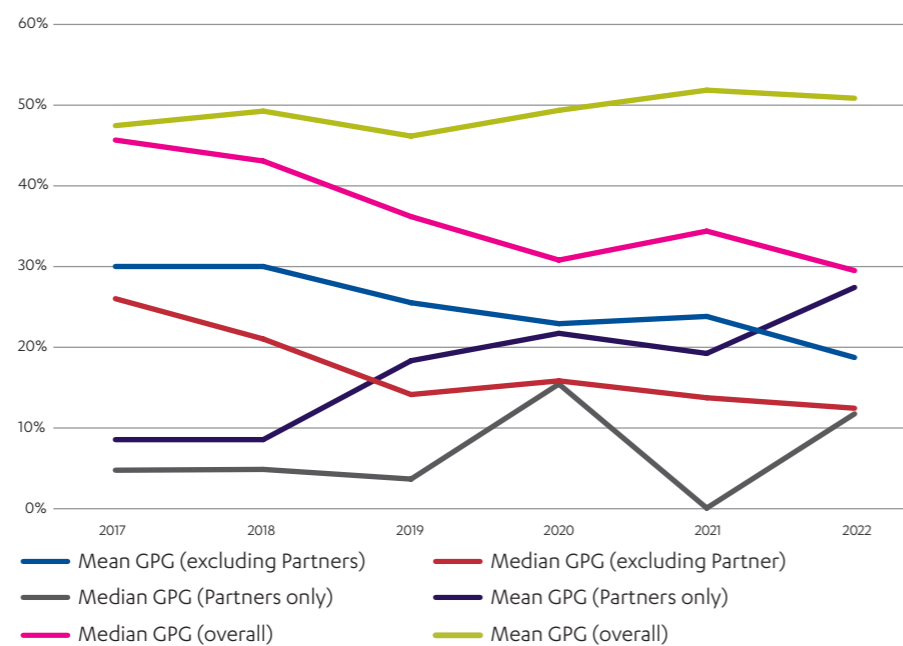
In summary, this means that men on average are earning 12.4% more than women and our non ethnic minority

employees on average are earning 14.3% more than ethnic minority employees. This is generally because we have more men in senior positions and more non ethnic minority employees in senior positions. Please see below for our progress year on year and for more detailed analysis.

## Gender pay gap

	2022	2021	2020	2019	2018	2017
Median GPG (excluding Partners)	18.7%	23.8%	22.9%	25.5%	30.0%	30.0%
Mean GPG (excluding Partners)	12.4%	13.7%	15.8%	14.1%	21.0%	26.0%
Median GPG (Partners only)	11.7%	0.0%	15.4%	3.6%	4.8%	4.7%
Mean GPG (Partners only)	27.4%	19.2%	21.7%	18.3%	8.5%	8.5%
Median GPG (overall)	29.5%	34.4%	30.8%	36.2%	43.1%	45.7%
Mean GPG (overall)	50.9%	51.9%	49.4%	46.2%	49.3%	47.5%

\* 2017-2020 reporting does not include fixed share partner in data



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. To be clear, the partner figures include our full equity and fixed share equity partners only. Our salaried partners are included in the employee

figures. The overall median figure is 29.5% (compared with 34.4% last year and 30.8% the year before) and the overall mean figure is 50.9% (compared with 51.9% last year and 49.4% the year before). When we look at our GPG, excluding partners, the median figure is 18.7% (compared with 23.8% last year and 22.9% the year before) and the mean figure is now 12.4% (compared with 13.7% last year and 15.8% the year before).

