

2020 Gender pay gap report

Introduction

tp bennett is committed to having a diverse workforce. We value diversity and will continue to provide equal opportunities for all employees.

As we employ more than 250 people, we are required to report on our gender pay gap figures. tp bennett welcomes this initiative and is hopeful that it will be a positive step in bridging the gender pay gap in the built environment sector.

This is not an equal pay for equal work issue; men and women in the same position performing the same work must receive equal pay and tp bennett compensates employees based solely on merit and does not discriminate against gender or any other trait.

The Gender Pay Gap is a measure of the difference between men and women's average earnings across the practice.

Gender pay gap figures

The **mean** is the average pay or bonus for women against the average pay or bonus for men.

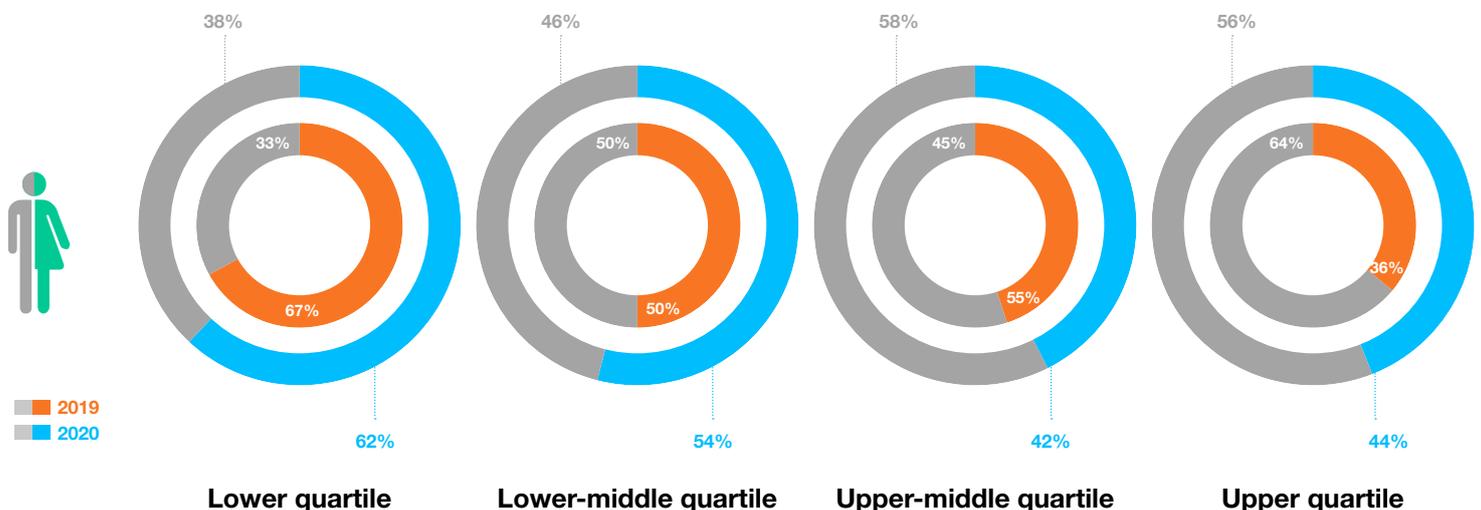
The **median** compares the 'middle' pay or bonus for women against the 'middle' pay or bonus for men when the values are put in a dataset from low to high. This is important as it is less affected by outliers compared to the mean figure.

The pay gap is based on a snapshot of data from 5 April 2020 and looks at the difference between the hourly wage for all women versus the hourly wage for all men.

	Mean	Median
Hourly pay gap 2019	12.75%	7.47%
Hourly pay gap 2020	8.17%	5.28%

Quartiles

The pay quartiles are used to determine what proportion of men and women we have at each quartile based on their hourly rate. It is calculated by ranking all employees' hourly rate in numerical order and then dividing it into four equal groups.



Bonus gap

The regulations also require us to look at the bonus difference for a period of 12 months prior to April 2020.

95.7% of women received a bonus and 96.1% of men did.

	Mean	Median
Bonus Gap 2019	17%	20%
Bonus Gap 2020	24%	25%

What are we doing about it?

We recognise that closing the gap will take some time and we have put in place short, medium and long term plans.

To try to increase the number of women in senior management, we introduced a mentorship programme and also have an internal working group which supports our female staff in all stages of their career, from training through to networking events. We are also the first and only architecture practice to join Real Estate Balance – this means having commitment from Board level to lead change on gender balance at senior levels.

We continue to support our parents/carers through offering complete flexibility on working patterns. Our IT infrastructure has proven to be successful and our business has been highly effective working from home during this difficult time.

I confirm the data that is reported is accurate.
Bill Soper, Principal Director, tp bennett

