



RPC



Demographics: annual report

August 2025

This report covers disability, ethnic origin, faith/belief, gender identity, primary caring responsibilities, sexual orientation and social mobility, which align with our Diversity, Equity, Inclusion and Belonging internal communities. The figures are accurate as of 31 August 2025.

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

Disability

	Yes	No	Prefer not to say	Data not provided
Business Services Director	7.1%	64.3%	14.3%	14.3%
Junior Lawyer	6.0%	72.9%	5.5%	15.6%
Other Business Services	10.5%	68.9%	3.5%	17.1%
Other Legal	10.3%	73.1%	5.1%	11.4%
Partner	3.5%	58.2%	10.6%	27.7%
Senior Business Services	9.6%	75.3%	6.2%	8.9%
Senior Lawyer	5.7%	72.6%	8.30%	13.4%
Grand total	8.0%	70.2%	6.1%	15.7%

Ethnic origin

	Any other African/Caribbean/black	Any other mixed/multiple background	Any other white background	Asian Bangladeshi	Asian British	Asian Chinese	Asian Indian	Asian Malay	Asian other	Asian Pakistani	Black African
Business Services Director	0.0%	7.1%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Junior Lawyer	0.5%	2.0%	14.1%	0.5%	1.5%	13.1%	4.0%	0.0%	1.0%	1.0%	2.0%
Other Business Services	1.3%	0.6%	6.7%	1.0%	1.3%	11.7%	4.1%	0.6%	0.3%	1.0%	1.9%
Other Legal	1.7%	1.1%	9.1%	1.1%	1.1%	4.6%	2.3%	0.0%	1.7%	1.1%	1.7%
Partner	0.0%	0.7%	5.7%	0.0%	0.7%	6.4%	2.8%	0.0%	2.1%	0.0%	0.0%
Senior Business Services	2.7%	0.0%	4.8%	0.0%	0.7%	5.5%	2.7%	0.0%	1.4%	0.7%	0.0%
Senior Lawyer	0.6%	1.3%	10.2%	0.6%	1.3%	7.0%	1.3%	0.0%	0.6%	0.0%	0.0%
Grand total	1.1%	1.0%	8.5%	0.6%	1.1%	8.6%	3.1%	0.2%	1.0%	0.7%	1.1%

Ethnic origin (continued)

	Black Caribbean	Other ethnic group – Arab	Other ethnic group – Other	White and Asian	White and black African	White and black Caribbean	White British	White English	White Irish	Prefer not to say	Data not provided
Business Services Director	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	71.4%	1.0%	0.0%	0.0%	7.1%
Junior Lawyer	1.0%	0.0%	0.5%	1.0%	0.0%	0.5%	46.7%	1.0%	0.5%	1.0%	8.0%
Other Business Services	2.9%	0.0%	0.0%	1.0%	0.3%	0.6%	53.0%	0.6%	1.6%	1.0%	8.6%
Other Legal	1.1%	1.1%	0.6%	2.3%	0.6%	1.7%	60.0%	0.0%	0.6%	1.1%	5.1%
Partner	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	59.6%	0.7%	2.1%	2.1%	16.3%
Senior Business Services	0.0%	0.7%	1.4%	2.1%	0.0%	0.0%	64.4%	1.4%	1.4%	0.7%	9.6%
Senior Lawyer	0.0%	0.0%	0.0%	0.6%	0.0%	0.6%	66.9%	0.6%	1.3%	1.3%	5.7%
Grand total	1.1%	0.3%	0.4%	1.1%	0.2%	0.6%	57.4%	0.7%	1.2%	1.1%	8.6%

Faith/belief

	Buddhist	Catholic	Christian	Hindu	Jewish	Muslim	No religion	Other religion or belief	Sikh	Prefer not to say	Data not provided
Business Services Director	0.0%	0.0%	35.7%	0.0%	7.1%	0.0%	28.6%	0.0%	0.0%	7.1%	21.4%
Junior Lawyer	1.0%	1.0%	26.6%	1.0%	0.5%	2.5%	40.7%	0.5%	2.0%	7.5%	16.6%
Other Business Services	2.9%	1.6%	24.8%	2.2%	0.3%	3.2%	36.5%	1.6%	1.9%	5.1%	20.0%
Other Legal	0.0%	0.6%	18.3%	2.3%	0.0%	4.0%	50.9%	2.3%	1.1%	6.3%	14.3%
Partner	0.0%	3.5%	29.8%	2.1%	3.5%	0.0%	9.9%	1.4%	0.7%	5.0%	44.0%
Senior Business Services	0.0%	1.4%	29.5%	2.7%	3.4%	2.7%	28.1%	2.7%	1.4%	3.4%	24.7%
Senior Lawyer	0.6%	1.3%	31.2%	1.9%	1.3%	0.6%	28.7%	1.3%	0.0%	3.2%	29.9%
Grand total	1.0%	1.5%	26.3%	2.0%	1.3%	2.4%	33.9%	1.6%	1.3%	5.2%	23.5%

Gender identity

	Female	Male	Non-Binary	Prefer not to say
Business Services Director	78.6%	21.4%	0.0%	0.0%
Junior Lawyer	61.8%	35.7%	0.5%	2.0%
Other Business Services	67.9%	31.4%	0.3%	0.3%
Other Legal	55.4%	42.3%	1.7%	0.6%
Partner	31.2%	68.1%	0.0%	0.7%
Senior Business Services	61.6%	37.0%	0.0%	1.4%
Senior Lawyer	61.8%	36.3%	0.0%	1.9%
Grand total	58.9%	39.6%	0.4%	1.0%

