



# Our UK gender & ethnicity pay gap report

2021

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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 2021 are a general improvement on 2020, 2019 and 2018, we recognise there is still much work to be done.**

Our headline figures are as follows:

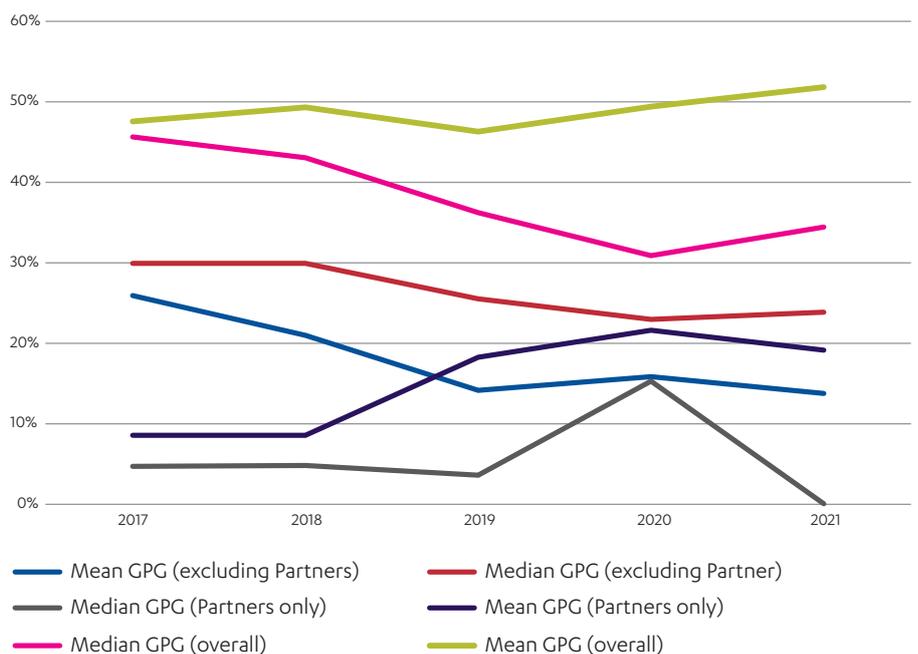
- **Median gender pay gap is 23.8% and mean gender pay gap is 13.7%**
- **Median ethnicity pay gap is 17.1% and mean ethnicity pay gap is 21.2%**

In summary, this means that men on average are earning 13.7% more than women and our white employees on average are earning 21.2% more than ethnic minority employees. This is generally because we have more men in senior positions and more white employees overall. Please see below for our progress year on year and for more detailed analysis.

## Gender pay gap

	2021	2020	2019	2018	2017
Median GPG (excluding Partners)	23.8%	22.9%	25.5%	30.0%	30.0%
Mean GPG (excluding Partners)	13.7%	15.8%	14.1%	21.0%	26.0%
Median GPG (Partners only)	0.0%*	15.4%	3.6%	4.8%	4.7%
Mean GPG (Partners only)	19.2%	21.7%	18.3%	8.5%	8.5%
Median GPG (overall)	34.4%	30.8%	36.2%	43.1%	45.7%
Mean GPG (overall)	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 partners only. Our salaried partners are included in the employee figures.

The overall median figure is 34.4% (compared with 30.8% last year and 36.2% the year before) and the overall mean figure is 51.9% (compared with 49.4% last year and 46.2% the year before). When we look at our GPG, excluding partners, the median figure is 23.8% (compared with 22.9% last year and 25.5% the year before)

and the mean figure is now 13.7% (compared with 15.8% last year and 14.1% the year before). Our median figure has unfortunately increased slightly this year when compared to our 2020 reporting. Something that is worth highlighting in this report is that our median GPG for partners only is 0.0%. This means that no median gender pay gap exists in the UK partnership as at the snapshot date. A large part of this can be attributed to the fact that we have included our fixed share partner figures in this round of reporting for the first time.

As stated above, the pay gap is a result of having more men in senior roles as of the snapshot date which is 30 April 2021.

