

March 2022

# Gender pay gap reporting 2021-2022

## Supporting statement

# Gender Pay Gap Reporting

## 2021-2022 Reporting Year

This Statement sets out the Gender Pay Gap Data for Hawkins Brown Architecture Ltd, as of the snapshot date of 5 April 2021.

### Gender Pay Gap

	Mean (%)	Median (%)
Pay	12.4	7.7

### The proportion of females and males in each quartile pay band

Quartile	Female (%)	Male (%)
Highest	33.8	66.2
2nd	47.9	52.1
3rd	50.0	50.0
Lowest	52.1	47.9

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 still a function of a higher percentage of staff in our two highest pay quartiles being male.

### Percentage of staff receiving a bonus

Female (%)	Male (%)
0	0

Whilst all our permanent employees are eligible to receive a bonus as part of our profit share scheme, upon successful completion of their probation, there was no profit share paid to staff during this year.

### Closing our Gender Pay Gap

Since publishing last years gender pay gap data in October 2021 we are still actively committed and working on the numerous initiatives outlined in our statement. We are continuing to make steady progress on these actions. For example, our new recruitment software is now live and this is providing us with a

greater level of monitoring of applications as well as allowing applications to be anonymised.

Whilst we internally monitor and evaluate the progress we have made so far on our ED&I action plan, we are also in the process of appointing an inclusion consultancy to provide an external assessment of this and identify any further areas for improvement.

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