## Gender bonus pay gap

	2021	2021	2020	2019	2018	2017
Bonus pay mean gap	45.4%	43.9%	44.9%	53.2%	39.0%	66.0%
Bonus pay median gap	38.1%	20.0%	39.7%	41.0%	-22.0%	77.0%
Bonus pay mean gap (including Reward & Recognition awards)	44.2%	47.7%	47.7%	51.9%	42.0%	69.0%
Bonus pay median gap (including Reward & Recognition awards)	33.9%	47.0%	61.1%	37.6%	-37.5%	56.1%



We are pleased to report that the mean bonus figure has decreased from last year from 44.9% to 43.9% and the median is now 20.0% compared with 39.7% last year. Clearly this shows that there is still work to be done to reduce the gap in bonus pay but it suggests that our gender balance plan efforts are helping to move the numbers in the right direction. Looking at the mean and median bonus pay gap including Reward & Recognition awards (R&R), the gap increases due to the fact that more women

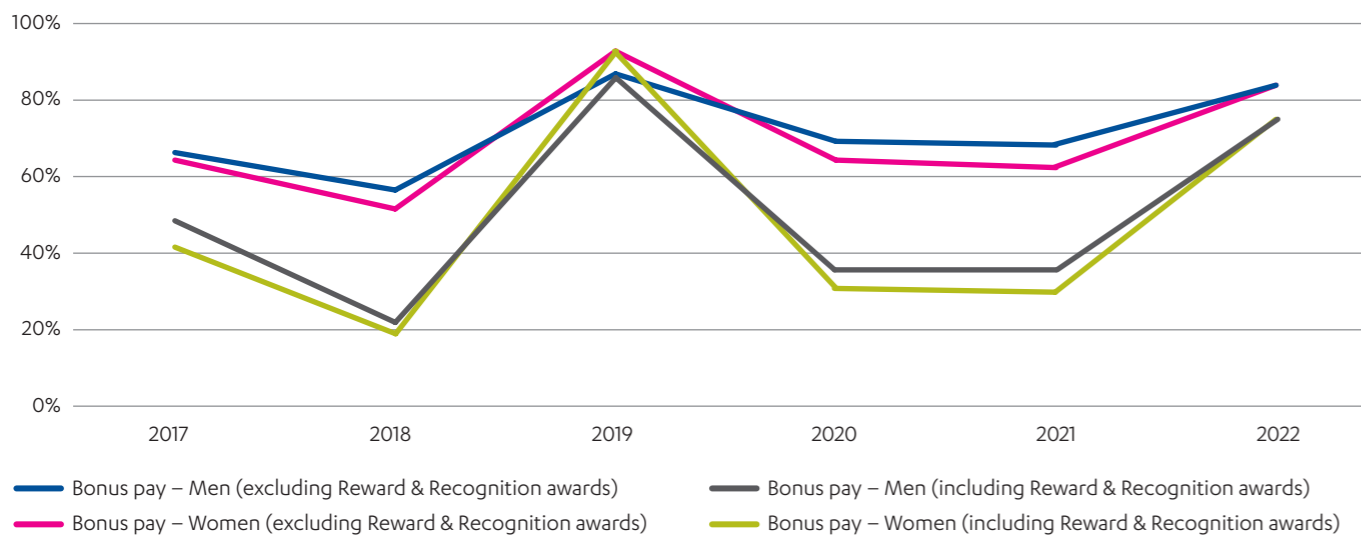
receive lower value R&R vouchers than men. This therefore skews the median figure which is based on the middle number when all awards are ranked in order of value. Our female business services and secretarial populations tend to be the main recipients of such R&R awards.

It is worth noting that in July 2021, a firmwide bonus was paid as a result of exceptional profits, explaining the increase seen in 2022.