### Gender bonus pay gap

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

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

	2021	2020	2019	2018	2017
Bonus pay (excluding Reward & Recognition awards)	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: 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)

	2021	2020	2019	2018	2017
Upper quartile	Men: 50% Women: 50%	Men: 51% Women: 49%	Men: 52% Women: 48%	Men: 56% Women: 44%	Men: 59% Women: 41%
Upper middle quartile	Men: 39% Women: 61%	Men: 41% Women: 59%	Men: 27% Women: 73%	Men: 56% Women: 44%	Men: 36% Women: 61%
Lower middle quartile	Men: 27% Women: 73%	Men: 28% Women: 72%	Men: 27% Women: 73%	Men: 56% Women: 44%	Men: 32% Women: 68%
Lower quartile	Men: 39% Women: 61%	Men: 41% Women: 59%	Men: 41% Women: 59%	Men: 56% Women: 44%	Men: 29% Women: 71%

A gap exists at RPC because there are more men than women doing traditionally higher paid roles (e.g. 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).

Encouragingly, our Upper Quartile continues to see a positive increase in the percentage of women (49% to 50% in the Upper Quartile in the last year and up from 41% in 2017 when reporting began). In particular, the Upper Quartile is even between men and women (50:50). We are encouraged by the changes to our Gender Pay Gap for 2021, 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
- The firm continues to nurture a culture of agile working
- The firm's Gender Work Stream (one of eight inclusion and diversity Work Streams) is active and engaged and was one of our Work Streams to have its six-month focus during

2021, a period where there is an extra firmwide spotlight shone on the topic to highlight challenges, raise awareness, educate, etc. Further detail can be found on the firm’s intranet page, Edge

- RPC 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 maternity returner buddy system, following a review of our maternity processes and experiences
- The firm has an established Families 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 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
- Further events and initiatives will be held as part of the Gender Work Stream’s programme
- We will be launching a new programme, providing a complete women’s health solution for colleagues
- We will shortly be launching a Menopause Policy and associated resources
- We have commenced a review of our non-chargeable time codes to help us recognise non-chargeable hours contributions

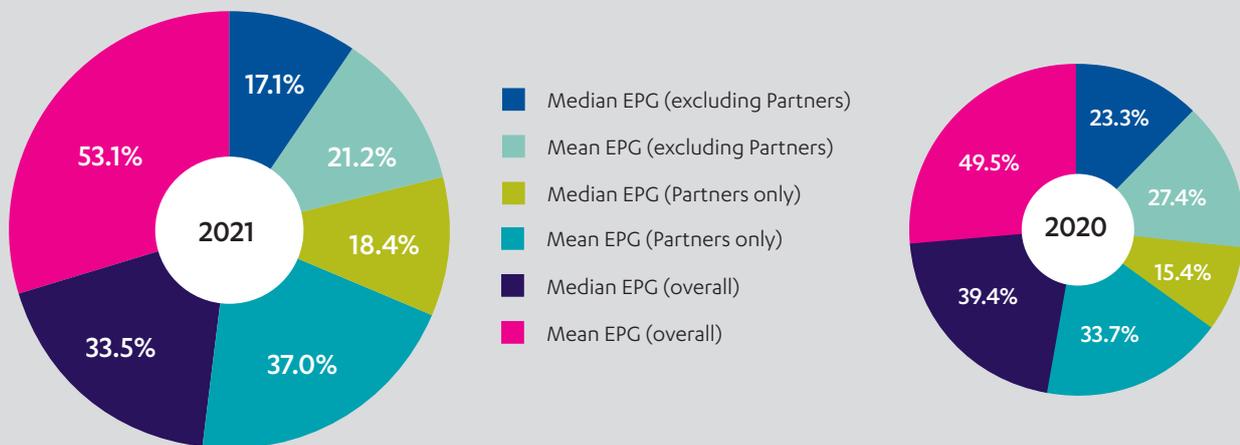
**Ethnicity pay gap**

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 56 people who, for one reason or another, have either not provided this data (50 people) or they would prefer not to say (6 people). Therefore, we have not included these 56 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 “white versus ethnic minority”.

