

March 2025

Gender pay gap reporting 2024-2025

Supporting statement

Gender Pay Gap Reporting

2024-2025 Reporting Year

This Statement sets out the Gender Pay Gap Data for Hawkins Brown Architecture Ltd, as of the snapshot date of 5 April 2024.

Gender Pay Gap / Bonus Gender Pay Gap

	Mean (%)	Median (%)
Pay	16.7	11.7
Bonus	25.2	20.6

The proportion of females and males in each quartile pay band

Quartile	Female (%)	Male (%)
Highest	23.4	76.6
2nd	52.3	47.7
3rd	50.8	49.2
Lowest	60.0	40.0

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. 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 (%)
75.4	82.1

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

There still remains some broad and complex societal and industry related 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, building upon the range of initiatives we already are committed to which are outlined in our previous gender pay gap statements.

In addition to building upon these initiatives we have recently surveyed our staff on the progress we have made in relation to our ED&I strategy and action plan. Positive developments were acknowledged by staff through the survey and we will continue to monitor and evaluate feedback on this.



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