**Percentage of people receiving bonuses (excluding Partners)**

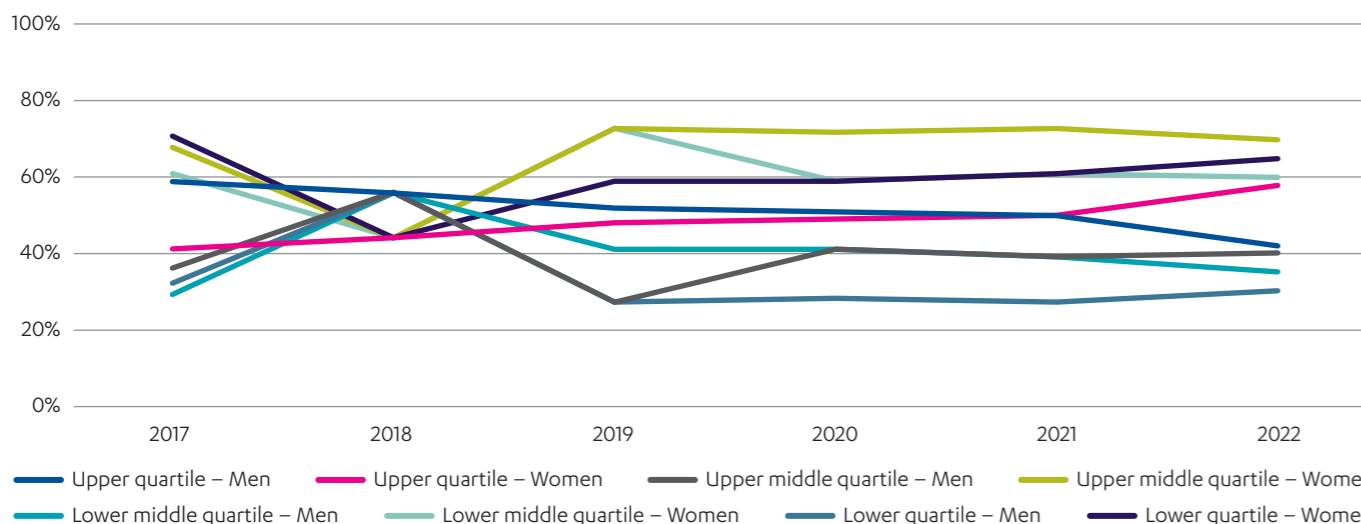
	2022		2021		2020		2019		2018		2017	
Bonus pay (excluding Reward & Recognition awards)	Men: 75%	Women: 75%	Men: 35%	Women: 29%	Men: 35%	Women: 30%	Men: 86%*	Women: 93%*	Men: 21%	Women: 18%	Men: 48%	Women: 41%
Bonus pay (including Reward & Recognition awards)	Men: 84%	Women: 84%	Men: 68%	Women: 62%	Men: 69%	Women: 64%	Men: 87%*	Women: 93%*	Men: 56%	Women: 51%	Men: 66%	Women: 64%

\* high percentages due to the one-off bonus paid in December 2018



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

	2022		2021		2020		2019		2018		2017	
Upper quartile	Men: 42%	Women: 58%	Men: 50%	Women: 50%	Men: 51%	Women: 49%	Men: 52%	Women: 48%	Men: 56%	Women: 44%	Men: 59%	Women: 41%
Upper middle quartile	Men: 40%	Women: 60%	Men: 39%	Women: 61%	Men: 41%	Women: 59%	Men: 27%	Women: 73%	Men: 56%	Women: 44%	Men: 36%	Women: 61%
Lower middle quartile	Men: 30%	Women: 70%	Men: 27%	Women: 73%	Men: 28%	Women: 72%	Men: 27%	Women: 73%	Men: 56%	Women: 44%	Men: 32%	Women: 68%
Lower quartile	Men: 35%	Women: 65%	Men: 39%	Women: 61%	Men: 41%	Women: 59%	Men: 41%	Women: 59%	Men: 56%	Women: 44%	Men: 29%	Women: 71%



Encouragingly, our Upper Quartile continues to see a positive increase in the percentage of women (50% to 57.5% in the Upper Quartile in the last year and up from 41% in 2017 when reporting began). We are encouraged by the changes to our Gender Pay Gap for 2022, but we recognise that there is still a way to go. Retention and progression of women is an issue facing many firms and we appreciate that it is a complex issue that cannot be resolved overnight. But we are committed to improving the numbers of women in our Partnership and other senior roles and lowering our pay gap. Accordingly, we have been hard at work implementing various programmes and initiatives aimed at improving these figures and, more generally, female representation in senior roles. Some examples of these initiatives are listed below.