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
Business Services Director	42.9%	0.0%	14.3%	0.0%	0.0%	0.0%	42.9%
Junior Lawyer	4.5%	0.0%	0.0%	0.5%	0.5%	3.0%	91.5%
Other Business Services	17.1%	1.0%	0.6%	1.0%	0.0%	1.9%	78.4%
Other Legal	8.0%	0.6%	0.6%	1.1%	0.6%	2.9%	86.3%
Partner	30.5%	0.0%	1.4%	1.4%	0.7%	1.4%	64.5%
Senior Business Services	28.8%	2.1%	0.7%	1.4%	0.0%	2.1%	65.1%
Senior Lawyer	24.2%	0.0%	0.0%	0.0%	0.6%	0.6%	74.5%
Grand total	18.0%	0.6%	0.7%	0.9%	0.3%	2.0%	77.5%

Sexual orientation

	Bisexual	Gay Man	Gay Woman/Lesbian	Heterosexual /Straight	Other	Prefer not to say	Data Not Provided
Business Services Director	0.0%	0.0%	0.0%	85.7%	0.0%	7.1%	7.1%
Junior Lawyer	3.0%	0.5%	0.0%	79.4%	1.0%	4.0%	12.1%
Other Business Services	2.9%	1.6%	0.6%	80.0%	0.0%	3.8%	11.1%
Other Legal	5.7%	1.1%	1.1%	80.0%	0.0%	6.3%	5.7%
Partner	0.7%	0.7%	0.0%	70.2%	0.0%	5.0%	23.4%
Senior Business Services	1.4%	3.4%	0.0%	84.9%	0.0%	3.4%	6.8%
Senior Lawyer	0.0%	1.9%	1.3%	84.1%	0.0%	2.5%	10.2%
Grand total	2.4%	1.5%	0.5%	79.9%	0.2%	4.2%	11.2%

Social mobility

(Social Mobility demographics reflect our UK population only)

Social mobility

(school attended)

	Home Schooled	International School (outside of UK)	UK Comprehensive	UK Independent (fee paying)	UK State Grammar	University	Prefer not to say	Data not provided
Business Services Director	0.0%	7.7%	15.4%	30.8%	0.0%	0.0%	7.7%	38.5%
Junior Lawyer	0.0%	1.7%	11.5%	6.4%	3.7%	1.0%	0.3%	75.3%
Other Business Services	0.0%	2.9%	14.7%	1.4%	2.2%	1.8%	3.9%	73.1%
Other Legal	0.6%	0.6%	7.1%	1.8%	1.2%	1.2%	0.0%	87.6%
Partner	0.0%	2.5%	15.6%	18.0%	8.2%	0.8%	6.6%	48.4%
Senior Business Services	0.0%	2.2%	14.7%	4.4%	3.7%	3.7%	4.4%	66.9%
Senior Lawyer	0.0%	4.5%	13.6%	22.7%	4.5%	4.5%	9.1%	40.9%
Grand total	0.1%	2.1%	12.6%	6.1%	3.4%	1.6%	2.8%	71.3%

Social mobility

(first generation to attend university within immediate family)

	Yes	No	Data not provided
Business Services Director	23.1%	61.5%	15.4%
Junior Lawyer	35.4%	46.9%	17.7%
Other Business Services	21.5%	49.8%	28.7%
Other Legal	35.5%	43.2%	21.3%
Partner	32.8%	49.2%	18.0%
Senior Business Services	36.0%	41.9%	22.1%
Senior Lawyer	32.9%	56.6%	10.5%
Grand total	31.0%	48.2%	20.8%

Social mobility

(parental occupation at 14)

	Clerical and intermediate	Modern professional and traditional	Other	Routine semi-routine manual and service	Senior middle or junior managers or administrators	Small business owner	Technical and craft	Prefer not to say	Data Not Provided
Business Services Director	0.0%	38.5%	0.0%	7.7%	7.7%	0.0%	0.0%	0.0%	46.2%
Junior Lawyer	1.1%	6.9%	1.7%	2.9%	2.3%	0.6%	0.0%	0.6%	84.0%
Other Business Services	1.1%	6.1%	3.6%	3.2%	1.8%	0.7%	0.4%	2.9%	80.3%
Other Legal	0.0%	5.3%	2.4%	1.2%	1.2%	1.8%	1.2%	2.4%	84.6%
Partner	0.0%	12.3%	4.1%	0.8%	1.6%	0.0%	0.8%	1.6%	78.7%
Senior Business Services	0.7%	14.0%	4.4%	2.2%	4.4%	2.9%	2.2%	2.2%	66.9%
Senior Lawyer	1.4%	14.7%	1.4%	2.1%	0.7%	2.1%	0.0%	0.7%	76.9%
Grand total	0.8%	9.5%	2.9%	2.3%	2.0%	1.3%	0.70%	1.8%	78.8%

Social mobility

(Attended university)

	Yes	No	Data not provided
Business Services Director	76.9%	7.7%	15.4%
Junior Lawyer	84.0%	2.9%	13.1%
Other Business Services	39.4%	42.7%	17.9%
Other Legal	65.1%	24.9%	10.1%
Partner	84.4%	4.1%	11.5%
Senior Business Services	60.3%	27.9%	11.8%
Senior Lawyer	86.7%	4.9%	8.4%
Grand total	66.2%	20.9%	12.9%

