

March 2024

# Gender pay gap reporting 2023-2024

## Supporting statement

# Gender Pay Gap Reporting

## 2023-2024 Reporting Year

This Statement sets out the Gender Pay Gap Data for Hawkins Brown Architecture Ltd, as of the snapshot date of 5 April 2023.

### Gender Pay Gap / Bonus Gender Pay Gap

	Mean (%)	Median (%)
Pay	14.1	12.9
Bonus	10.8	3.1

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

Quartile	Female (%)	Male (%)
Highest	30.0	70.0
2nd	51.4	48.6
3rd	45.7	54.3
Lowest	60.9	39.1

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 the highest pay quartile being male. We have a strategy of recruiting staff at more junior levels to develop talent and therefore as over half of our new joiners in the period were females this has led to an increase in the percentage of females within the lowest pay quartile.

### Percentage of staff receiving a bonus

Female (%)	Male (%)
85.5	86.5

All our permanent employees are eligible to receive a bonus as part of our EOT and 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

Over the last few years we have put a lot of focus on developing initiatives to help to reduce our gender pay gap.

We now have in place the following:

- Recruitment software which provides a greater level of monitoring of applications
- Additional policies to address important topics such as fertility, endometriosis, menopause and pregnancy loss
- A salary review policy which clearly outlines the approach we follow when looking at pay reviews across the practice

- A Return To Work programme for those employees who have been on Parental leave, allowing for a more supportive and gradual transition back into the workplace
- Greater representation of females on our Trust Board
- A further enhanced maternity and paternity offering as well as the introduction of a new benefit which gives all employees access to 20 hours emergency childcare to help alleviate pressures when it can often fall through
- A fully productive and engaged ED&I group championed by one of our Senior Partners who ensures positive steps and decisions are made relating to equality, diversity and inclusion within the practice
- The introduction of a hybrid working model alongside a flexi-time policy allowing employees a greater level of flexibility to support commitments outside of work such as childcare and caring for dependants.

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