**Achievements so far**

- The firm signed The Law Society’s Women in Law Pledge and committed to a 30% target for women in our Partnership and to a 15-point Gender Balance Plan which implements various objectives across numerous parts of the firm - from procurement to recruitment to events – to achieve better gender balance, especially in the Partnership and other senior roles. In 2022, we reached our target of 30% female representation at Partner level
- The firm continues to nurture a culture of agile working with no number of stipulated days required in the office
- The firm’s Gender Community (one of eight DEIB Communities) is active and engaged highlighting challenges, raising awareness, educating employees, etc. Further detail can be found on the firm’s intranet page, Edge and in RPCs Responsible Business Report and DEIB Brochure
- RPC is partnered with the Reignite Academy to offer associate opportunities to people who have had a career break (predominantly women) and want to return to full/part time or flexible working in the legal sector
- We implemented a returning parents buddy system, following a review of our returning parents processes and experiences
- The firm has an established Families Community, and Parents Network which meets every few months to discuss challenges, share ideas and generally provide support around being a working parent
- Shared Parental Leave pay has been increased to match our enhanced maternity pay offering
- Parental Leave for our partners mirrors that for our employees
- The minimum service requirement was removed on our enhanced mMaternity pay in 2022, meaning employees can receive this benefit from day one employment at the firm
- The firm runs a career development programme targeted at female talent (Springboard)

- The firm continues to work with the 30% Club to provide mentoring opportunities to our female talent
- The firm ran a series of personal safety initiatives including extending our taxi policy, providing self-defence classes and personal safety alarms
- The firm introduced a Menopause Policy, delivered a Menopause in the workplace training session, and signed the Menopause in the workplace pledge
- The firm introduced a Domestic Abuse Policy
- The firm introduced the tool Peppy, an app-based healthcare benefit which can support our employees on a number of topics including; Menopause, Fertility, Pregnancy and early parenthood
- RPC sponsors the Women’s Insurance Network (FIG) - a network aimed at putting women at all levels from across the insurance industry in touch with one another for support and professional development. FIG now has over 1,500 members who come from across insurance and related industries and are in a variety of positions from claims to legal
- In 2022, RPC sponsored the 50 Over Fifty insurance market initiative
- RPC is part of the TerraLex Women’s Global Connection Mentoring Programme, an affinity group within the TerraLex network of international law firms created to support women lawyers from different cultures, generations, and experiences.
- In 2022, in the UK, 50% of partner promotions were female
- In 2022 RPC hired its first female independent non-executive director
- The firm runs a career development programme targeted at female talent (Springboard)
- The firm continues to work with the 30% Club to provide mentoring opportunities to our female talent
- The firm ran a series of personal safety initiatives including extending our taxi policy, providing self defence classes and personal safety alarms

**Coming this year**

- We will be continuing our work on the implementation of the Gender Balance Plan and setting bold new targets for our female representation at Partner level
- Further events and initiatives will be held as part of the Gender Community group including talks on: creating gender equity within finances for International Women’s Day and the gender pay gap
- We have commenced a review of our non-chargeable time codes to help enable better recognition of non-chargeable hours contributions
- We are currently reviewing our bonus programme with the hope that this will support a reduction in the current gender pay gap amongst the bonuses given



### Ethnicity pay gap

While we recognise that we are not required to publish our ethnicity pay gap statistics, we are keen to do so as we see it as an opportunity to (a) be as transparent as possible and (b) give us the opportunity to start analysing the data and make meaningful changes as soon as possible to address any gap.