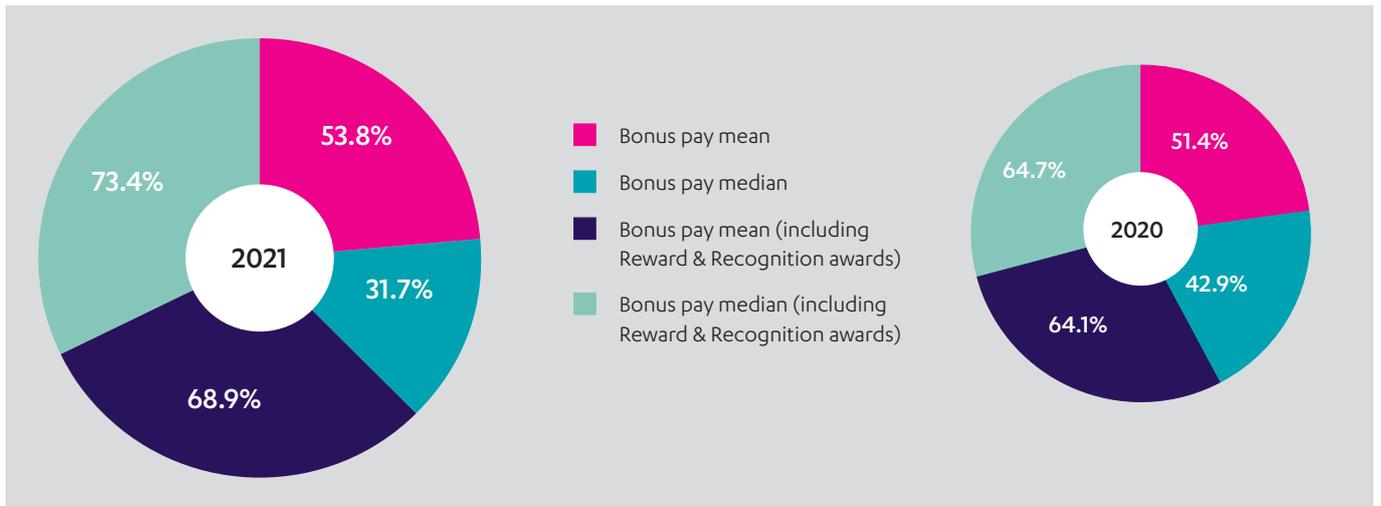
Our 2020 Ethnicity Pay Gap figures are as follows (white versus ethnic minority):



On average we have a 21.2% mean Ethnicity Pay Gap between our ethnic minority and white people (27.4% in 2020) and a 17.1% median pay gap (23.3% in 2020). 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 white people in senior business services and senior fee earner roles.

**Ethnicity bonus pay gap**



The ethnicity bonus pay gap shows an average mean difference of 53.8% (51.4% in 2020) and a median pay gap of 31.7% (42.9% in 2020). This is excluding Reward & Recognition awards. This tells us that overall white employees are receiving on average double the amount of bonus than ethnic minority employees. We are disappointed to see that the mean bonus pay gap including Reward & Recognition awards (R&R) has increased since last year. This is because the firm’s ethnic minority population is currently more concentrated in either junior legal roles or more junior roles within our support functions which may not be eligible for a bonus or a high-value bonus. Junior support employees tend to be the recipients of lower-value R&R awards. Our median bonus pay gap however has seen a decrease. As with the Gender Pay Gap, we recognise that there is work to be done to address the ethnicity bonus pay gap.

- We work closely with Rare Recruitment to increase our pipeline of ethnic minority candidates into early talent roles
- The firm signed up to 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 JobsThe firm partnered with SEO (Sponsors for Educational Opportunity) and holds insight daysOur Ethnicity Work Stream continues to host numerous events and initiatives to discuss the topic of race and ethnicity, particularly in the legal sector
- We launched REAL, a cross- firm alliance looking at race and ethnicity in the legal profession

**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 and candidates
- We have signed up to the 10,000 black interns initiative and the first intern round will be held in the Summer of 2021 Continue to collaborate across firms as part of the REAL alliance

**Achievements so far**

- RPC signed the BITC Race at Work Charter and the Rare Race Fairness Commitment
- The firm partners with Aspiring Solicitors to include, insight days, professional ambassadors, advertising and 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

## How to read this data

### Mean Gender and Ethnicity Pay Gap:

This is the percentage difference between the mean hourly rate of pay for employees. 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. 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 Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017.



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