

**Gender Pay Gap
Reporting 2017-2018**
Supporting Statement

21.03.18

Hawkins
Brown

Gender Pay Gap Reporting

2017-2018 Reporting Year

As of April 2017 the UK Government requires all organisations with 250 or more employees to publish gender pay gap data annually. This Statement sets out the Gender Pay Gap Data for Hawkins\Brown as of the snapshot date of 5 April 2017.

Gender Pay Gap / Bonus Gender Pay Gap

	Mean (%)	Median (%)
Pay	9.6%	2.6%
Bonus	6.2%	1.7%

The proportion of females and males in each quartile pay band

Quartile	Female (%)	Male (%)
Highest	35	65
2nd	49	51
3rd	36	64
Lowest	60	40

We are confident that 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. Our gender pay gap is a function of a higher percentage of our higher-paid staff being male and a higher percentage of our lower-paid staff being female. 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.

Hawkins\Brown has worked hard to build a reputation as a leading employer within our industry. We recognise that we can do more to promote gender equality, particularly where it comes to supporting long-term career progression. We have set out the steps we have already taken to achieve this below. In addition we recently enlisted an independent expert to perform an audit of diversity and equality within our workplace culture.

Percentage of staff receiving a bonus

Female (%)	Male (%)
52	57

All permanent employees, upon successful completion of their probation, are eligible to receive a bonus as part of our profit share scheme. In the year 2016/2017 at the point of profit share allocation, a higher percentage of new recruits were female. This led to an imbalance, with more men eligible to receive a bonus for that year. In future years, if we reach a point where all staff have passed their probation at the point of profit share allocation, 100% of female and male permanent employees will be eligible to receive a bonus.

Closing our Gender Pay Gap

Our people are at the heart of everything we do – whether in our approach to design or the way we manage our business. We aim to offer full equality of opportunity for everyone regardless of gender or any other protected characteristics. We think this is important, not just in terms of fundamental equity, but because we believe we will be better designers if we are more diverse and if everyone's voices are heard equally. We also believe that a better gender balance across the practice leads to a happier and more motivated workforce.

We appreciate that there are some broad and complex societal issues underlying this issue and that reducing our gender pay gap will take some time. However we are fully committed to achieving this and over a number of years we have been putting in place a range of policies and processes to foster equality and diversity within our practice. These include: enhanced maternity leave, paternity leave and paid shared

parental leave; formal flexible working options and a more informal flexi-time arrangement; and a practice-wide mentoring scheme open to all our staff. We will continue to improve these wherever possible.

We aim to achieve a gender balance in all areas of recruitment, in particular by ensuring we have 50:50 long-lists of candidates and, wherever possible, ensuring we have gender-balanced interview panels. We continuously review our recruitment process and monitor the equality and diversity of both applications received, and those which are successful.

We also recently enlisted the support of an external expert to help us identify if any aspects of our workplace culture might be hindering equality and diversity, focusing primarily but not exclusively on gender. At the end of April we will present the findings of this work to all our staff and set out the actions and initiatives we will be pursuing as a result.

We are also sharing ideas with several other architectural practices on how to tackle some of the broader issues that are influencing the gender pay gap across our profession and the built environment sector.



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