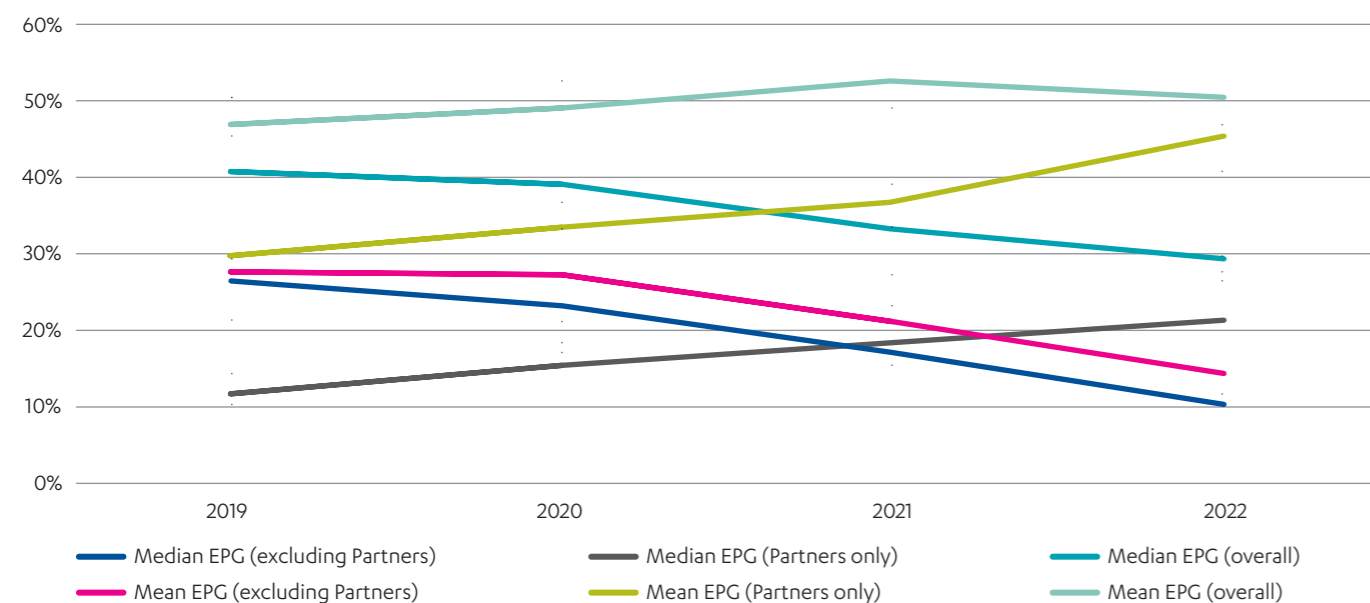
The majority of our people have self-reported their ethnicity on our HR system; however, we have 69 people who, for one reason

or another, have either not provided this data (54 people) or they would prefer not to say (15 people). Therefore, we have not included these 69 people in our Ethnicity Pay Gap calculations.

In the absence of government guidance on an appropriate way to split our data, we have opted for the term ethnic minority.

### Our 2021 Ethnicity Pay Gap figures

	2022	2021	2020	2019
Median EPG (excluding Partners)	10.2%	17.1%	23.3%	26.6%
Mean EPG (excluding Partners)	14.3%	21.2%	27.4%	27.8%
Median EPG (Partners only)	21.4%	18.4%	15.4%	11.6%
Mean EPG (Partners only)	45.8%	37.0%	33.7%	29.9%
Median EPG (overall)	29.5%	33.5%	39.4%	41.1%
Mean EPG (overall)	50.9%	53.1%	49.5%	47.3%



On average we have a 14.3% mean Ethnicity Pay Gap between our ethnic minority and non ethnic minority people (21.2% in 2021) and a 10.2% median pay gap (17.1% in 2021). We are pleased to see that these numbers have improved since we started reporting in 2019 and have continued to make improvements since.

One of the reasons for the ethnicity pay gap is due to the fact that we have a higher number of ethnic minority individuals in junior business services, secretarial and junior fee earner roles and a higher number of non ethnic minority people in senior business services and senior fee earner roles.

