

23.09.2021

Gender pay gap reporting 2020-2021

Supporting statement

Gender Pay Gap Reporting

2020-2021 Reporting Year

This Statement sets out the Gender Pay Gap Data for Hawkins\Brown Architects LLP, as of the snapshot date of 5 April 2020.

Gender Pay Gap / Bonus Gender Pay Gap

	Mean (%)	Median (%)
Pay	14.7%	7.7%
Bonus	25.4%	23.3%

The proportion of females and males in each quartile pay band

Quartile	Female (%)	Male (%)
Highest	36.4%	63.6%
2nd	45.5%	54.5%
3rd	51.5%	48.5%
Lowest	58.5%	41.5%

Our process of grouping staff into salary bands based solely on their level of experience ensures that men and women at Hawkins\Brown are paid equally for doing equal roles.

Whilst the percentage of female staff in the higher pay quartile has increased since last year, our gender pay gap is still a function of a higher percentage of staff in our two highest pay quartiles being male. Likewise because bonuses are linked to level of salary as part of our profit-sharing scheme, this also gives rise to a bonus gender pay gap.

Percentage of staff receiving a bonus

Female (%)	Male (%)
59.5%	69.3%

All our permanent employees are eligible to receive a bonus as part of our profit share scheme, upon successful completion of their probation. In future years, if we reach a point where all staff have passed their probation at the point of profit share allocation, 100% of both female and male permanent employees will be eligible to receive a bonus.

Closing our Gender Pay Gap

There still remains some broad and complex societal factors that underlie the issue and we appreciate that reducing our gender pay gap will still take some time. However, we remain fully determined to do this and since last publishing our report we have put further actions in place, building upon the range of initiatives we already are committed to.

This year we sought external expertise from a diversity and inclusion consultancy who completed a thorough audit of our policies and processes we have in place. In collaboration we have created an equality and diversity action plan which includes but is not limited to areas such as learning and development, recruitment, communications, policy review and leadership. Following on from this work we have made progress in moving forward these actions. For example, within the next 6 months we will have a new recruitment software in place with one of the benefits of this being that it will provide a greater level of monitoring of applications as well as allowing applications to be anonymised. We have also developed a comprehensive training plan for all staff and within this there are sessions which have been organised on unconscious bias as well as 'Communicating with a Diverse Mindset'.

We have appointed Senior Partners as Diversity Champions. Their role will guarantee greater accountability of key decision makers and ensure that Hawkins\Brown are making positive steps specifically relating to equality, diversity and inclusion within the practice. The Diversity Champions also oversee our ED&I working group which was established in 2019. The group consists of employees from across the practice who have been empowered to help develop and implement a diversity strategy.

The group oversee and support the actions which have been derived from the audit (as mentioned previously).

We have put more focus on our returners from maternity leave to allow for an easier transition back into work. We have a 'maternity buddy scheme' where we pair up those returning from leave with other employees who have returned from parental leave. We also have established a social support network for all those currently on maternity leave to opt in to should they wish.

We continue to use the RIBA Close the Gap Report as a useful framework to benchmark our progress against. It was published to provide some recommended actions for practices in the areas of Recruitment, Progression and Retention. We record and measure the actions we have implemented so far and look at how closely we align with the guidance and what steps need to be taken in the areas that need to be addressed further. Our progress document is available for all staff on our intranet to view.

We continue to improve the policies and benefits that we have in place that foster equality and diversity, including the recent enhancement of our maternity and paternity offering. We have also introduced a hybrid working model which alongside our flexi-time policy allows employees a greater level of flexibility to support commitments outside of work, such as childcare and caring for dependents.



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