

March 2023

Gender pay gap reporting 2022-2023

Supporting statement

Gender Pay Gap Reporting

2022-2023 Reporting Year

This Statement sets out the Gender Pay Gap Data for Hawkins Brown Architecture Ltd, as of the snapshot date of 5 April 2022.

Gender Pay Gap

	Mean (%)	Median (%)
Pay	12.5	8.2

The proportion of females and males in each quartile pay band

Quartile	Female (%)	Male (%)
Highest	32.4	67.6
2nd	48.5	51.5
3rd	48.5	51.5
Lowest	54.4	45.6

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

We continue to make good progress on the initiatives we have set out to reduce our gender pay gap.

Our focus has been on the retention of staff across all areas of the practice. We currently have a greater number of females on our Trust Board and continue to look at equal representation within the leadership

channels of Hawkins Brown.

The return to work of those on Parental leave has been another focus and we have recently launched a Return To Work programme which will allow a more supportive and gradual transition back into the workplace.

We have also improved our collection and monitoring of data throughout the employee lifecycle to allow us to evidence and act upon the progress we are making.



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