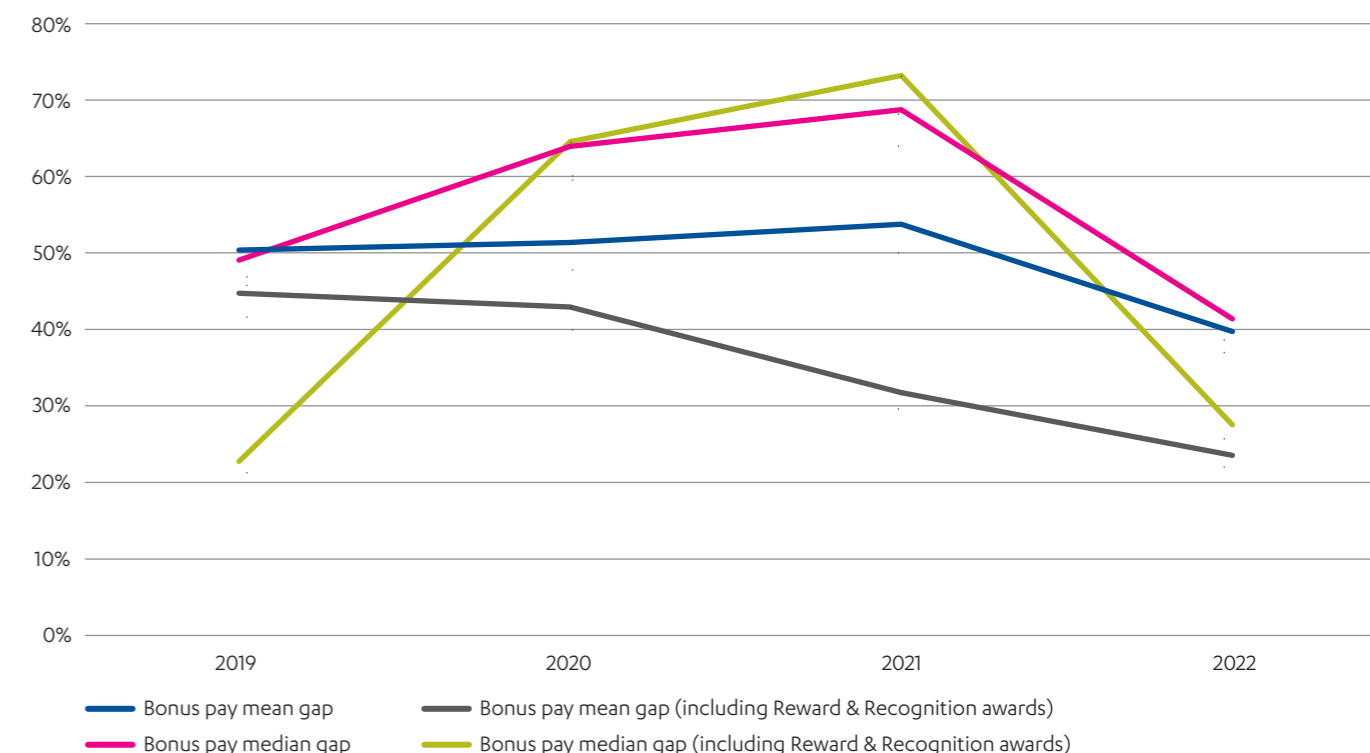
### Ethnicity bonus gap

The ethnicity bonus pay gap shows an average mean difference of 39.7% (53.8% in 2021) and a median pay gap of 23.5% (31.7% in 2021). This is excluding Reward & Recognition awards. This tells us that overall non ethnic minority employees are receiving more bonus than their non ethnic minority counterparts. We are however pleased to see that the mean bonus pay gap both excluding and when including Reward & Recognition awards (R&R) has decreased

since last year. As with the Gender Pay Gap, we recognise that there is work to be done to address the ethnicity bonus pay gap. Accordingly, we have been hard at work implementing various programmes and initiatives aimed at increasing and sustaining ethnic diversity across our organisation. Some examples of these initiatives are listed below.

### Our 2021 Ethnicity Pay Gap figures

	2022	2021	2020	2019
Bonus pay mean gap	39.7%	53.8%	51.4%	50.4%
Bonus pay median gap	23.5%	31.7%	42.9%	44.7%
Bonus pay mean gap (including Reward & Recognition awards)	41.5%	68.9%	64.1%	49.2%
Bonus pay median gap (including Reward & Recognition awards)	27.5%	73.4%	64.7%	22.7%



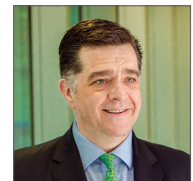


### Achievements so far

- RPC signed the BITC Race at Work Charter and the Rare Race Fairness Commitment
- The firm partners with Aspiring Solicitors including running insight days, providing professional ambassadors and advertising. We are one of the Founder Partners of the Aspiring Solicitors Foundation, the charitable arm of AS dedicated to providing funds and resources to graduate applicants to access legal opportunities
- We work closely with Rare Recruitment to increase our pipeline of underrepresented candidates into early talent roles
- The firm enthusiastically participates in the 10,000 Black Interns Programme
- We attend a variety of job fairs which draw a more diverse audience including: the 'Making the Leap' Social Mobility Job Fair, the Black Heritage Future Leaders Job Fair and the BAME City Law Fair with Target Jobs
- The firm partners with SEO (Sponsors for Educational Opportunity) and holds insight days
- Our Ethnicity Community continues to host numerous events and initiatives to discuss the topic of race and ethnicity, particularly in the legal sector
- During 2022 UK Black History Month, RPCs Ethnicity Community collaborated with a key client on an event with Dr Makaziwe Mandela
- In 2022, RPC rolled out a training session on Micro incivilities in the workplace and we are embedding this topic into our compulsory anti-harassment training
- In 2022, 29% of UK Partner hires were from an ethnic minority background

### Coming this year

- Work is planned to examine our demographics data to understand trends in applications, offers made, retention rates etc in relation to our Ethnic Minority employees
- We are part of the 10,000 Black interns initiative and will be hosting six interns in the summer of 2023 across both legal and business services
- We will be partnering with Job Boards specifically focusing on attracting ethnically diverse talent
- We plan to continue rolling out RPC's Race and Ethnicity Diversity plan, focusing on the following key areas: Resourcing, Talent Development, Firm Culture, Remuneration and Client Access and Opportunities



**James Miller**  
Managing Partner

*James Miller*



**Rachel Street**  
People & Talent  
Development Director

*Rachel Street*

### How to read this data

#### Mean Gender and Ethnicity Pay Gap

This is the percentage difference between the mean hourly rate of pay across the group. Mean averages are calculated by adding up all of the hourly rates of a group of people and then dividing the result by the number of people in the group.

#### Median Gender and Ethnicity Pay Gap

This is the percentage difference between the median hourly rate of pay across the group. Median averages are calculated by listing all the pay amounts in numerical order and taking the middle amount (or, if there is an even number of amounts, the average of the two central amounts).

#### Mean Gender and Ethnicity Bonus Gap

Mean averages are calculated by adding up all of the bonus payments of a group of people and dividing the result by the number of people in the group.

#### Median Gender and Ethnicity Bonus Gap

Median averages are calculated by listing all the bonus amounts in numerical order and taking the middle bonus amount (or, if there is an even number of bonus amounts, the average of the two central amounts).

#### What a positive or negative percentage figure means:

- A positive percentage figure reveals that typically, or overall, employees who are women or of an ethnic minority have lower pay or bonuses than employees who are men or employees who are white
- A negative percentage figure reveals that typically, or overall, employees who are men or employees who are white have lower pay or bonuses than employees who are women or of an ethnic minority
- A zero-percentage figure would reveal no gap between the pay or bonuses of employees who are men or employees who are white, and employees who are women or of an ethnic minority (or there is equal pay and bonuses overall)

We confirm the data reported here is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.





